

SCA Wage Determinations 2023

States/Territories A-B

States/Territories: Alabama, Alaska, American Samoa, Arizona, Arkansas

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Summary Values

States/Territories Count: 5

WD Count: 61

Row Count: 180

Lookup Table

Alabama

Wage Determination No	Date Of Last Revision	Revision No	State	County	Towns
<u>2015-4527</u>	12/27/2022	22	Alabama	Russell	
<u>2015-4587</u>	12/27/2022	21	Alabama	Calhoun	
<u>2015-4589</u>	12/27/2022	20	Alabama	Lee	
<u>2015-4591</u>	12/27/2022	22	Alabama	Bibb	
<u>2015-4591</u>	12/27/2022	22	Alabama	Blount	
<u>2015-4591</u>	12/27/2022	22	Alabama	Jefferson	
<u>2015-4591</u>	12/27/2022	22	Alabama	Shelby	
<u>2015-4591</u>	12/27/2022	22	Alabama	St Clair	
<u>2015-4591</u>	12/27/2022	22	Alabama	Walker	
<u>2015-4593</u>	12/27/2022	22	Alabama	Chilton	
<u>2015-4595</u>	12/27/2022	22	Alabama	Lawrence	
<u>2015-4595</u>	12/27/2022	22	Alabama	Morgan	
<u>2015-4597</u>	12/27/2022	22	Alabama	Geneva	
<u>2015-4597</u>	12/27/2022	22	Alabama	Henry	
<u>2015-4597</u>	12/27/2022	22	Alabama	Houston	
<u>2015-4599</u>	12/27/2022	22	Alabama	Colbert	
<u>2015-4599</u>	12/27/2022	22	Alabama	Lauderdale	
<u>2015-4601</u>	12/27/2022	21	Alabama	Etowah	
<u>2015-4603</u>	12/27/2022	23	Alabama	Limestone	
<u>2015-4603</u>	12/27/2022	23	Alabama	Madison	
<u>2015-4605</u>	12/27/2022	19	Alabama	Mobile	
<u>2015-4607</u>	12/27/2022	19	Alabama	Autauga	
<u>2015-4607</u>	12/27/2022	19	Alabama	Elmore	
<u>2015-4607</u>	12/27/2022	19	Alabama	Lowndes	
<u>2015-4607</u>	12/27/2022	19	Alabama	Montgomery	
<u>2015-4609</u>	12/27/2022	19	Alabama	Hale	
<u>2015-4609</u>	12/27/2022	19	Alabama	Pickens	
<u>2015-4609</u>	12/27/2022	19	Alabama	Tuscaloosa	
<u>2015-4611</u>	12/27/2022	22	Alabama	Cullman	
<u>2015-4611</u>	12/27/2022	22	Alabama	Fayette	
<u>2015-4611</u>	12/27/2022	22	Alabama	Lamar	
<u>2015-4613</u>	12/27/2022	22	Alabama	Franklin	

<u>2015-4613</u>	12/27/2022	22	Alabama	Marion
<u>2015-4613</u>	12/27/2022	22	Alabama	Winston
<u>2015-4615</u>	12/27/2022	22	Alabama	Cherokee
<u>2015-4615</u>	12/27/2022	22	Alabama	Clay
<u>2015-4615</u>	12/27/2022	22	Alabama	Cleburne
<u>2015-4615</u>	12/27/2022	22	Alabama	De Kalb
<u>2015-4615</u>	12/27/2022	22	Alabama	Talladega
<u>2015-4617</u>	12/27/2022	22	Alabama	Jackson
<u>2015-4617</u>	12/27/2022	22	Alabama	Marshall
<u>2015-4619</u>	12/27/2022	22	Alabama	Coosa
<u>2015-4619</u>	12/27/2022	22	Alabama	Tallapoosa
<u>2015-4621</u>	12/27/2022	22	Alabama	Chambers
<u>2015-4621</u>	12/27/2022	22	Alabama	Randolph
<u>2015-4623</u>	12/27/2022	22	Alabama	Greene
<u>2015-4623</u>	12/27/2022	22	Alabama	Marengo
<u>2015-4623</u>	12/27/2022	22	Alabama	Perry
<u>2015-4625</u>	12/27/2022	22	Alabama	Choctaw
<u>2015-4625</u>	12/27/2022	22	Alabama	Clarke
<u>2015-4625</u>	12/27/2022	22	Alabama	Conecuh
<u>2015-4625</u>	12/27/2022	22	Alabama	Escambia
<u>2015-4625</u>	12/27/2022	22	Alabama	Monroe
<u>2015-4625</u>	12/27/2022	22	Alabama	Washington
<u>2015-4627</u>	12/27/2022	22	Alabama	Dallas
<u>2015-4627</u>	12/27/2022	22	Alabama	Wilcox
<u>2015-4629</u>	12/27/2022	22	Alabama	Sumter
<u>2015-4631</u>	12/27/2022	22	Alabama	Barbour
<u>2015-4631</u>	12/27/2022	22	Alabama	Coffee
<u>2015-4631</u>	12/27/2022	22	Alabama	Dale
<u>2015-4633</u>	12/27/2022	22	Alabama	Covington
<u>2015-4635</u>	12/27/2022	22	Alabama	Bullock
<u>2015-4635</u>	12/27/2022	22	Alabama	Butler
<u>2015-4635</u>	12/27/2022	22	Alabama	Crenshaw
<u>2015-4635</u>	12/27/2022	22	Alabama	Macon
<u>2015-4635</u>	12/27/2022	22	Alabama	Pike
<u>2015-5717</u>	12/27/2022	19	Alabama	Baldwin

Alaska

Wage Determination No	Date Of Last Revision	Revision No	State	County	Towns
<u>2015-5681</u>	12/27/2022	17	Alaska	Anchorage	
<u>2015-5681</u>	12/27/2022	17	Alaska	Matanuska-Susit	
<u>2015-5683</u>	12/27/2022	17	Alaska	Fairbanks North	
<u>2015-5685</u>	12/27/2022	19	Alaska	Haines	
<u>2015-5685</u>	12/27/2022	19	Alaska	Juneau	
<u>2015-5685</u>	12/27/2022	19	Alaska	Ketchikan Gateway	
<u>2015-5685</u>	12/27/2022	19	Alaska	Prince Of Wales	
<u>2015-5685</u>	12/27/2022	19	Alaska	Sitka	
<u>2015-5685</u>	12/27/2022	19	Alaska	Skagway-Yakutat	
<u>2015-5685</u>	12/27/2022	19	Alaska	Wrangell-Peters	
<u>2015-5687</u>	12/27/2022	19	Alaska	Aleutian Island	
<u>2015-5687</u>	12/27/2022	19	Alaska	Bethel	
<u>2015-5687</u>	12/27/2022	19	Alaska	Bristol Bay	
<u>2015-5687</u>	12/27/2022	19	Alaska	Dillingham	
<u>2015-5687</u>	12/27/2022	19	Alaska	Kenai Peninsula	
<u>2015-5687</u>	12/27/2022	19	Alaska	Kodiak Island	
<u>2015-5687</u>	12/27/2022	19	Alaska	Nome	
<u>2015-5687</u>	12/27/2022	19	Alaska	North Slope	
<u>2015-5687</u>	12/27/2022	19	Alaska	Southeast Fairb	
<u>2015-5687</u>	12/27/2022	19	Alaska	Valdez-Cordova	
<u>2015-5687</u>	12/27/2022	19	Alaska	Wade Hampton	
<u>2015-5687</u>	12/27/2022	19	Alaska	Yukon-Koyukuk	

American Samoa

Wage Determination No	Date Of Last Revision	Revision No	State	County	Towns
<u>2015-5689</u>	12/27/2022	19	American Samoa	Statewide	

Arizona

Wage Determination No	Date Of Last Revision	Revision No	State	County	Towns
<u>2015-5465</u>	12/27/2022	21	Arizona	Coconino	
<u>2015-5467</u>	12/27/2022	22	Arizona	Mohave	
<u>2015-5469</u>	12/27/2022	21	Arizona	Maricopa	
<u>2015-5469</u>	12/27/2022	21	Arizona	Pinal	
<u>2015-5471</u>	12/27/2022	19	Arizona	Yavapai	

<u>2015-5473</u>	12/27/2022	19	Arizona	Pima
<u>2015-5475</u>	12/27/2022	19	Arizona	Yuma
<u>2015-5477</u>	12/27/2022	21	Arizona	Apache
<u>2015-5477</u>	12/27/2022	21	Arizona	Gila
<u>2015-5477</u>	12/27/2022	21	Arizona	Navajo
<u>2015-5479</u>	12/27/2022	21	Arizona	La Paz
<u>2015-5481</u>	12/27/2022	21	Arizona	Graham
<u>2015-5481</u>	12/27/2022	21	Arizona	Greenlee
<u>2015-5481</u>	12/27/2022	21	Arizona	Santa Cruz
<u>2015-5719</u>	12/27/2022	19	Arizona	Cochise

Arkansas

Wage Determination No	Date Of Last Revision	Revision No	State	County	Towns
<u>2015-4673</u>	12/27/2022	21	Arkansas	Crittenden	
<u>2015-5109</u>	12/27/2022	21	Arkansas	Benton	
<u>2015-5109</u>	12/27/2022	21	Arkansas	Madison	
<u>2015-5109</u>	12/27/2022	21	Arkansas	Washington	
<u>2015-5113</u>	12/27/2022	19	Arkansas	Garland	
<u>2015-5115</u>	12/27/2022	19	Arkansas	Craighead	
<u>2015-5115</u>	12/27/2022	19	Arkansas	Poinsett	
<u>2015-5117</u>	12/27/2022	21	Arkansas	Faulkner	
<u>2015-5117</u>	12/27/2022	21	Arkansas	Lonoke	
<u>2015-5117</u>	12/27/2022	21	Arkansas	Perry	
<u>2015-5117</u>	12/27/2022	21	Arkansas	Pulaski	
<u>2015-5117</u>	12/27/2022	21	Arkansas	Saline	
<u>2015-5119</u>	12/27/2022	21	Arkansas	Grant	
<u>2015-5121</u>	12/27/2022	20	Arkansas	Cleveland	
<u>2015-5121</u>	12/27/2022	20	Arkansas	Jefferson	
<u>2015-5121</u>	12/27/2022	20	Arkansas	Lincoln	
<u>2015-5123</u>	12/27/2022	21	Arkansas	Baxter	
<u>2015-5123</u>	12/27/2022	21	Arkansas	Boone	
<u>2015-5123</u>	12/27/2022	21	Arkansas	Cleburne	
<u>2015-5123</u>	12/27/2022	21	Arkansas	Fulton	
<u>2015-5123</u>	12/27/2022	21	Arkansas	Independence	
<u>2015-5123</u>	12/27/2022	21	Arkansas	Izard	
<u>2015-5123</u>	12/27/2022	21	Arkansas	Jackson	

<u>2015-5123</u>	12/27/2022	21	Arkansas	Marion
<u>2015-5123</u>	12/27/2022	21	Arkansas	Searcy
<u>2015-5123</u>	12/27/2022	21	Arkansas	Sharp
<u>2015-5123</u>	12/27/2022	21	Arkansas	Stone
<u>2015-5123</u>	12/27/2022	21	Arkansas	Van Buren
<u>2015-5123</u>	12/27/2022	21	Arkansas	White
<u>2015-5123</u>	12/27/2022	21	Arkansas	Woodruff
<u>2015-5125</u>	12/27/2022	21	Arkansas	Clay
<u>2015-5125</u>	12/27/2022	21	Arkansas	Greene
<u>2015-5125</u>	12/27/2022	21	Arkansas	Lawrence
<u>2015-5125</u>	12/27/2022	21	Arkansas	Monroe
<u>2015-5125</u>	12/27/2022	21	Arkansas	Prairie
<u>2015-5125</u>	12/27/2022	21	Arkansas	Randolph
<u>2015-5127</u>	12/27/2022	21	Arkansas	Phillips
<u>2015-5129</u>	12/27/2022	21	Arkansas	Cross
<u>2015-5129</u>	12/27/2022	21	Arkansas	Lee
<u>2015-5129</u>	12/27/2022	21	Arkansas	Mississippi
<u>2015-5129</u>	12/27/2022	21	Arkansas	St Francis
<u>2015-5133</u>	12/27/2022	21	Arkansas	Arkansas
<u>2015-5133</u>	12/27/2022	21	Arkansas	Ashley
<u>2015-5133</u>	12/27/2022	21	Arkansas	Bradley
<u>2015-5133</u>	12/27/2022	21	Arkansas	Calhoun
<u>2015-5133</u>	12/27/2022	21	Arkansas	Chicot
<u>2015-5133</u>	12/27/2022	21	Arkansas	Dallas
<u>2015-5133</u>	12/27/2022	21	Arkansas	Desha
<u>2015-5133</u>	12/27/2022	21	Arkansas	Drew
<u>2015-5133</u>	12/27/2022	21	Arkansas	Ouachita
<u>2015-5133</u>	12/27/2022	21	Arkansas	Union
<u>2015-5135</u>	12/27/2022	21	Arkansas	Columbia
<u>2015-5135</u>	12/27/2022	21	Arkansas	Hempstead
<u>2015-5135</u>	12/27/2022	21	Arkansas	Howard
<u>2015-5135</u>	12/27/2022	21	Arkansas	Lafayette
<u>2015-5135</u>	12/27/2022	21	Arkansas	Nevada
<u>2015-5135</u>	12/27/2022	21	Arkansas	Sevier
<u>2015-5137</u>	12/27/2022	21	Arkansas	Conway

<u>2015-5137</u>	12/27/2022	21	Arkansas	Hot Spring
<u>2015-5137</u>	12/27/2022	21	Arkansas	Montgomery
<u>2015-5137</u>	12/27/2022	21	Arkansas	Pope
<u>2015-5137</u>	12/27/2022	21	Arkansas	Yell
<u>2015-5139</u>	12/27/2022	21	Arkansas	Franklin
<u>2015-5139</u>	12/27/2022	21	Arkansas	Johnson
<u>2015-5139</u>	12/27/2022	21	Arkansas	Logan
<u>2015-5139</u>	12/27/2022	21	Arkansas	Polk
<u>2015-5139</u>	12/27/2022	21	Arkansas	Scott
<u>2015-5141</u>	12/27/2022	22	Arkansas	Crawford
<u>2015-5141</u>	12/27/2022	22	Arkansas	Sebastian
<u>2015-5145</u>	12/27/2022	20	Arkansas	Little River
<u>2015-5145</u>	12/27/2022	20	Arkansas	Miller
<u>2015-5721</u>	12/27/2022	21	Arkansas	Clark
<u>2015-5721</u>	12/27/2022	21	Arkansas	Pike
<u>2015-5723</u>	12/27/2022	21	Arkansas	Carroll
<u>2015-5723</u>	12/27/2022	21	Arkansas	Newton

<<< Wage Determination No. : 2015-4527

States/Territories. : Alabama

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

States: Alabama, Georgia

Area: Alabama County of Russell

Georgia Counties of Chattahoochee, Harris, Marion, Muscogee

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.94	***
01012	Accounting Clerk II	16.79	
01013	Accounting Clerk III	18.77	
01020	Administrative Assistant	28.84	
01035	Court Reporter	17.71	
01041	Customer Service Representative I	12.83	***
01042	Customer Service Representative II	14.00	***
01043	Customer Service Representative III	15.71	***
01051	Data Entry Operator I	13.81	***
01052	Data Entry Operator II	15.07	***
01060	Dispatcher, Motor Vehicle	17.74	
01070	Document Preparation Clerk	14.10	***
01090	Duplicating Machine Operator	14.10	***
01111	General Clerk I	13.21	***
01112	General Clerk II	14.41	***
01113	General Clerk III	16.17	***
01120	Housing Referral Assistant	19.75	
01141	Messenger Courier	12.36	***
01191	Order Clerk I	13.56	***
01192	Order Clerk II	15.04	***

01261	Personnel Assistant (Employment) I	16.84	
01262	Personnel Assistant (Employment) II	18.84	
01263	Personnel Assistant (Employment) III	21.00	
01270	Production Control Clerk	23.42	
01290	Rental Clerk	13.53	***
01300	Scheduler, Maintenance	15.83	***
01311	Secretary I	15.83	***
01312	Secretary II	17.71	
01313	Secretary III	19.75	
01320	Service Order Dispatcher	15.85	***
01410	Supply Technician	28.84	
01420	Survey Worker	16.43	
01460	Switchboard Operator/Receptionist	13.26	***
01531	Travel Clerk I	13.07	***
01532	Travel Clerk II	13.94	***
01533	Travel Clerk III	14.79	***
01611	Word Processor I	14.10	***
01612	Word Processor II	15.83	***
01613	Word Processor III	17.71	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	21.01	
05010	Automotive Electrician	17.62	
05040	Automotive Glass Installer	16.25	
05070	Automotive Worker	16.25	
05110	Mobile Equipment Servicer	14.14	***
05130	Motor Equipment Metal Mechanic	18.18	
05160	Motor Equipment Metal Worker	16.25	
05190	Motor Vehicle Mechanic	18.18	
05220	Motor Vehicle Mechanic Helper	13.86	***
05250	Motor Vehicle Upholstery Worker	15.59	***
05280	Motor Vehicle Wrecker	16.25	
05310	Painter, Automotive	17.21	
05340	Radiator Repair Specialist	16.25	
05370	Tire Repairer	13.90	***
05400	Transmission Repair Specialist	18.18	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.38	***
07041	Cook I	12.51	***
07042	Cook II	14.38	***
07070	Dishwasher	10.34	***
07130	Food Service Worker	10.21	***
07210	Meat Cutter	15.26	***
07260	Waiter/Waitress	9.29	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	20.22	
09040	Furniture Handler	13.21	***
09080	Furniture Refinisher	20.22	
09090	Furniture Refinisher Helper	15.46	***
09110	Furniture Repairer, Minor	17.86	
09130	Upholsterer	20.22	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.26	***
11060	Elevator Operator	11.26	***
11090	Gardener	17.29	
11122	Housekeeping Aide	11.14	***
11150	Janitor	11.14	***
11210	Laborer, Grounds Maintenance	13.75	***
11240	Maid or Houseman	10.60	***
11260	Pruner	12.57	***
11270	Tractor Operator	16.09	***

11330	Trail Maintenance Worker	13.75	***
11360	Window Cleaner	12.19	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.99	
12011	Breath Alcohol Technician	19.77	
12012	Certified Occupational Therapist Assistant	27.13	
12015	Certified Physical Therapist Assistant	29.05	
12020	Dental Assistant	18.08	
12025	Dental Hygienist	32.84	
12030	EKG Technician	29.03	
12035	Electroneurodiagnostic Technologist	29.03	
12040	Emergency Medical Technician	17.99	
12071	Licensed Practical Nurse I	17.67	
12072	Licensed Practical Nurse II	19.77	
12073	Licensed Practical Nurse III	22.04	
12100	Medical Assistant	14.61	***
12130	Medical Laboratory Technician	21.40	
12160	Medical Record Clerk	15.71	***
12190	Medical Record Technician	17.68	
12195	Medical Transcriptionist	17.67	
12210	Nuclear Medicine Technologist	43.46	
12221	Nursing Assistant I	11.24	***
12222	Nursing Assistant II	12.63	***
12223	Nursing Assistant III	13.79	***
12224	Nursing Assistant IV	15.47	***
12235	Optical Dispenser	17.99	
12236	Optical Technician	17.67	
12250	Pharmacy Technician	16.62	
12280	Phlebotomist	16.38	
12305	Radiologic Technologist	26.36	
12311	Registered Nurse I	24.99	
12312	Registered Nurse II	30.57	
12313	Registered Nurse II, Specialist	30.57	
12314	Registered Nurse III	36.99	
12315	Registered Nurse III, Anesthetist	36.99	
12316	Registered Nurse IV	44.33	
12317	Scheduler (Drug and Alcohol Testing)	24.50	
12320	Substance Abuse Treatment Counselor	21.75	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	24.67	
13012	Exhibits Specialist II	30.56	
13013	Exhibits Specialist III	37.38	
13041	Illustrator I	24.67	
13042	Illustrator II	30.56	
13043	Illustrator III	37.38	
13047	Librarian	33.84	
13050	Library Aide/Clerk	16.75	
13054	Library Information Technology Systems Administrator	30.56	
13058	Library Technician	23.82	
13061	Media Specialist I	22.06	
13062	Media Specialist II	24.67	
13063	Media Specialist III	27.50	
13071	Photographer I	18.80	
13072	Photographer II	21.03	
13073	Photographer III	26.05	
13074	Photographer IV	31.87	
13075	Photographer V	38.55	
13090	Technical Order Library Clerk	24.66	
13110	Video Teleconference Technician	25.76	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.44	
14042	Computer Operator II	20.64	
14043	Computer Operator III	23.00	

14044	Computer Operator IV		25.57
14045	Computer Operator V		28.31
14071	Computer Programmer I	(see 1)	23.24
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.44
14160	Personal Computer Support Technician		25.57
14170	System Support Specialist		36.07

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		32.53	
15020	Aircrew Training Devices Instructor (Rated)		39.35	
15030	Air Crew Training Devices Instructor (Pilot)		47.18	
15050	Computer Based Training Specialist / Instructor		32.53	
15060	Educational Technologist		32.75	
15070	Flight Instructor (Pilot)		47.18	
15080	Graphic Artist		24.20	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		47.18	
15086	Maintenance Test Pilot, Rotary Wing		47.18	
15088	Non-Maintenance Test/Co-Pilot		47.18	
15090	Technical Instructor		21.88	
15095	Technical Instructor/Course Developer		26.78	
15110	Test Proctor		17.67	
15120	Tutor		17.67	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		9.33	***
16030	Counter Attendant		9.33	***
16040	Dry Cleaner		11.31	***
16070	Finisher, Flatwork, Machine		9.33	***
16090	Presser, Hand		9.33	***
16110	Presser, Machine, Drycleaning		9.33	***
16130	Presser, Machine, Shirts		9.33	***
16160	Presser, Machine, Wearing Apparel, Laundry		9.33	***
16190	Sewing Machine Operator		11.98	***
16220	Tailor		12.62	***
16250	Washer, Machine		9.93	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		21.49	
19040	Tool And Die Maker		26.45	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		14.90	***
21030	Material Coordinator		23.42	
21040	Material Expediter		23.42	
21050	Material Handling Laborer		13.68	***
21071	Order Filler		13.39	***
21080	Production Line Worker (Food Processing)		14.90	***
21110	Shipping Packer		16.80	
21130	Shipping/Receiving Clerk		16.80	
21140	Store Worker I		12.16	***
21150	Stock Clerk		15.92	***
21210	Tools And Parts Attendant		14.90	***
21410	Warehouse Specialist		14.90	***

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		27.04	

23019	Aircraft Logs and Records Technician	21.36	
23021	Aircraft Mechanic I	25.55	
23022	Aircraft Mechanic II	27.04	
23023	Aircraft Mechanic III	28.39	
23040	Aircraft Mechanic Helper	18.50	
23050	Aircraft, Painter	24.18	
23060	Aircraft Servicer	21.36	
23070	Aircraft Survival Flight Equipment Technician	24.18	
23080	Aircraft Worker	22.84	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	22.84	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	25.55	
23110	Appliance Mechanic	21.49	
23120	Bicycle Repairer	17.66	
23125	Cable Splicer	39.49	
23130	Carpenter, Maintenance	18.30	
23140	Carpet Layer	20.29	
23160	Electrician, Maintenance	24.17	
23181	Electronics Technician Maintenance I	22.34	
23182	Electronics Technician Maintenance II	23.66	
23183	Electronics Technician Maintenance III	25.00	
23260	Fabric Worker	18.99	
23290	Fire Alarm System Mechanic	20.69	
23310	Fire Extinguisher Repairer	17.66	
23311	Fuel Distribution System Mechanic	22.71	
23312	Fuel Distribution System Operator	17.66	
23370	General Maintenance Worker	17.46	
23380	Ground Support Equipment Mechanic	25.55	
23381	Ground Support Equipment Servicer	21.36	
23382	Ground Support Equipment Worker	22.84	
23391	Gunsmith I	17.66	
23392	Gunsmith II	20.29	
23393	Gunsmith III	22.71	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.68	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.99	
23430	Heavy Equipment Mechanic	23.28	
23440	Heavy Equipment Operator	17.67	
23460	Instrument Mechanic	22.71	
23465	Laboratory/Shelter Mechanic	21.49	
23470	Laborer	13.68	***
23510	Locksmith	21.49	
23530	Machinery Maintenance Mechanic	23.27	
23550	Machinist, Maintenance	20.18	
23580	Maintenance Trades Helper	13.68	***
23591	Metrology Technician I	22.71	
23592	Metrology Technician II	24.03	
23593	Metrology Technician III	25.23	
23640	Millwright	23.39	
23710	Office Appliance Repairer	20.33	
23760	Painter, Maintenance	17.54	
23790	Pipefitter, Maintenance	23.77	
23810	Plumber, Maintenance	22.50	
23820	Pneudraulic Systems Mechanic	22.71	
23850	Rigger	22.71	
23870	Scale Mechanic	20.29	
23890	Sheet-Metal Worker, Maintenance	25.29	
23910	Small Engine Mechanic	20.20	
23931	Telecommunications Mechanic I	28.99	
23932	Telecommunications Mechanic II	30.64	
23950	Telephone Lineman	22.52	
23960	Welder, Combination, Maintenance	20.72	
23965	Well Driller	22.71	
23970	Woodcraft Worker	22.71	
23980	Woodworker	17.66	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	13.89	***
24570	Child Care Attendant	11.06	***
24580	Child Care Center Clerk	13.83	***

24610	Chore Aide	10.91	***
24620	Family Readiness And Support Services Coordinator	13.89	***
24630	Homemaker	15.32	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.44	
25040	Sewage Plant Operator	22.19	
25070	Stationary Engineer	23.44	
25190	Ventilation Equipment Tender	16.97	
25210	Water Treatment Plant Operator	22.19	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	16.86	
27007	Baggage Inspector	16.19	***
27008	Corrections Officer	17.09	
27010	Court Security Officer	18.57	
27030	Detection Dog Handler	18.85	
27040	Detention Officer	17.09	
27070	Firefighter	20.74	
27101	Guard I	16.19	***
27102	Guard II	18.85	
27131	Police Officer I	20.21	
27132	Police Officer II	22.46	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	11.70	***
28042	Carnival Equipment Repairer	12.56	***
28043	Carnival Worker	9.14	***
28210	Gate Attendant/Gate Tender	12.90	***
28310	Lifeguard	11.34	***
28350	Park Attendant (Aide)	14.42	***
28510	Recreation Aide/Health Facility Attendant	10.53	***
28515	Recreation Specialist	16.21	
28630	Sports Official	11.49	***
28690	Swimming Pool Operator	17.09	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	20.29	
29020	Hatch Tender	20.29	
29030	Line Handler	20.29	
29041	Stevedore I	18.99	
29042	Stevedore II	21.49	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.68	
30022	Archeological Technician II	20.90	
30023	Archeological Technician III	25.90	
30030	Cartographic Technician	25.90	
30040	Civil Engineering Technician	25.90	
30051	Cryogenic Technician I	28.68	
30052	Cryogenic Technician II	31.68	
30061	Drafter/CAD Operator I	18.68	
30062	Drafter/CAD Operator II	20.90	
30063	Drafter/CAD Operator III	23.30	
30064	Drafter/CAD Operator IV	28.68	
30081	Engineering Technician I	16.28	
30082	Engineering Technician II	18.27	
30083	Engineering Technician III	20.44	
30084	Engineering Technician IV	27.52	

30085	Engineering Technician V		33.30
30086	Engineering Technician VI		37.47
30090	Environmental Technician		24.00
30095	Evidence Control Specialist		25.90
30210	Laboratory Technician		25.96
30221	Latent Fingerprint Technician I		28.68
30222	Latent Fingerprint Technician II		31.68
30240	Mathematical Technician		26.28
30361	Paralegal/Legal Assistant I		18.72
30362	Paralegal/Legal Assistant II		23.20
30363	Paralegal/Legal Assistant III		28.38
30364	Paralegal/Legal Assistant IV		34.32
30375	Petroleum Supply Specialist		31.68
30390	Photo-Optics Technician		25.90
30395	Radiation Control Technician		31.68
30461	Technical Writer I		25.90
30462	Technical Writer II		31.68
30463	Technical Writer III		38.32
30491	Unexploded Ordnance (UXO) Technician I		26.22
30492	Unexploded Ordnance (UXO) Technician II		31.73
30493	Unexploded Ordnance (UXO) Technician III		38.03
30494	Unexploded (UXO) Safety Escort		26.22
30495	Unexploded (UXO) Sweep Personnel		26.22
30501	Weather Forecaster I		28.68
30502	Weather Forecaster II		34.88
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface	23.30
30621	Weather Observer, Senior	(see 2)	25.90

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	13.31	***
31030	Bus Driver	17.99	
31043	Driver Courier	15.58	***
31260	Parking and Lot Attendant	12.17	***
31290	Shuttle Bus Driver	14.53	***
31310	Taxi Driver	10.53	***
31361	Truckdriver, Light	16.74	
31362	Truckdriver, Medium	17.99	
31363	Truckdriver, Heavy	21.60	
31364	Truckdriver, Tractor-Trailer	21.60	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	10.64	***
99050	Desk Clerk	11.11	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	11.60	***
99252	Laboratory Animal Caretaker II	12.46	***
99260	Marketing Analyst	27.10	
99310	Mortician	26.22	
99410	Pest Controller	17.77	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	16.69	
99711	Recycling Specialist	19.53	
99730	Refuse Collector	15.26	***
99810	Sales Clerk	10.97	***
99820	School Crossing Guard	13.42	***
99830	Survey Party Chief	19.98	
99831	Surveying Aide	14.16	***
99832	Surveying Technician	19.36	
99840	Vending Machine Attendant	17.18	
99841	Vending Machine Repairer	21.21	
99842	Vending Machine Repairer Helper	17.18	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4587

States/Territories. : Alabama

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama County of Calhoun

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.17	***
01012	Accounting Clerk II	15.91	***
01013	Accounting Clerk III	17.79	***
01020	Administrative Assistant	26.07	
01035	Court Reporter	19.11	
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	22.34	
01070	Document Preparation Clerk	15.22	***
01090	Duplicating Machine Operator	15.22	***
01111	General Clerk I	11.67	***
01112	General Clerk II	12.74	***
01113	General Clerk III	14.30	***
01120	Housing Referral Assistant	21.30	
01141	Messenger Courier	12.41	***
01191	Order Clerk I	13.95	***
01192	Order Clerk II	15.22	***
01261	Personnel Assistant (Employment) I	17.08	

01262	Personnel Assistant (Employment) II	19.11	
01263	Personnel Assistant (Employment) III	21.30	
01270	Production Control Clerk	23.39	
01290	Rental Clerk	13.05	***
01300	Scheduler, Maintenance	17.08	
01311	Secretary I	17.08	
01312	Secretary II	19.11	
01313	Secretary III	21.30	
01320	Service Order Dispatcher	20.84	
01410	Supply Technician	26.07	
01420	Survey Worker	13.94	***
01460	Switchboard Operator/Receptionist	12.89	***
01531	Travel Clerk I	12.49	***
01532	Travel Clerk II	13.27	***
01533	Travel Clerk III	14.15	***
01611	Word Processor I	15.22	***
01612	Word Processor II	17.08	
01613	Word Processor III	19.11	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.18	
05010	Automotive Electrician	20.04	
05040	Automotive Glass Installer	19.09	
05070	Automotive Worker	19.09	
05110	Mobile Equipment Servicer	17.03	
05130	Motor Equipment Metal Mechanic	20.97	
05160	Motor Equipment Metal Worker	19.09	
05190	Motor Vehicle Mechanic	20.97	
05220	Motor Vehicle Mechanic Helper	16.06	***
05250	Motor Vehicle Upholstery Worker	18.09	
05280	Motor Vehicle Wrecker	19.09	
05310	Painter, Automotive	20.04	
05340	Radiator Repair Specialist	19.09	
05370	Tire Repairer	16.89	
05400	Transmission Repair Specialist	20.97	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.48	***
07041	Cook I	12.03	***
07042	Cook II	13.55	***
07070	Dishwasher	9.17	***
07130	Food Service Worker	10.09	***
07210	Meat Cutter	14.73	***
07260	Waiter/Waitress	9.79	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	20.93	
09040	Furniture Handler	15.53	***
09080	Furniture Refinisher	21.96	
09090	Furniture Refinisher Helper	17.63	
09110	Furniture Repairer, Minor	19.86	
09130	Upholsterer	21.96	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	12.13	***
11060	Elevator Operator	11.65	***
11090	Gardener	14.19	***
11122	Housekeeping Aide	11.65	***
11150	Janitor	11.65	***
11210	Laborer, Grounds Maintenance	11.80	***
11240	Maid or Houseman	10.01	***
11260	Pruner	10.97	***
11270	Tractor Operator	13.39	***
11330	Trail Maintenance Worker	11.80	***

11360	Window Cleaner	12.53	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	15.90	***
12011	Breath Alcohol Technician	18.47	
12012	Certified Occupational Therapist Assistant	25.34	
12015	Certified Physical Therapist Assistant	28.55	
12020	Dental Assistant	19.79	
12025	Dental Hygienist	27.87	
12030	EKG Technician	27.99	
12035	Electroneurodiagnostic Technologist	27.99	
12040	Emergency Medical Technician	15.90	***
12071	Licensed Practical Nurse I	16.50	
12072	Licensed Practical Nurse II	18.47	
12073	Licensed Practical Nurse III	20.59	
12100	Medical Assistant	14.30	***
12130	Medical Laboratory Technician	17.67	
12160	Medical Record Clerk	14.85	***
12190	Medical Record Technician	17.27	
12195	Medical Transcriptionist	15.89	***
12210	Nuclear Medicine Technologist	40.58	
12221	Nursing Assistant I	11.56	***
12222	Nursing Assistant II	12.99	***
12223	Nursing Assistant III	14.18	***
12224	Nursing Assistant IV	15.92	***
12235	Optical Dispenser	17.78	
12236	Optical Technician	16.50	
12250	Pharmacy Technician	15.32	***
12280	Phlebotomist	17.24	
12305	Radiologic Technologist	22.72	
12311	Registered Nurse I	23.80	
12312	Registered Nurse II	29.11	
12313	Registered Nurse II, Specialist	29.11	
12314	Registered Nurse III	35.23	
12315	Registered Nurse III, Anesthetist	35.23	
12316	Registered Nurse IV	42.22	
12317	Scheduler (Drug and Alcohol Testing)	22.87	
12320	Substance Abuse Treatment Counselor	22.03	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.61	
13012	Exhibits Specialist II	25.54	
13013	Exhibits Specialist III	31.24	
13041	Illustrator I	20.61	
13042	Illustrator II	25.54	
13043	Illustrator III	31.24	
13047	Librarian	28.28	
13050	Library Aide/Clerk	10.80	***
13054	Library Information Technology Systems Administrator	25.54	
13058	Library Technician	20.61	
13061	Media Specialist I	18.44	
13062	Media Specialist II	20.61	
13063	Media Specialist III	22.99	
13071	Photographer I	16.76	
13072	Photographer II	18.74	
13073	Photographer III	23.22	
13074	Photographer IV	28.40	
13075	Photographer V	34.37	
13090	Technical Order Library Clerk	15.74	***
13110	Video Teleconference Technician	18.44	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	14.61	***
14042	Computer Operator II	16.35	
14043	Computer Operator III	18.23	
14044	Computer Operator IV	20.25	

14045	Computer Operator V		22.43
14071	Computer Programmer I	(see 1)	17.17
14072	Computer Programmer II	(see 1)	21.27
14073	Computer Programmer III	(see 1)	26.02
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		14.61 ***
14160	Personal Computer Support Technician		20.25
14170	System Support Specialist		22.43

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		30.60	
15020	Aircrew Training Devices Instructor (Rated)		37.02	
15030	Air Crew Training Devices Instructor (Pilot)		44.37	
15050	Computer Based Training Specialist / Instructor		30.60	
15060	Educational Technologist		34.12	
15070	Flight Instructor (Pilot)		44.37	
15080	Graphic Artist		24.76	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		44.37	
15086	Maintenance Test Pilot, Rotary Wing		44.37	
15088	Non-Maintenance Test/Co-Pilot		44.37	
15090	Technical Instructor		22.26	
15095	Technical Instructor/Course Developer		27.24	
15110	Test Proctor		17.96	
15120	Tutor		17.96	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		10.32	***
16030	Counter Attendant		10.32	***
16040	Dry Cleaner		12.34	***
16070	Finisher, Flatwork, Machine		10.32	***
16090	Presser, Hand		10.32	***
16110	Presser, Machine, Drycleaning		10.32	***
16130	Presser, Machine, Shirts		10.32	***
16160	Presser, Machine, Wearing Apparel, Laundry		10.32	***
16190	Sewing Machine Operator		13.03	***
16220	Tailor		13.69	***
16250	Washer, Machine		11.01	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		24.97	
19040	Tool And Die Maker		29.57	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		16.76	
21030	Material Coordinator		23.39	
21040	Material Expediter		23.39	
21050	Material Handling Laborer		15.24	***
21071	Order Filler		13.44	***
21080	Production Line Worker (Food Processing)		16.76	
21110	Shipping Packer		17.65	
21130	Shipping/Receiving Clerk		17.65	
21140	Store Worker I		14.62	***
21150	Stock Clerk		18.08	
21210	Tools And Parts Attendant		16.76	
21410	Warehouse Specialist		16.76	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		24.92	
23019	Aircraft Logs and Records Technician		20.65	

23021	Aircraft Mechanic I	23.89	
23022	Aircraft Mechanic II	24.92	
23023	Aircraft Mechanic III	25.98	
23040	Aircraft Mechanic Helper	18.33	
23050	Aircraft, Painter	22.83	
23060	Aircraft Servicer	20.65	
23070	Aircraft Survival Flight Equipment Technician	22.83	
23080	Aircraft Worker	21.80	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	21.80	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	23.89	
23110	Appliance Mechanic	22.83	
23120	Bicycle Repairer	19.38	
23125	Cable Splicer	26.28	
23130	Carpenter, Maintenance	17.30	
23140	Carpet Layer	21.80	
23160	Electrician, Maintenance	23.22	
23181	Electronics Technician Maintenance I	23.72	
23182	Electronics Technician Maintenance II	24.83	
23183	Electronics Technician Maintenance III	25.90	
23260	Fabric Worker	20.65	
23290	Fire Alarm System Mechanic	23.87	
23310	Fire Extinguisher Repairer	23.52	
23311	Fuel Distribution System Mechanic	25.85	
23312	Fuel Distribution System Operator	20.99	
23370	General Maintenance Worker	17.67	
23380	Ground Support Equipment Mechanic	23.89	
23381	Ground Support Equipment Servicer	20.65	
23382	Ground Support Equipment Worker	21.80	
23391	Gunsmith I	19.43	
23392	Gunsmith II	21.80	
23393	Gunsmith III	23.89	
23410	Heating, Ventilation And Air-Conditioning Mechanic	17.67	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	18.43	
23430	Heavy Equipment Mechanic	25.22	
23440	Heavy Equipment Operator	17.90	
23460	Instrument Mechanic	23.89	
23465	Laboratory/Shelter Mechanic	22.83	
23470	Laborer	15.24	***
23510	Locksmith	22.83	
23530	Machinery Maintenance Mechanic	26.89	
23550	Machinist, Maintenance	24.60	
23580	Maintenance Trades Helper	14.05	***
23591	Metrology Technician I	23.89	
23592	Metrology Technician II	24.92	
23593	Metrology Technician III	25.98	
23640	Millwright	25.07	
23710	Office Appliance Repairer	22.83	
23760	Painter, Maintenance	24.02	
23790	Pipefitter, Maintenance	24.24	
23810	Plumber, Maintenance	23.24	
23820	Pneudraulic Systems Mechanic	23.89	
23850	Rigger	23.89	
23870	Scale Mechanic	21.80	
23890	Sheet-Metal Worker, Maintenance	23.89	
23910	Small Engine Mechanic	21.80	
23931	Telecommunications Mechanic I	27.91	
23932	Telecommunications Mechanic II	29.11	
23950	Telephone Lineman	23.89	
23960	Welder, Combination, Maintenance	24.19	
23965	Well Driller	23.89	
23970	Woodcraft Worker	23.89	
23980	Woodworker	19.43	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	13.86	***
24570	Child Care Attendant	10.25	***
24580	Child Care Center Clerk	12.77	***
24610	Chore Aide	10.16	***

24620	Family Readiness And Support Services Coordinator	13.86	***
24630	Homemaker	13.86	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.89	
25040	Sewage Plant Operator	21.57	
25070	Stationary Engineer	23.89	
25190	Ventilation Equipment Tender	18.33	
25210	Water Treatment Plant Operator	21.57	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	15.90	***
27007	Baggage Inspector	14.79	***
27008	Corrections Officer	15.52	***
27010	Court Security Officer	17.67	
27030	Detection Dog Handler	16.55	
27040	Detention Officer	15.52	***
27070	Firefighter	19.64	
27101	Guard I	14.79	***
27102	Guard II	16.55	
27131	Police Officer I	21.80	
27132	Police Officer II	24.22	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	11.83	***
28042	Carnival Equipment Repairer	12.61	***
28043	Carnival Worker	9.60	***
28210	Gate Attendant/Gate Tender	14.23	***
28310	Lifeguard	12.53	***
28350	Park Attendant (Aide)	15.92	***
28510	Recreation Aide/Health Facility Attendant	11.62	***
28515	Recreation Specialist	19.72	
28630	Sports Official	12.68	***
28690	Swimming Pool Operator	21.90	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.77	
29020	Hatch Tender	23.77	
29030	Line Handler	23.77	
29041	Stevedore I	22.52	
29042	Stevedore II	24.95	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.48	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.60	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.50	
30021	Archeological Technician I	14.72	***
30022	Archeological Technician II	16.72	
30023	Archeological Technician III	18.68	
30030	Cartographic Technician	20.59	
30040	Civil Engineering Technician	18.43	
30051	Cryogenic Technician I	22.24	
30052	Cryogenic Technician II	24.55	
30061	Drafter/CAD Operator I	14.72	***
30062	Drafter/CAD Operator II	16.72	
30063	Drafter/CAD Operator III	18.07	
30064	Drafter/CAD Operator IV	22.24	
30081	Engineering Technician I	13.75	***
30082	Engineering Technician II	14.72	***
30083	Engineering Technician III	17.27	
30084	Engineering Technician IV	21.40	
30085	Engineering Technician V	26.17	

30086	Engineering Technician VI	28.78
30090	Environmental Technician	20.23
30095	Evidence Control Specialist	19.49
30210	Laboratory Technician	20.19
30221	Latent Fingerprint Technician I	22.24
30222	Latent Fingerprint Technician II	24.55
30240	Mathematical Technician	20.59
30361	Paralegal/Legal Assistant I	21.05
30362	Paralegal/Legal Assistant II	26.08
30363	Paralegal/Legal Assistant III	31.91
30364	Paralegal/Legal Assistant IV	38.59
30375	Petroleum Supply Specialist	23.85
30390	Photo-Optics Technician	20.59
30395	Radiation Control Technician	23.85
30461	Technical Writer I	18.74
30462	Technical Writer II	22.92
30463	Technical Writer III	26.34
30491	Unexploded Ordnance (UXO) Technician I	26.36
30492	Unexploded Ordnance (UXO) Technician II	31.89
30493	Unexploded Ordnance (UXO) Technician III	38.23
30494	Unexploded (UXO) Safety Escort	26.36
30495	Unexploded (UXO) Sweep Personnel	26.36
30501	Weather Forecaster I	22.24
30502	Weather Forecaster II	27.05
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 18.25
30621	Weather Observer, Senior	(see 2) 20.27

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.89	
31020	Bus Aide	14.24	***
31030	Bus Driver	18.20	
31043	Driver Courier	14.91	***
31260	Parking and Lot Attendant	13.24	***
31290	Shuttle Bus Driver	13.92	***
31310	Taxi Driver	14.10	***
31361	Truckdriver, Light	15.31	***
31362	Truckdriver, Medium	16.12	***
31363	Truckdriver, Heavy	20.91	
31364	Truckdriver, Tractor-Trailer	20.91	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.55	***
99030	Cashier	10.46	***
99050	Desk Clerk	10.19	***
99095	Embalmer	26.36	
99130	Flight Follower	26.36	
99251	Laboratory Animal Caretaker I	17.82	
99252	Laboratory Animal Caretaker II	18.84	
99260	Marketing Analyst	23.60	
99310	Mortician	26.36	
99410	Pest Controller	21.54	
99510	Photofinishing Worker	13.85	***
99710	Recycling Laborer	16.29	
99711	Recycling Specialist	18.49	
99730	Refuse Collector	15.14	***
99810	Sales Clerk	11.26	***
99820	School Crossing Guard	15.72	***
99830	Survey Party Chief	19.38	
99831	Surveying Aide	12.69	***
99832	Surveying Technician	17.40	
99840	Vending Machine Attendant	19.19	
99841	Vending Machine Repairer	22.81	
99842	Vending Machine Repairer Helper	19.19	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4589

States/Territories. : Alabama

Revision No. : 20

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama County of Lee

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.90	***
01012	Accounting Clerk II	16.73	
01013	Accounting Clerk III	18.71	
01020	Administrative Assistant	28.95	
01035	Court Reporter	17.90	
01041	Customer Service Representative I	12.74	***
01042	Customer Service Representative II	14.18	***
01043	Customer Service Representative III	15.60	***
01051	Data Entry Operator I	13.07	***
01052	Data Entry Operator II	14.26	***
01060	Dispatcher, Motor Vehicle	20.11	
01070	Document Preparation Clerk	14.25	***
01090	Duplicating Machine Operator	14.25	***
01111	General Clerk I	11.82	***
01112	General Clerk II	12.90	***
01113	General Clerk III	14.49	***
01120	Housing Referral Assistant	19.95	
01141	Messenger Courier	11.62	***
01191	Order Clerk I	14.21	***
01192	Order Clerk II	15.50	***
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	22.71	
01290	Rental Clerk	13.74	***
01300	Scheduler, Maintenance	16.00	***
01311	Secretary I	16.00	***
01312	Secretary II	17.90	
01313	Secretary III	19.95	
01320	Service Order Dispatcher	19.56	
01410	Supply Technician	28.95	
01420	Survey Worker	14.26	***
01460	Switchboard Operator/Receptionist	13.11	***
01531	Travel Clerk I	12.99	***
01532	Travel Clerk II	13.89	***
01533	Travel Clerk III	14.67	***
01611	Word Processor I	14.25	***
01612	Word Processor II	16.00	***
01613	Word Processor III	17.90	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	24.56	
05010	Automotive Electrician	22.12	
05040	Automotive Glass Installer	20.89	
05070	Automotive Worker	20.89	
05110	Mobile Equipment Servicer	18.18	
05130	Motor Equipment Metal Mechanic	23.38	
05160	Motor Equipment Metal Worker	20.89	
05190	Motor Vehicle Mechanic	23.38	
05220	Motor Vehicle Mechanic Helper	16.92	
05250	Motor Vehicle Upholstery Worker	19.54	
05280	Motor Vehicle Wrecker	20.89	
05310	Painter, Automotive	22.12	
05340	Radiator Repair Specialist	20.89	
05370	Tire Repairer	13.78	***
05400	Transmission Repair Specialist	23.38	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.39	***
07041	Cook I	11.22	***
07042	Cook II	12.89	***
07070	Dishwasher	10.21	***
07130	Food Service Worker	9.63	***
07210	Meat Cutter	14.38	***
07260	Waiter/Waitress	9.94	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	16.78	
09040	Furniture Handler	11.16	***
09080	Furniture Refinisher	16.73	
09090	Furniture Refinisher Helper	13.03	***
09110	Furniture Repairer, Minor	14.91	***
09130	Upholsterer	16.78	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.04	***
11060	Elevator Operator	11.22	***
11090	Gardener	17.87	
11122	Housekeeping Aide	11.22	***
11150	Janitor	11.22	***
11210	Laborer, Grounds Maintenance	14.21	***
11240	Maid or Houseman	9.93	***
11260	Pruner	12.99	***
11270	Tractor Operator	16.63	
11330	Trail Maintenance Worker	14.21	***

11360	Window Cleaner	12.27	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.11	
12011	Breath Alcohol Technician	18.43	
12012	Certified Occupational Therapist Assistant	25.28	
12015	Certified Physical Therapist Assistant	29.35	
12020	Dental Assistant	16.65	
12025	Dental Hygienist	32.84	
12030	EKG Technician	27.93	
12035	Electroneurodiagnostic Technologist	27.93	
12040	Emergency Medical Technician	18.11	
12071	Licensed Practical Nurse I	16.47	
12072	Licensed Practical Nurse II	18.43	
12073	Licensed Practical Nurse III	20.55	
12100	Medical Assistant	14.56	***
12130	Medical Laboratory Technician	22.12	
12160	Medical Record Clerk	16.68	
12190	Medical Record Technician	19.92	
12195	Medical Transcriptionist	16.47	
12210	Nuclear Medicine Technologist	40.50	
12221	Nursing Assistant I	11.47	***
12222	Nursing Assistant II	12.89	***
12223	Nursing Assistant III	14.07	***
12224	Nursing Assistant IV	15.79	***
12235	Optical Dispenser	18.43	
12236	Optical Technician	16.47	
12250	Pharmacy Technician	15.67	***
12280	Phlebotomist	16.47	
12305	Radiologic Technologist	23.96	
12311	Registered Nurse I	23.58	
12312	Registered Nurse II	28.84	
12313	Registered Nurse II, Specialist	28.84	
12314	Registered Nurse III	34.90	
12315	Registered Nurse III, Anesthetist	34.90	
12316	Registered Nurse IV	41.83	
12317	Scheduler (Drug and Alcohol Testing)	22.83	
12320	Substance Abuse Treatment Counselor	21.17	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.39	
13012	Exhibits Specialist II	26.49	
13013	Exhibits Specialist III	32.41	
13041	Illustrator I	21.39	
13042	Illustrator II	26.49	
13043	Illustrator III	32.41	
13047	Librarian	29.34	
13050	Library Aide/Clerk	17.03	
13054	Library Information Technology Systems Administrator	26.49	
13058	Library Technician	19.44	
13061	Media Specialist I	19.11	
13062	Media Specialist II	21.39	
13063	Media Specialist III	23.84	
13071	Photographer I	19.11	
13072	Photographer II	21.39	
13073	Photographer III	26.49	
13074	Photographer IV	32.41	
13075	Photographer V	39.21	
13090	Technical Order Library Clerk	21.25	
13110	Video Teleconference Technician	21.02	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	14.36	***
14042	Computer Operator II	16.07	***
14043	Computer Operator III	17.92	
14044	Computer Operator IV	19.91	

14045	Computer Operator V		20.70
14071	Computer Programmer I	(see 1)	20.24
14072	Computer Programmer II	(see 1)	25.08
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		14.36 ***
14160	Personal Computer Support Technician		19.91
14170	System Support Specialist		30.31

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		26.93	
15020	Aircrew Training Devices Instructor (Rated)		33.98	
15030	Air Crew Training Devices Instructor (Pilot)		38.07	
15050	Computer Based Training Specialist / Instructor		26.93	
15060	Educational Technologist		30.80	
15070	Flight Instructor (Pilot)		38.07	
15080	Graphic Artist		24.18	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		38.07	
15086	Maintenance Test Pilot, Rotary Wing		38.07	
15088	Non-Maintenance Test/Co-Pilot		38.07	
15090	Technical Instructor		23.32	
15095	Technical Instructor/Course Developer		28.53	
15110	Test Proctor		18.83	
15120	Tutor		18.83	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		10.03	***
16030	Counter Attendant		10.03	***
16040	Dry Cleaner		12.16	***
16070	Finisher, Flatwork, Machine		10.03	***
16090	Presser, Hand		10.03	***
16110	Presser, Machine, Drycleaning		10.03	***
16130	Presser, Machine, Shirts		10.03	***
16160	Presser, Machine, Wearing Apparel, Laundry		10.03	***
16190	Sewing Machine Operator		12.88	***
16220	Tailor		13.61	***
16250	Washer, Machine		10.75	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		20.58	
19040	Tool And Die Maker		25.34	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		18.55	
21030	Material Coordinator		22.71	
21040	Material Expediter		22.71	
21050	Material Handling Laborer		13.02	***
21071	Order Filler		16.45	
21080	Production Line Worker (Food Processing)		18.55	
21110	Shipping Packer		16.95	
21130	Shipping/Receiving Clerk		16.95	
21140	Store Worker I		12.16	***
21150	Stock Clerk		15.92	***
21210	Tools And Parts Attendant		18.55	
21410	Warehouse Specialist		18.55	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		23.02	
23019	Aircraft Logs and Records Technician		18.19	

23021	Aircraft Mechanic I	21.75	
23022	Aircraft Mechanic II	23.02	
23023	Aircraft Mechanic III	24.17	
23040	Aircraft Mechanic Helper	15.75	***
23050	Aircraft, Painter	20.58	
23060	Aircraft Servicer	18.19	
23070	Aircraft Survival Flight Equipment Technician	20.58	
23080	Aircraft Worker	19.44	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	19.44	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	21.75	
23110	Appliance Mechanic	20.58	
23120	Bicycle Repairer	16.92	
23125	Cable Splicer	29.67	
23130	Carpenter, Maintenance	18.20	
23140	Carpet Layer	19.44	
23160	Electrician, Maintenance	18.99	
23181	Electronics Technician Maintenance I	19.46	
23182	Electronics Technician Maintenance II	20.76	
23183	Electronics Technician Maintenance III	23.23	
23260	Fabric Worker	18.19	
23290	Fire Alarm System Mechanic	21.75	
23310	Fire Extinguisher Repairer	16.92	
23311	Fuel Distribution System Mechanic	21.75	
23312	Fuel Distribution System Operator	16.92	
23370	General Maintenance Worker	18.03	
23380	Ground Support Equipment Mechanic	21.75	
23381	Ground Support Equipment Servicer	18.19	
23382	Ground Support Equipment Worker	19.44	
23391	Gunsmith I	16.92	
23392	Gunsmith II	19.44	
23393	Gunsmith III	21.75	
23410	Heating, Ventilation And Air-Conditioning Mechanic	21.34	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.56	
23430	Heavy Equipment Mechanic	22.54	
23440	Heavy Equipment Operator	17.84	
23460	Instrument Mechanic	21.75	
23465	Laboratory/Shelter Mechanic	20.58	
23470	Laborer	13.02	***
23510	Locksmith	20.58	
23530	Machinery Maintenance Mechanic	23.28	
23550	Machinist, Maintenance	19.24	
23580	Maintenance Trades Helper	14.96	***
23591	Metrology Technician I	21.75	
23592	Metrology Technician II	23.02	
23593	Metrology Technician III	24.17	
23640	Millwright	21.75	
23710	Office Appliance Repairer	20.58	
23760	Painter, Maintenance	16.38	
23790	Pipefitter, Maintenance	23.77	
23810	Plumber, Maintenance	22.50	
23820	Pneudraulic Systems Mechanic	21.75	
23850	Rigger	21.75	
23870	Scale Mechanic	19.44	
23890	Sheet-Metal Worker, Maintenance	21.75	
23910	Small Engine Mechanic	19.44	
23931	Telecommunications Mechanic I	28.54	
23932	Telecommunications Mechanic II	30.20	
23950	Telephone Lineman	22.96	
23960	Welder, Combination, Maintenance	19.01	
23965	Well Driller	21.75	
23970	Woodcraft Worker	21.75	
23980	Woodworker	16.92	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	13.96	***
24570	Child Care Attendant	11.06	***
24580	Child Care Center Clerk	13.83	***
24610	Chore Aide	9.27	***

24620	Family Readiness And Support Services Coordinator	13.96	***
24630	Homemaker	15.32	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.93	
25040	Sewage Plant Operator	23.54	
25070	Stationary Engineer	23.93	
25190	Ventilation Equipment Tender	17.33	
25210	Water Treatment Plant Operator	23.54	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.85	
27007	Baggage Inspector	13.38	***
27008	Corrections Officer	18.41	
27010	Court Security Officer	18.05	
27030	Detection Dog Handler	15.58	***
27040	Detention Officer	18.41	
27070	Firefighter	15.68	***
27101	Guard I	13.38	***
27102	Guard II	15.58	***
27131	Police Officer I	21.46	
27132	Police Officer II	23.85	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	11.67	***
28042	Carnival Equipment Repairer	12.54	***
28043	Carnival Worker	9.12	***
28210	Gate Attendant/Gate Tender	15.65	***
28310	Lifeguard	13.95	***
28350	Park Attendant (Aide)	17.52	
28510	Recreation Aide/Health Facility Attendant	12.79	***
28515	Recreation Specialist	21.29	
28630	Sports Official	13.95	***
28690	Swimming Pool Operator	19.38	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	19.44	
29020	Hatch Tender	19.44	
29030	Line Handler	19.44	
29041	Stevedore I	18.19	
29042	Stevedore II	20.58	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	15.68	***
30022	Archeological Technician II	17.53	
30023	Archeological Technician III	21.72	
30030	Cartographic Technician	21.72	
30040	Civil Engineering Technician	22.55	
30051	Cryogenic Technician I	23.75	
30052	Cryogenic Technician II	26.23	
30061	Drafter/CAD Operator I	15.68	***
30062	Drafter/CAD Operator II	17.53	
30063	Drafter/CAD Operator III	19.55	
30064	Drafter/CAD Operator IV	24.06	
30081	Engineering Technician I	14.46	***
30082	Engineering Technician II	16.24	
30083	Engineering Technician III	18.16	
30084	Engineering Technician IV	27.52	
30085	Engineering Technician V	33.30	

30086	Engineering Technician VI	33.30
30090	Environmental Technician	21.72
30095	Evidence Control Specialist	19.49
30210	Laboratory Technician	21.93
30221	Latent Fingerprint Technician I	23.75
30222	Latent Fingerprint Technician II	26.23
30240	Mathematical Technician	21.72
30361	Paralegal/Legal Assistant I	18.26
30362	Paralegal/Legal Assistant II	22.63
30363	Paralegal/Legal Assistant III	27.68
30364	Paralegal/Legal Assistant IV	33.48
30375	Petroleum Supply Specialist	23.85
30390	Photo-Optics Technician	23.24
30395	Radiation Control Technician	23.85
30461	Technical Writer I	19.51
30462	Technical Writer II	23.87
30463	Technical Writer III	28.88
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	24.06
30502	Weather Forecaster II	29.26
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 20.94
30621	Weather Observer, Senior	(see 2) 23.24

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	12.46	***
31030	Bus Driver	16.83	
31043	Driver Courier	14.51	***
31260	Parking and Lot Attendant	11.40	***
31290	Shuttle Bus Driver	15.46	***
31310	Taxi Driver	14.01	***
31361	Truckdriver, Light	15.46	***
31362	Truckdriver, Medium	16.48	
31363	Truckdriver, Heavy	18.46	
31364	Truckdriver, Tractor-Trailer	18.46	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	10.93	***
99050	Desk Clerk	10.95	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	14.43	***
99252	Laboratory Animal Caretaker II	15.51	***
99260	Marketing Analyst	23.35	
99310	Mortician	26.22	
99410	Pest Controller	19.09	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	17.32	
99711	Recycling Specialist	20.27	
99730	Refuse Collector	15.84	***
99810	Sales Clerk	11.11	***
99820	School Crossing Guard	13.42	***
99830	Survey Party Chief	18.39	
99831	Surveying Aide	13.03	***
99832	Surveying Technician	17.82	
99840	Vending Machine Attendant	17.18	
99841	Vending Machine Repairer	21.21	
99842	Vending Machine Repairer Helper	17.18	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4591

States/Territories. : Alabama

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Bibb, Blount, Jefferson, Shelby, St Clair, Walker

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.69	***
01012	Accounting Clerk II	20.01	
01013	Accounting Clerk III	20.98	
01020	Administrative Assistant	29.94	
01035	Court Reporter	19.71	
01041	Customer Service Representative I	14.49	***
01042	Customer Service Representative II	15.81	***
01043	Customer Service Representative III	17.74	
01051	Data Entry Operator I	14.62	***
01052	Data Entry Operator II	15.95	***
01060	Dispatcher, Motor Vehicle	18.97	
01070	Document Preparation Clerk	16.60	
01090	Duplicating Machine Operator	16.60	
01111	General Clerk I	13.41	***
01112	General Clerk II	14.66	***
01113	General Clerk III	16.52	
01120	Housing Referral Assistant	20.52	
01141	Messenger Courier	13.87	***
01191	Order Clerk I	15.89	***
01192	Order Clerk II	17.34	
01261	Personnel Assistant (Employment) I	17.24	

01262	Personnel Assistant (Employment) II	20.67	
01263	Personnel Assistant (Employment) III	24.58	
01270	Production Control Clerk	25.83	
01290	Rental Clerk	14.86	***
01300	Scheduler, Maintenance	16.45	
01311	Secretary I	16.45	
01312	Secretary II	18.26	
01313	Secretary III	20.52	
01320	Service Order Dispatcher	16.95	
01410	Supply Technician	29.94	
01420	Survey Worker	17.92	
01460	Switchboard Operator/Receptionist	14.12	***
01531	Travel Clerk I	16.29	
01532	Travel Clerk II	17.40	
01533	Travel Clerk III	18.41	
01611	Word Processor I	15.64	***
01612	Word Processor II	17.56	
01613	Word Processor III	19.64	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.68	
05010	Automotive Electrician	20.45	
05040	Automotive Glass Installer	19.12	
05070	Automotive Worker	19.12	
05110	Mobile Equipment Servicer	16.40	
05130	Motor Equipment Metal Mechanic	21.83	
05160	Motor Equipment Metal Worker	19.12	
05190	Motor Vehicle Mechanic	21.83	
05220	Motor Vehicle Mechanic Helper	15.04	***
05250	Motor Vehicle Upholstery Worker	17.77	
05280	Motor Vehicle Wrecker	19.12	
05310	Painter, Automotive	20.45	
05340	Radiator Repair Specialist	19.12	
05370	Tire Repairer	14.20	***
05400	Transmission Repair Specialist	21.83	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	12.35	***
07041	Cook I	11.42	***
07042	Cook II	13.31	***
07070	Dishwasher	10.60	***
07130	Food Service Worker	10.65	***
07210	Meat Cutter	15.15	***
07260	Waiter/Waitress	9.26	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	17.92	
09040	Furniture Handler	11.76	***
09080	Furniture Refinisher	19.51	
09090	Furniture Refinisher Helper	14.36	***
09110	Furniture Repairer, Minor	16.96	
09130	Upholsterer	21.75	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.90	***
11060	Elevator Operator	11.49	***
11090	Gardener	19.24	
11122	Housekeeping Aide	11.49	***
11150	Janitor	11.49	***
11210	Laborer, Grounds Maintenance	14.47	***
11240	Maid or Houseman	11.04	***
11260	Pruner	12.94	***
11270	Tractor Operator	17.64	
11330	Trail Maintenance Worker	14.47	***

11360	Window Cleaner	12.86	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.55	
12011	Breath Alcohol Technician	20.14	
12012	Certified Occupational Therapist Assistant	33.01	
12015	Certified Physical Therapist Assistant	29.68	
12020	Dental Assistant	17.90	
12025	Dental Hygienist	27.46	
12030	EKG Technician	28.21	
12035	Electroneurodiagnostic Technologist	28.21	
12040	Emergency Medical Technician	17.55	
12071	Licensed Practical Nurse I	18.00	
12072	Licensed Practical Nurse II	20.14	
12073	Licensed Practical Nurse III	22.45	
12100	Medical Assistant	14.58	***
12130	Medical Laboratory Technician	23.15	
12160	Medical Record Clerk	16.27	
12190	Medical Record Technician	18.33	
12195	Medical Transcriptionist	19.12	
12210	Nuclear Medicine Technologist	32.18	
12221	Nursing Assistant I	12.11	***
12222	Nursing Assistant II	13.61	***
12223	Nursing Assistant III	14.85	***
12224	Nursing Assistant IV	16.68	
12235	Optical Dispenser	17.23	
12236	Optical Technician	18.00	
12250	Pharmacy Technician	14.82	***
12280	Phlebotomist	15.86	***
12305	Radiologic Technologist	23.87	
12311	Registered Nurse I	24.27	
12312	Registered Nurse II	29.69	
12313	Registered Nurse II, Specialist	29.69	
12314	Registered Nurse III	35.91	
12315	Registered Nurse III, Anesthetist	35.91	
12316	Registered Nurse IV	43.04	
12317	Scheduler (Drug and Alcohol Testing)	24.95	
12320	Substance Abuse Treatment Counselor	24.65	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.41	
13012	Exhibits Specialist II	25.28	
13013	Exhibits Specialist III	30.92	
13041	Illustrator I	21.17	
13042	Illustrator II	26.23	
13043	Illustrator III	32.08	
13047	Librarian	29.04	
13050	Library Aide/Clerk	12.33	***
13054	Library Information Technology Systems Administrator	26.23	
13058	Library Technician	15.23	***
13061	Media Specialist I	18.92	
13062	Media Specialist II	21.17	
13063	Media Specialist III	23.60	
13071	Photographer I	16.61	
13072	Photographer II	18.59	
13073	Photographer III	23.02	
13074	Photographer IV	28.17	
13075	Photographer V	34.08	
13090	Technical Order Library Clerk	15.49	***
13110	Video Teleconference Technician	18.93	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	19.26	
14042	Computer Operator II	21.54	
14043	Computer Operator III	24.04	
14044	Computer Operator IV	26.70	

14045	Computer Operator V		29.56
14071	Computer Programmer I	(see 1)	25.76
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		19.26
14160	Personal Computer Support Technician		26.70
14170	System Support Specialist		36.55

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		28.29	
15020	Aircrew Training Devices Instructor (Rated)		34.23	
15030	Air Crew Training Devices Instructor (Pilot)		39.88	
15050	Computer Based Training Specialist / Instructor		29.28	
15060	Educational Technologist		38.92	
15070	Flight Instructor (Pilot)		39.88	
15080	Graphic Artist		23.89	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		39.88	
15086	Maintenance Test Pilot, Rotary Wing		39.88	
15088	Non-Maintenance Test/Co-Pilot		39.88	
15090	Technical Instructor		26.42	
15095	Technical Instructor/Course Developer		32.32	
15110	Test Proctor		21.33	
15120	Tutor		21.33	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		10.03	***
16030	Counter Attendant		10.03	***
16040	Dry Cleaner		12.00	***
16070	Finisher, Flatwork, Machine		10.03	***
16090	Presser, Hand		10.03	***
16110	Presser, Machine, Drycleaning		10.03	***
16130	Presser, Machine, Shirts		10.03	***
16160	Presser, Machine, Wearing Apparel, Laundry		10.03	***
16190	Sewing Machine Operator		12.67	***
16220	Tailor		13.31	***
16250	Washer, Machine		10.72	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		22.88	
19040	Tool And Die Maker		29.12	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		18.33	
21030	Material Coordinator		25.81	
21040	Material Expediter		25.81	
21050	Material Handling Laborer		14.26	***
21071	Order Filler		14.08	***
21080	Production Line Worker (Food Processing)		18.33	
21110	Shipping Packer		17.53	
21130	Shipping/Receiving Clerk		17.53	
21140	Store Worker I		11.81	***
21150	Stock Clerk		16.65	
21210	Tools And Parts Attendant		18.33	
21410	Warehouse Specialist		18.33	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		29.71	
23019	Aircraft Logs and Records Technician		22.73	

23021	Aircraft Mechanic I	27.93	
23022	Aircraft Mechanic II	29.71	
23023	Aircraft Mechanic III	31.50	
23040	Aircraft Mechanic Helper	19.24	
23050	Aircraft, Painter	26.16	
23060	Aircraft Servicer	22.73	
23070	Aircraft Survival Flight Equipment Technician	26.16	
23080	Aircraft Worker	24.46	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	24.46	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	27.93	
23110	Appliance Mechanic	21.78	
23120	Bicycle Repairer	18.93	
23125	Cable Splicer	43.45	
23130	Carpenter, Maintenance	20.91	
23140	Carpet Layer	22.05	
23160	Electrician, Maintenance	23.13	
23181	Electronics Technician Maintenance I	25.34	
23182	Electronics Technician Maintenance II	27.10	
23183	Electronics Technician Maintenance III	28.94	
23260	Fabric Worker	20.50	
23290	Fire Alarm System Mechanic	23.67	
23310	Fire Extinguisher Repairer	18.93	
23311	Fuel Distribution System Mechanic	26.70	
23312	Fuel Distribution System Operator	20.06	
23370	General Maintenance Worker	18.87	
23380	Ground Support Equipment Mechanic	27.93	
23381	Ground Support Equipment Servicer	22.73	
23382	Ground Support Equipment Worker	24.46	
23391	Gunsmith I	18.93	
23392	Gunsmith II	22.05	
23393	Gunsmith III	25.18	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.88	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.34	
23430	Heavy Equipment Mechanic	27.20	
23440	Heavy Equipment Operator	22.40	
23460	Instrument Mechanic	26.36	
23465	Laboratory/Shelter Mechanic	23.59	
23470	Laborer	14.26	***
23510	Locksmith	21.73	
23530	Machinery Maintenance Mechanic	23.54	
23550	Machinist, Maintenance	22.72	
23580	Maintenance Trades Helper	15.15	***
23591	Metrology Technician I	26.36	
23592	Metrology Technician II	27.00	
23593	Metrology Technician III	27.57	
23640	Millwright	26.26	
23710	Office Appliance Repairer	23.33	
23760	Painter, Maintenance	18.20	
23790	Pipefitter, Maintenance	24.55	
23810	Plumber, Maintenance	23.00	
23820	Pneudraulic Systems Mechanic	25.18	
23850	Rigger	25.18	
23870	Scale Mechanic	22.05	
23890	Sheet-Metal Worker, Maintenance	21.42	
23910	Small Engine Mechanic	18.95	
23931	Telecommunications Mechanic I	31.16	
23932	Telecommunications Mechanic II	33.15	
23950	Telephone Lineman	25.10	
23960	Welder, Combination, Maintenance	21.48	
23965	Well Driller	22.92	
23970	Woodcraft Worker	25.18	
23980	Woodworker	18.93	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	16.26	
24570	Child Care Attendant	10.65	***
24580	Child Care Center Clerk	15.30	***
24610	Chore Aide	10.93	***

24620	Family Readiness And Support Services Coordinator	16.26	
24630	Homemaker	19.50	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.21	
25040	Sewage Plant Operator	22.52	
25070	Stationary Engineer	23.21	
25190	Ventilation Equipment Tender	15.99	***
25210	Water Treatment Plant Operator	22.52	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	18.89	
27007	Baggage Inspector	11.95	***
27008	Corrections Officer	22.07	
27010	Court Security Officer	21.59	
27030	Detection Dog Handler	13.87	***
27040	Detention Officer	22.07	
27070	Firefighter	23.09	
27101	Guard I	11.95	***
27102	Guard II	13.87	***
27131	Police Officer I	25.67	
27132	Police Officer II	28.53	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.70	***
28042	Carnival Equipment Repairer	14.94	***
28043	Carnival Worker	10.04	***
28210	Gate Attendant/Gate Tender	14.49	***
28310	Lifeguard	11.90	***
28350	Park Attendant (Aide)	16.20	
28510	Recreation Aide/Health Facility Attendant	11.82	***
28515	Recreation Specialist	20.07	
28630	Sports Official	12.90	***
28690	Swimming Pool Operator	17.41	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	25.06	
29020	Hatch Tender	25.06	
29030	Line Handler	25.06	
29041	Stevedore I	23.30	
29042	Stevedore II	26.81	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.48	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.60	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.50	
30021	Archeological Technician I	19.61	
30022	Archeological Technician II	21.93	
30023	Archeological Technician III	27.17	
30030	Cartographic Technician	27.17	
30040	Civil Engineering Technician	23.17	
30051	Cryogenic Technician I	30.09	
30052	Cryogenic Technician II	33.24	
30061	Drafter/CAD Operator I	19.61	
30062	Drafter/CAD Operator II	21.93	
30063	Drafter/CAD Operator III	24.45	
30064	Drafter/CAD Operator IV	30.09	
30081	Engineering Technician I	15.87	***
30082	Engineering Technician II	17.82	
30083	Engineering Technician III	19.94	
30084	Engineering Technician IV	24.69	
30085	Engineering Technician V	30.21	

30086	Engineering Technician VI	36.55
30090	Environmental Technician	32.40
30095	Evidence Control Specialist	27.17
30210	Laboratory Technician	23.88
30221	Latent Fingerprint Technician I	25.65
30222	Latent Fingerprint Technician II	28.33
30240	Mathematical Technician	27.58
30361	Paralegal/Legal Assistant I	20.40
30362	Paralegal/Legal Assistant II	25.27
30363	Paralegal/Legal Assistant III	30.91
30364	Paralegal/Legal Assistant IV	37.41
30375	Petroleum Supply Specialist	33.24
30390	Photo-Optics Technician	27.17
30395	Radiation Control Technician	33.24
30461	Technical Writer I	25.32
30462	Technical Writer II	30.97
30463	Technical Writer III	37.46
30491	Unexploded Ordnance (UXO) Technician I	26.36
30492	Unexploded Ordnance (UXO) Technician II	31.89
30493	Unexploded Ordnance (UXO) Technician III	38.23
30494	Unexploded (UXO) Safety Escort	26.36
30495	Unexploded (UXO) Sweep Personnel	26.36
30501	Weather Forecaster I	30.09
30502	Weather Forecaster II	36.61
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 24.45
30621	Weather Observer, Senior	(see 2) 27.17

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.89	
31020	Bus Aide	12.50	***
31030	Bus Driver	17.86	
31043	Driver Courier	14.49	***
31260	Parking and Lot Attendant	11.31	***
31290	Shuttle Bus Driver	14.79	***
31310	Taxi Driver	12.08	***
31361	Truckdriver, Light	15.81	***
31362	Truckdriver, Medium	18.35	
31363	Truckdriver, Heavy	23.17	
31364	Truckdriver, Tractor-Trailer	23.17	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.55	***
99030	Cashier	11.02	***
99050	Desk Clerk	11.12	***
99095	Embalmer	23.53	
99130	Flight Follower	26.36	
99251	Laboratory Animal Caretaker I	15.93	***
99252	Laboratory Animal Caretaker II	17.47	
99260	Marketing Analyst	29.20	
99310	Mortician	23.53	
99410	Pest Controller	17.98	
99510	Photofinishing Worker	14.08	***
99710	Recycling Laborer	18.71	
99711	Recycling Specialist	22.83	
99730	Refuse Collector	16.73	
99810	Sales Clerk	12.40	***
99820	School Crossing Guard	12.08	***
99830	Survey Party Chief	27.59	
99831	Surveying Aide	16.76	
99832	Surveying Technician	23.01	
99840	Vending Machine Attendant	15.10	***
99841	Vending Machine Repairer	19.19	
99842	Vending Machine Repairer Helper	15.10	***

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4593

States/Territories. : Alabama

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama County of Chilton

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.05	***
01012	Accounting Clerk II	16.89	
01013	Accounting Clerk III	18.90	
01020	Administrative Assistant	29.94	
01035	Court Reporter	21.64	
01041	Customer Service Representative I	14.49	***
01042	Customer Service Representative II	15.81	***
01043	Customer Service Representative III	17.74	
01051	Data Entry Operator I	14.62	***
01052	Data Entry Operator II	15.95	***
01060	Dispatcher, Motor Vehicle	18.04	
01070	Document Preparation Clerk	15.68	***
01090	Duplicating Machine Operator	15.68	***
01111	General Clerk I	12.85	***
01112	General Clerk II	14.02	***
01113	General Clerk III	15.73	***
01120	Housing Referral Assistant	20.22	
01141	Messenger Courier	13.50	***
01191	Order Clerk I	15.89	***
01192	Order Clerk II	17.34	
01261	Personnel Assistant (Employment) I	16.90	

01262	Personnel Assistant (Employment) II	20.67	
01263	Personnel Assistant (Employment) III	24.58	
01270	Production Control Clerk	25.83	
01290	Rental Clerk	14.06	***
01300	Scheduler, Maintenance	16.22	
01311	Secretary I	16.22	
01312	Secretary II	18.14	
01313	Secretary III	20.22	
01320	Service Order Dispatcher	16.40	
01410	Supply Technician	29.94	
01420	Survey Worker	15.86	***
01460	Switchboard Operator/Receptionist	14.12	***
01531	Travel Clerk I	17.02	
01532	Travel Clerk II	18.15	
01533	Travel Clerk III	19.14	
01611	Word Processor I	15.64	***
01612	Word Processor II	17.56	
01613	Word Processor III	19.64	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.68	
05010	Automotive Electrician	20.45	
05040	Automotive Glass Installer	19.12	
05070	Automotive Worker	19.12	
05110	Mobile Equipment Servicer	16.40	
05130	Motor Equipment Metal Mechanic	21.83	
05160	Motor Equipment Metal Worker	19.12	
05190	Motor Vehicle Mechanic	21.83	
05220	Motor Vehicle Mechanic Helper	15.04	***
05250	Motor Vehicle Upholstery Worker	17.77	
05280	Motor Vehicle Wrecker	19.12	
05310	Painter, Automotive	20.45	
05340	Radiator Repair Specialist	19.12	
05370	Tire Repairer	14.20	***
05400	Transmission Repair Specialist	21.83	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	12.41	***
07041	Cook I	11.42	***
07042	Cook II	13.31	***
07070	Dishwasher	10.60	***
07130	Food Service Worker	10.65	***
07210	Meat Cutter	15.15	***
07260	Waiter/Waitress	9.52	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	17.92	
09040	Furniture Handler	11.76	***
09080	Furniture Refinisher	19.51	
09090	Furniture Refinisher Helper	14.36	***
09110	Furniture Repairer, Minor	16.95	
09130	Upholsterer	20.48	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.90	***
11060	Elevator Operator	11.49	***
11090	Gardener	19.24	
11122	Housekeeping Aide	11.49	***
11150	Janitor	11.49	***
11210	Laborer, Grounds Maintenance	14.47	***
11240	Maid or Houseman	11.04	***
11260	Pruner	12.94	***
11270	Tractor Operator	17.64	
11330	Trail Maintenance Worker	14.47	***

11360	Window Cleaner	12.86	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	16.62	
12011	Breath Alcohol Technician	20.14	
12012	Certified Occupational Therapist Assistant	32.99	
12015	Certified Physical Therapist Assistant	29.68	
12020	Dental Assistant	17.90	
12025	Dental Hygienist	30.67	
12030	EKG Technician	28.21	
12035	Electroneurodiagnostic Technologist	28.21	
12040	Emergency Medical Technician	16.62	
12071	Licensed Practical Nurse I	18.00	
12072	Licensed Practical Nurse II	20.14	
12073	Licensed Practical Nurse III	22.45	
12100	Medical Assistant	14.58	***
12130	Medical Laboratory Technician	23.15	
12160	Medical Record Clerk	16.27	
12190	Medical Record Technician	18.33	
12195	Medical Transcriptionist	18.99	
12210	Nuclear Medicine Technologist	32.18	
12221	Nursing Assistant I	12.11	***
12222	Nursing Assistant II	13.61	***
12223	Nursing Assistant III	14.85	***
12224	Nursing Assistant IV	16.68	
12235	Optical Dispenser	17.23	
12236	Optical Technician	18.00	
12250	Pharmacy Technician	14.82	***
12280	Phlebotomist	15.86	***
12305	Radiologic Technologist	23.56	
12311	Registered Nurse I	24.23	
12312	Registered Nurse II	29.64	
12313	Registered Nurse II, Specialist	29.64	
12314	Registered Nurse III	35.85	
12315	Registered Nurse III, Anesthetist	35.85	
12316	Registered Nurse IV	42.98	
12317	Scheduler (Drug and Alcohol Testing)	24.95	
12320	Substance Abuse Treatment Counselor	24.65	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.41	
13012	Exhibits Specialist II	25.28	
13013	Exhibits Specialist III	30.92	
13041	Illustrator I	21.17	
13042	Illustrator II	26.23	
13043	Illustrator III	32.08	
13047	Librarian	29.04	
13050	Library Aide/Clerk	12.33	***
13054	Library Information Technology Systems Administrator	26.23	
13058	Library Technician	15.41	***
13061	Media Specialist I	18.92	
13062	Media Specialist II	21.17	
13063	Media Specialist III	23.60	
13071	Photographer I	16.61	
13072	Photographer II	18.59	
13073	Photographer III	22.81	
13074	Photographer IV	27.90	
13075	Photographer V	33.76	
13090	Technical Order Library Clerk	15.49	***
13110	Video Teleconference Technician	18.93	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.88	
14042	Computer Operator II	21.12	
14043	Computer Operator III	23.55	
14044	Computer Operator IV	26.16	

14045	Computer Operator V		28.96
14071	Computer Programmer I	(see 1)	25.76
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.88
14160	Personal Computer Support Technician		26.38
14170	System Support Specialist		36.55

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		28.18	
15020	Aircrew Training Devices Instructor (Rated)		34.10	
15030	Air Crew Training Devices Instructor (Pilot)		40.44	
15050	Computer Based Training Specialist / Instructor		28.18	
15060	Educational Technologist		40.12	
15070	Flight Instructor (Pilot)		40.44	
15080	Graphic Artist		23.51	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		39.88	
15086	Maintenance Test Pilot, Rotary Wing		39.88	
15088	Non-Maintenance Test/Co-Pilot		39.88	
15090	Technical Instructor		26.42	
15095	Technical Instructor/Course Developer		32.32	
15110	Test Proctor		21.33	
15120	Tutor		21.33	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		10.03	***
16030	Counter Attendant		10.03	***
16040	Dry Cleaner		12.00	***
16070	Finisher, Flatwork, Machine		10.03	***
16090	Presser, Hand		10.03	***
16110	Presser, Machine, Drycleaning		10.03	***
16130	Presser, Machine, Shirts		10.03	***
16160	Presser, Machine, Wearing Apparel, Laundry		10.03	***
16190	Sewing Machine Operator		12.67	***
16220	Tailor		13.31	***
16250	Washer, Machine		10.70	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		22.88	
19040	Tool And Die Maker		29.12	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		18.33	
21030	Material Coordinator		25.56	
21040	Material Expediter		25.56	
21050	Material Handling Laborer		14.26	***
21071	Order Filler		14.08	***
21080	Production Line Worker (Food Processing)		18.33	
21110	Shipping Packer		17.53	
21130	Shipping/Receiving Clerk		17.53	
21140	Store Worker I		12.34	***
21150	Stock Clerk		16.65	
21210	Tools And Parts Attendant		18.33	
21410	Warehouse Specialist		18.33	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		29.71	
23019	Aircraft Logs and Records Technician		22.73	

23021	Aircraft Mechanic I	27.93	
23022	Aircraft Mechanic II	29.71	
23023	Aircraft Mechanic III	31.50	
23040	Aircraft Mechanic Helper	19.24	
23050	Aircraft, Painter	26.16	
23060	Aircraft Servicer	22.73	
23070	Aircraft Survival Flight Equipment Technician	26.16	
23080	Aircraft Worker	24.46	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	24.46	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	27.93	
23110	Appliance Mechanic	20.98	
23120	Bicycle Repairer	18.93	
23125	Cable Splicer	43.45	
23130	Carpenter, Maintenance	20.91	
23140	Carpet Layer	22.05	
23160	Electrician, Maintenance	23.13	
23181	Electronics Technician Maintenance I	25.34	
23182	Electronics Technician Maintenance II	27.10	
23183	Electronics Technician Maintenance III	28.94	
23260	Fabric Worker	20.50	
23290	Fire Alarm System Mechanic	23.67	
23310	Fire Extinguisher Repairer	18.93	
23311	Fuel Distribution System Mechanic	26.70	
23312	Fuel Distribution System Operator	20.06	
23370	General Maintenance Worker	18.87	
23380	Ground Support Equipment Mechanic	27.93	
23381	Ground Support Equipment Servicer	22.73	
23382	Ground Support Equipment Worker	24.46	
23391	Gunsmith I	18.93	
23392	Gunsmith II	22.05	
23393	Gunsmith III	25.18	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.88	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.34	
23430	Heavy Equipment Mechanic	27.20	
23440	Heavy Equipment Operator	22.40	
23460	Instrument Mechanic	23.61	
23465	Laboratory/Shelter Mechanic	23.59	
23470	Laborer	14.26	***
23510	Locksmith	20.98	
23530	Machinery Maintenance Mechanic	23.54	
23550	Machinist, Maintenance	22.72	
23580	Maintenance Trades Helper	15.15	***
23591	Metrology Technician I	23.61	
23592	Metrology Technician II	25.12	
23593	Metrology Technician III	26.63	
23640	Millwright	26.26	
23710	Office Appliance Repairer	22.41	
23760	Painter, Maintenance	18.20	
23790	Pipefitter, Maintenance	24.55	
23810	Plumber, Maintenance	23.00	
23820	Pneudraulic Systems Mechanic	25.18	
23850	Rigger	25.18	
23870	Scale Mechanic	22.05	
23890	Sheet-Metal Worker, Maintenance	21.42	
23910	Small Engine Mechanic	18.95	
23931	Telecommunications Mechanic I	31.16	
23932	Telecommunications Mechanic II	33.15	
23950	Telephone Lineman	23.51	
23960	Welder, Combination, Maintenance	21.48	
23965	Well Driller	21.97	
23970	Woodcraft Worker	25.18	
23980	Woodworker	18.93	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.70	***
24570	Child Care Attendant	10.31	***
24580	Child Care Center Clerk	13.33	***
24610	Chore Aide	10.93	***

24620	Family Readiness And Support Services Coordinator	15.70	***
24630	Homemaker	16.50	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.21	
25040	Sewage Plant Operator	22.52	
25070	Stationary Engineer	23.21	
25190	Ventilation Equipment Tender	15.99	***
25210	Water Treatment Plant Operator	22.52	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	18.89	
27007	Baggage Inspector	11.92	***
27008	Corrections Officer	22.07	
27010	Court Security Officer	21.59	
27030	Detection Dog Handler	13.41	***
27040	Detention Officer	22.07	
27070	Firefighter	23.09	
27101	Guard I	11.92	***
27102	Guard II	13.41	***
27131	Police Officer I	25.67	
27132	Police Officer II	28.53	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.70	***
28042	Carnival Equipment Repairer	14.94	***
28043	Carnival Worker	10.04	***
28210	Gate Attendant/Gate Tender	14.49	***
28310	Lifeguard	11.40	***
28350	Park Attendant (Aide)	16.20	
28510	Recreation Aide/Health Facility Attendant	11.82	***
28515	Recreation Specialist	20.07	
28630	Sports Official	12.90	***
28690	Swimming Pool Operator	17.41	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	25.06	
29020	Hatch Tender	25.06	
29030	Line Handler	25.06	
29041	Stevedore I	23.30	
29042	Stevedore II	26.81	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.48	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.60	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.50	
30021	Archeological Technician I	19.61	
30022	Archeological Technician II	21.93	
30023	Archeological Technician III	27.17	
30030	Cartographic Technician	27.17	
30040	Civil Engineering Technician	23.17	
30051	Cryogenic Technician I	30.09	
30052	Cryogenic Technician II	33.24	
30061	Drafter/CAD Operator I	19.61	
30062	Drafter/CAD Operator II	21.93	
30063	Drafter/CAD Operator III	24.45	
30064	Drafter/CAD Operator IV	30.09	
30081	Engineering Technician I	15.87	***
30082	Engineering Technician II	17.82	
30083	Engineering Technician III	20.74	
30084	Engineering Technician IV	24.69	
30085	Engineering Technician V	30.21	

30086	Engineering Technician VI	36.55
30090	Environmental Technician	32.40
30095	Evidence Control Specialist	27.17
30210	Laboratory Technician	23.88
30221	Latent Fingerprint Technician I	25.65
30222	Latent Fingerprint Technician II	28.33
30240	Mathematical Technician	27.58
30361	Paralegal/Legal Assistant I	20.40
30362	Paralegal/Legal Assistant II	25.27
30363	Paralegal/Legal Assistant III	30.91
30364	Paralegal/Legal Assistant IV	37.41
30375	Petroleum Supply Specialist	33.24
30390	Photo-Optics Technician	27.17
30395	Radiation Control Technician	33.24
30461	Technical Writer I	25.32
30462	Technical Writer II	30.97
30463	Technical Writer III	37.46
30491	Unexploded Ordnance (UXO) Technician I	26.36
30492	Unexploded Ordnance (UXO) Technician II	31.89
30493	Unexploded Ordnance (UXO) Technician III	38.23
30494	Unexploded (UXO) Safety Escort	26.36
30495	Unexploded (UXO) Sweep Personnel	26.36
30501	Weather Forecaster I	30.09
30502	Weather Forecaster II	36.61
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 24.45
30621	Weather Observer, Senior	(see 2) 27.17

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.89	
31020	Bus Aide	12.81	***
31030	Bus Driver	16.95	
31043	Driver Courier	14.49	***
31260	Parking and Lot Attendant	11.31	***
31290	Shuttle Bus Driver	14.26	***
31310	Taxi Driver	12.08	***
31361	Truckdriver, Light	15.81	***
31362	Truckdriver, Medium	17.12	
31363	Truckdriver, Heavy	23.17	
31364	Truckdriver, Tractor-Trailer	23.17	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.55	***
99030	Cashier	11.02	***
99050	Desk Clerk	11.12	***
99095	Embalmer	24.48	
99130	Flight Follower	26.36	
99251	Laboratory Animal Caretaker I	13.68	***
99252	Laboratory Animal Caretaker II	14.87	***
99260	Marketing Analyst	29.20	
99310	Mortician	24.48	
99410	Pest Controller	17.98	
99510	Photofinishing Worker	13.85	***
99710	Recycling Laborer	18.71	
99711	Recycling Specialist	22.83	
99730	Refuse Collector	16.73	
99810	Sales Clerk	12.37	***
99820	School Crossing Guard	12.08	***
99830	Survey Party Chief	24.63	
99831	Surveying Aide	16.39	
99832	Surveying Technician	22.40	
99840	Vending Machine Attendant	15.10	***
99841	Vending Machine Repairer	19.19	
99842	Vending Machine Repairer Helper	15.10	***

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4595

States/Territories. : Alabama

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Lawrence, Morgan

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.94	***
01012	Accounting Clerk II	17.89	
01013	Accounting Clerk III	20.01	
01020	Administrative Assistant	29.63	
01035	Court Reporter	19.85	
01041	Customer Service Representative I	14.17	***
01042	Customer Service Representative II	15.46	***
01043	Customer Service Representative III	17.35	
01051	Data Entry Operator I	13.38	***
01052	Data Entry Operator II	14.60	***
01060	Dispatcher, Motor Vehicle	23.49	
01070	Document Preparation Clerk	15.81	***
01090	Duplicating Machine Operator	15.81	***
01111	General Clerk I	12.42	***
01112	General Clerk II	13.55	***
01113	General Clerk III	15.21	***
01120	Housing Referral Assistant	22.13	
01141	Messenger Courier	12.89	***
01191	Order Clerk I	14.49	***
01192	Order Clerk II	15.81	***
01261	Personnel Assistant (Employment) I	17.74	

01262	Personnel Assistant (Employment) II	19.85	
01263	Personnel Assistant (Employment) III	22.13	
01270	Production Control Clerk	28.77	
01290	Rental Clerk	12.97	***
01300	Scheduler, Maintenance	17.74	
01311	Secretary I	17.74	
01312	Secretary II	19.85	
01313	Secretary III	22.13	
01320	Service Order Dispatcher	21.01	
01410	Supply Technician	29.63	
01420	Survey Worker	18.88	
01460	Switchboard Operator/Receptionist	13.71	***
01531	Travel Clerk I	12.66	***
01532	Travel Clerk II	13.54	***
01533	Travel Clerk III	14.29	***
01611	Word Processor I	15.81	***
01612	Word Processor II	17.74	
01613	Word Processor III	19.85	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.88	
05010	Automotive Electrician	18.61	
05040	Automotive Glass Installer	17.74	
05070	Automotive Worker	17.74	
05110	Mobile Equipment Servicer	16.08	***
05130	Motor Equipment Metal Mechanic	19.47	
05160	Motor Equipment Metal Worker	17.74	
05190	Motor Vehicle Mechanic	19.38	
05220	Motor Vehicle Mechanic Helper	14.88	***
05250	Motor Vehicle Upholstery Worker	16.93	
05280	Motor Vehicle Wrecker	17.74	
05310	Painter, Automotive	18.52	
05340	Radiator Repair Specialist	17.74	
05370	Tire Repairer	14.85	***
05400	Transmission Repair Specialist	19.47	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.47	***
07041	Cook I	9.90	***
07042	Cook II	10.94	***
07070	Dishwasher	10.27	***
07130	Food Service Worker	9.47	***
07210	Meat Cutter	15.05	***
07260	Waiter/Waitress	8.89	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	19.95	
09040	Furniture Handler	15.00	***
09080	Furniture Refinisher	19.95	
09090	Furniture Refinisher Helper	17.44	
09110	Furniture Repairer, Minor	19.34	
09130	Upholsterer	19.95	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.50	***
11060	Elevator Operator	13.50	***
11090	Gardener	17.67	
11122	Housekeeping Aide	11.68	***
11150	Janitor	11.68	***
11210	Laborer, Grounds Maintenance	14.22	***
11240	Maid or Houseman	10.14	***
11260	Pruner	12.85	***
11270	Tractor Operator	16.55	
11330	Trail Maintenance Worker	14.22	***

11360	Window Cleaner	12.93	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.58	
12011	Breath Alcohol Technician	18.68	
12012	Certified Occupational Therapist Assistant	25.63	
12015	Certified Physical Therapist Assistant	29.89	
12020	Dental Assistant	17.50	
12025	Dental Hygienist	24.32	
12030	EKG Technician	28.31	
12035	Electroneurodiagnostic Technologist	28.31	
12040	Emergency Medical Technician	17.58	
12071	Licensed Practical Nurse I	16.70	
12072	Licensed Practical Nurse II	18.68	
12073	Licensed Practical Nurse III	20.83	
12100	Medical Assistant	14.44	***
12130	Medical Laboratory Technician	18.71	
12160	Medical Record Clerk	15.37	***
12190	Medical Record Technician	17.20	
12195	Medical Transcriptionist	16.70	
12210	Nuclear Medicine Technologist	41.06	
12221	Nursing Assistant I	11.50	***
12222	Nursing Assistant II	12.94	***
12223	Nursing Assistant III	14.12	***
12224	Nursing Assistant IV	15.84	***
12235	Optical Dispenser	18.68	
12236	Optical Technician	16.70	
12250	Pharmacy Technician	14.48	***
12280	Phlebotomist	15.69	***
12305	Radiologic Technologist	26.35	
12311	Registered Nurse I	24.60	
12312	Registered Nurse II	30.10	
12313	Registered Nurse II, Specialist	30.10	
12314	Registered Nurse III	36.41	
12315	Registered Nurse III, Anesthetist	36.41	
12316	Registered Nurse IV	43.64	
12317	Scheduler (Drug and Alcohol Testing)	23.15	
12320	Substance Abuse Treatment Counselor	22.28	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.44	
13012	Exhibits Specialist II	26.57	
13013	Exhibits Specialist III	32.50	
13041	Illustrator I	21.44	
13042	Illustrator II	26.57	
13043	Illustrator III	32.50	
13047	Librarian	29.42	
13050	Library Aide/Clerk	17.08	
13054	Library Information Technology Systems Administrator	26.57	
13058	Library Technician	21.44	
13061	Media Specialist I	19.17	
13062	Media Specialist II	21.44	
13063	Media Specialist III	23.90	
13071	Photographer I	19.17	
13072	Photographer II	21.44	
13073	Photographer III	26.57	
13074	Photographer IV	32.50	
13075	Photographer V	39.31	
13090	Technical Order Library Clerk	19.07	
13110	Video Teleconference Technician	19.17	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	15.55	***
14042	Computer Operator II	19.13	
14043	Computer Operator III	20.49	
14044	Computer Operator IV	26.16	

14045	Computer Operator V		27.62
14071	Computer Programmer I	(see 1)	25.00
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		15.55 ***
14160	Personal Computer Support Technician		26.16
14170	System Support Specialist		27.62

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	31.33	
15020	Aircrew Training Devices Instructor (Rated)	37.90	
15030	Air Crew Training Devices Instructor (Pilot)	45.43	
15050	Computer Based Training Specialist / Instructor	31.33	
15060	Educational Technologist	31.33	
15070	Flight Instructor (Pilot)	45.43	
15080	Graphic Artist	35.44	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	45.43	
15086	Maintenance Test Pilot, Rotary Wing	45.43	
15088	Non-Maintenance Test/Co-Pilot	45.43	
15090	Technical Instructor	36.86	
15095	Technical Instructor/Course Developer	45.03	
15110	Test Proctor	31.74	
15120	Tutor	31.74	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	10.04	***
16030	Counter Attendant	10.04	***
16040	Dry Cleaner	12.61	***
16070	Finisher, Flatwork, Machine	10.04	***
16090	Presser, Hand	10.04	***
16110	Presser, Machine, Drycleaning	10.04	***
16130	Presser, Machine, Shirts	10.04	***
16160	Presser, Machine, Wearing Apparel, Laundry	10.04	***
16190	Sewing Machine Operator	13.32	***
16220	Tailor	14.04	***
16250	Washer, Machine	10.88	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	24.44	
19040	Tool And Die Maker	29.82	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	16.30	
21030	Material Coordinator	28.77	
21040	Material Expediter	28.77	
21050	Material Handling Laborer	12.88	***
21071	Order Filler	13.45	***
21080	Production Line Worker (Food Processing)	16.30	
21110	Shipping Packer	17.28	
21130	Shipping/Receiving Clerk	17.28	
21140	Store Worker I	14.25	***
21150	Stock Clerk	19.29	
21210	Tools And Parts Attendant	16.30	
21410	Warehouse Specialist	16.30	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	24.87	
23019	Aircraft Logs and Records Technician	20.56	

23021	Aircraft Mechanic I	23.85	
23022	Aircraft Mechanic II	24.87	
23023	Aircraft Mechanic III	25.85	
23040	Aircraft Mechanic Helper	18.31	
23050	Aircraft, Painter	22.79	
23060	Aircraft Servicer	20.56	
23070	Aircraft Survival Flight Equipment Technician	22.79	
23080	Aircraft Worker	21.60	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	21.60	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	23.85	
23110	Appliance Mechanic	22.79	
23120	Bicycle Repairer	19.55	
23125	Cable Splicer	27.90	
23130	Carpenter, Maintenance	22.02	
23140	Carpet Layer	21.60	
23160	Electrician, Maintenance	23.21	
23181	Electronics Technician Maintenance I	28.46	
23182	Electronics Technician Maintenance II	31.71	
23183	Electronics Technician Maintenance III	33.53	
23260	Fabric Worker	20.56	
23290	Fire Alarm System Mechanic	23.85	
23310	Fire Extinguisher Repairer	19.55	
23311	Fuel Distribution System Mechanic	23.85	
23312	Fuel Distribution System Operator	19.55	
23370	General Maintenance Worker	19.41	
23380	Ground Support Equipment Mechanic	23.85	
23381	Ground Support Equipment Servicer	20.56	
23382	Ground Support Equipment Worker	21.60	
23391	Gunsmith I	19.55	
23392	Gunsmith II	21.60	
23393	Gunsmith III	23.85	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.69	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.67	
23430	Heavy Equipment Mechanic	24.83	
23440	Heavy Equipment Operator	19.66	
23460	Instrument Mechanic	23.85	
23465	Laboratory/Shelter Mechanic	22.79	
23470	Laborer	12.88	***
23510	Locksmith	22.79	
23530	Machinery Maintenance Mechanic	31.04	
23550	Machinist, Maintenance	26.47	
23580	Maintenance Trades Helper	17.18	
23591	Metrology Technician I	23.85	
23592	Metrology Technician II	24.87	
23593	Metrology Technician III	25.85	
23640	Millwright	25.01	
23710	Office Appliance Repairer	22.90	
23760	Painter, Maintenance	21.45	
23790	Pipefitter, Maintenance	24.52	
23810	Plumber, Maintenance	23.44	
23820	Pneudraulic Systems Mechanic	23.85	
23850	Rigger	23.85	
23870	Scale Mechanic	21.60	
23890	Sheet-Metal Worker, Maintenance	21.74	
23910	Small Engine Mechanic	21.60	
23931	Telecommunications Mechanic I	28.21	
23932	Telecommunications Mechanic II	29.43	
23950	Telephone Lineman	23.04	
23960	Welder, Combination, Maintenance	22.61	
23965	Well Driller	23.85	
23970	Woodcraft Worker	23.85	
23980	Woodworker	19.55	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.26	***
24570	Child Care Attendant	9.00	***
24580	Child Care Center Clerk	11.96	***
24610	Chore Aide	10.60	***

24620	Family Readiness And Support Services Coordinator	15.26	***
24630	Homemaker	15.26	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.93	
25040	Sewage Plant Operator	24.78	
25070	Stationary Engineer	25.93	
25190	Ventilation Equipment Tender	19.90	
25210	Water Treatment Plant Operator	24.78	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	18.11	
27007	Baggage Inspector	18.85	
27008	Corrections Officer	15.28	***
27010	Court Security Officer	19.00	
27030	Detection Dog Handler	21.82	
27040	Detention Officer	15.28	***
27070	Firefighter	22.39	
27101	Guard I	18.85	
27102	Guard II	21.82	
27131	Police Officer I	20.99	
27132	Police Officer II	23.32	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	12.23	***
28042	Carnival Equipment Repairer	12.85	***
28043	Carnival Worker	10.14	***
28210	Gate Attendant/Gate Tender	18.19	
28310	Lifeguard	16.21	
28350	Park Attendant (Aide)	20.35	
28510	Recreation Aide/Health Facility Attendant	14.86	***
28515	Recreation Specialist	24.83	
28630	Sports Official	16.21	
28690	Swimming Pool Operator	20.83	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	21.42	
29020	Hatch Tender	21.42	
29030	Line Handler	21.42	
29041	Stevedore I	20.45	
29042	Stevedore II	22.46	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	42.77	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	29.49	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.48	
30021	Archeological Technician I	18.60	
30022	Archeological Technician II	20.81	
30023	Archeological Technician III	25.48	
30030	Cartographic Technician	25.48	
30040	Civil Engineering Technician	22.83	
30051	Cryogenic Technician I	28.00	
30052	Cryogenic Technician II	30.93	
30061	Drafter/CAD Operator I	18.60	
30062	Drafter/CAD Operator II	20.81	
30063	Drafter/CAD Operator III	23.21	
30064	Drafter/CAD Operator IV	28.55	
30081	Engineering Technician I	16.25	
30082	Engineering Technician II	18.24	
30083	Engineering Technician III	21.00	
30084	Engineering Technician IV	28.62	
30085	Engineering Technician V	33.81	

30086	Engineering Technician VI	40.89
30090	Environmental Technician	25.48
30095	Evidence Control Specialist	24.59
30210	Laboratory Technician	30.47
30221	Latent Fingerprint Technician I	28.00
30222	Latent Fingerprint Technician II	30.93
30240	Mathematical Technician	25.48
30361	Paralegal/Legal Assistant I	18.80
30362	Paralegal/Legal Assistant II	23.29
30363	Paralegal/Legal Assistant III	28.49
30364	Paralegal/Legal Assistant IV	34.48
30375	Petroleum Supply Specialist	30.07
30390	Photo-Optics Technician	25.48
30395	Radiation Control Technician	30.07
30461	Technical Writer I	24.59
30462	Technical Writer II	30.07
30463	Technical Writer III	36.38
30491	Unexploded Ordnance (UXO) Technician I	27.18
30492	Unexploded Ordnance (UXO) Technician II	32.89
30493	Unexploded Ordnance (UXO) Technician III	39.42
30494	Unexploded (UXO) Safety Escort	27.18
30495	Unexploded (UXO) Sweep Personnel	27.18
30501	Weather Forecaster I	28.00
30502	Weather Forecaster II	34.06
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.21
30621	Weather Observer, Senior	(see 2) 25.48

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	32.89	
31020	Bus Aide	14.98	***
31030	Bus Driver	19.60	
31043	Driver Courier	16.46	
31260	Parking and Lot Attendant	13.54	***
31290	Shuttle Bus Driver	16.25	
31310	Taxi Driver	14.51	***
31361	Truckdriver, Light	17.88	
31362	Truckdriver, Medium	18.50	
31363	Truckdriver, Heavy	23.72	
31364	Truckdriver, Tractor-Trailer	23.72	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.03	***
99030	Cashier	10.88	***
99050	Desk Clerk	10.62	***
99095	Embalmer	27.18	
99130	Flight Follower	27.18	
99251	Laboratory Animal Caretaker I	15.26	***
99252	Laboratory Animal Caretaker II	21.09	
99260	Marketing Analyst	31.89	
99310	Mortician	27.18	
99410	Pest Controller	21.05	
99510	Photofinishing Worker	14.28	***
99710	Recycling Laborer	19.43	
99711	Recycling Specialist	22.63	
99730	Refuse Collector	17.56	
99810	Sales Clerk	11.63	***
99820	School Crossing Guard	15.91	***
99830	Survey Party Chief	21.28	
99831	Surveying Aide	13.11	***
99832	Surveying Technician	17.94	
99840	Vending Machine Attendant	20.50	
99841	Vending Machine Repairer	24.19	
99842	Vending Machine Repairer Helper	20.50	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4597

States/Territories. : Alabama

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Geneva, Henry, Houston

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.76	***
01012	Accounting Clerk II	16.57	
01013	Accounting Clerk III	18.54	
01020	Administrative Assistant	26.07	
01035	Court Reporter	19.12	
01041	Customer Service Representative I	13.28	***
01042	Customer Service Representative II	14.49	***
01043	Customer Service Representative III	16.28	
01051	Data Entry Operator I	14.50	***
01052	Data Entry Operator II	15.82	***
01060	Dispatcher, Motor Vehicle	18.06	
01070	Document Preparation Clerk	15.23	***
01090	Duplicating Machine Operator	15.23	***
01111	General Clerk I	11.24	***
01112	General Clerk II	13.35	***
01113	General Clerk III	15.04	***
01120	Housing Referral Assistant	21.31	
01141	Messenger Courier	12.35	***
01191	Order Clerk I	13.96	***
01192	Order Clerk II	15.23	***
01261	Personnel Assistant (Employment) I	17.09	

01262	Personnel Assistant (Employment) II	19.12	
01263	Personnel Assistant (Employment) III	21.31	
01270	Production Control Clerk	23.28	
01290	Rental Clerk	13.06	***
01300	Scheduler, Maintenance	17.09	
01311	Secretary I	17.09	
01312	Secretary II	19.12	
01313	Secretary III	21.31	
01320	Service Order Dispatcher	16.15	***
01410	Supply Technician	26.07	
01420	Survey Worker	15.43	***
01460	Switchboard Operator/Receptionist	13.11	***
01531	Travel Clerk I	12.99	***
01532	Travel Clerk II	13.89	***
01533	Travel Clerk III	14.67	***
01611	Word Processor I	15.23	***
01612	Word Processor II	17.09	
01613	Word Processor III	19.12	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.14	
05010	Automotive Electrician	18.71	
05040	Automotive Glass Installer	17.74	
05070	Automotive Worker	17.74	
05110	Mobile Equipment Servicer	15.69	***
05130	Motor Equipment Metal Mechanic	19.72	
05160	Motor Equipment Metal Worker	17.70	
05190	Motor Vehicle Mechanic	19.72	
05220	Motor Vehicle Mechanic Helper	14.69	***
05250	Motor Vehicle Upholstery Worker	16.68	
05280	Motor Vehicle Wrecker	17.74	
05310	Painter, Automotive	18.71	
05340	Radiator Repair Specialist	17.74	
05370	Tire Repairer	13.01	***
05400	Transmission Repair Specialist	19.72	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	12.75	***
07041	Cook I	10.35	***
07042	Cook II	11.66	***
07070	Dishwasher	10.54	***
07130	Food Service Worker	10.17	***
07210	Meat Cutter	15.36	***
07260	Waiter/Waitress	9.00	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	16.04	***
09040	Furniture Handler	10.97	***
09080	Furniture Refinisher	16.04	***
09090	Furniture Refinisher Helper	12.67	***
09110	Furniture Repairer, Minor	14.35	***
09130	Upholsterer	16.04	***

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.27	***
11060	Elevator Operator	11.27	***
11090	Gardener	15.57	***
11122	Housekeeping Aide	10.63	***
11150	Janitor	10.63	***
11210	Laborer, Grounds Maintenance	12.62	***
11240	Maid or Houseman	9.06	***
11260	Pruner	11.75	***
11270	Tractor Operator	14.60	***
11330	Trail Maintenance Worker	12.62	***

11360	Window Cleaner	11.42	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	15.37	***
12011	Breath Alcohol Technician	17.67	
12012	Certified Occupational Therapist Assistant	24.84	
12015	Certified Physical Therapist Assistant	28.65	
12020	Dental Assistant	16.47	
12025	Dental Hygienist	23.88	
12030	EKG Technician	26.33	
12035	Electroneurodiagnostic Technologist	26.33	
12040	Emergency Medical Technician	15.37	***
12071	Licensed Practical Nurse I	16.18	***
12072	Licensed Practical Nurse II	18.11	
12073	Licensed Practical Nurse III	20.17	
12100	Medical Assistant	13.71	***
12130	Medical Laboratory Technician	20.29	
12160	Medical Record Clerk	15.18	***
12190	Medical Record Technician	16.98	
12195	Medical Transcriptionist	17.44	
12210	Nuclear Medicine Technologist	39.77	
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	18.11	
12236	Optical Technician	16.18	***
12250	Pharmacy Technician	14.49	***
12280	Phlebotomist	14.44	***
12305	Radiologic Technologist	22.96	
12311	Registered Nurse I	22.96	
12312	Registered Nurse II	28.09	
12313	Registered Nurse II, Specialist	28.09	
12314	Registered Nurse III	33.99	
12315	Registered Nurse III, Anesthetist	33.99	
12316	Registered Nurse IV	40.73	
12317	Scheduler (Drug and Alcohol Testing)	21.89	
12320	Substance Abuse Treatment Counselor	22.91	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.76	
13012	Exhibits Specialist II	25.73	
13013	Exhibits Specialist III	31.47	
13041	Illustrator I	20.76	
13042	Illustrator II	25.73	
13043	Illustrator III	31.47	
13047	Librarian	28.49	
13050	Library Aide/Clerk	12.01	***
13054	Library Information Technology Systems Administrator	25.73	
13058	Library Technician	20.76	
13061	Media Specialist I	18.56	
13062	Media Specialist II	20.76	
13063	Media Specialist III	23.15	
13071	Photographer I	18.56	
13072	Photographer II	20.76	
13073	Photographer III	25.73	
13074	Photographer IV	31.47	
13075	Photographer V	38.07	
13090	Technical Order Library Clerk	15.74	***
13110	Video Teleconference Technician	18.56	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	15.41	***
14042	Computer Operator II	17.31	
14043	Computer Operator III	20.05	
14044	Computer Operator IV	22.57	

14045	Computer Operator V		24.99
14071	Computer Programmer I	(see 1)	18.67
14072	Computer Programmer II	(see 1)	24.89
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	26.81
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		15.41 ***
14160	Personal Computer Support Technician		23.27
14170	System Support Specialist		24.99

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		26.81	
15020	Aircrew Training Devices Instructor (Rated)		32.43	
15030	Air Crew Training Devices Instructor (Pilot)		36.77	
15050	Computer Based Training Specialist / Instructor		26.81	
15060	Educational Technologist		35.68	
15070	Flight Instructor (Pilot)		36.77	
15080	Graphic Artist		27.52	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		36.77	
15086	Maintenance Test Pilot, Rotary Wing		36.77	
15088	Non-Maintenance Test/Co-Pilot		36.77	
15090	Technical Instructor		24.73	
15095	Technical Instructor/Course Developer		30.25	
15110	Test Proctor		19.95	
15120	Tutor		19.95	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		10.03	***
16030	Counter Attendant		10.03	***
16040	Dry Cleaner		12.16	***
16070	Finisher, Flatwork, Machine		11.28	***
16090	Presser, Hand		10.03	***
16110	Presser, Machine, Drycleaning		10.03	***
16130	Presser, Machine, Shirts		10.03	***
16160	Presser, Machine, Wearing Apparel, Laundry		10.03	***
16190	Sewing Machine Operator		12.88	***
16220	Tailor		13.61	***
16250	Washer, Machine		12.50	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		20.19	
19040	Tool And Die Maker		24.48	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		15.61	***
21030	Material Coordinator		23.28	
21040	Material Expediter		23.28	
21050	Material Handling Laborer		13.50	***
21071	Order Filler		13.18	***
21080	Production Line Worker (Food Processing)		15.61	***
21110	Shipping Packer		14.43	***
21130	Shipping/Receiving Clerk		14.43	***
21140	Store Worker I		14.09	***
21150	Stock Clerk		17.44	
21210	Tools And Parts Attendant		15.61	***
21410	Warehouse Specialist		15.61	***

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		22.35	
23019	Aircraft Logs and Records Technician		18.06	

23021	Aircraft Mechanic I	21.28	
23022	Aircraft Mechanic II	22.35	
23023	Aircraft Mechanic III	23.45	
23040	Aircraft Mechanic Helper	15.96	***
23050	Aircraft, Painter	20.19	
23060	Aircraft Servicer	18.06	
23070	Aircraft Survival Flight Equipment Technician	20.19	
23080	Aircraft Worker	19.18	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	19.18	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	21.28	
23110	Appliance Mechanic	20.19	
23120	Bicycle Repairer	17.03	
23125	Cable Splicer	36.19	
23130	Carpenter, Maintenance	16.95	
23140	Carpet Layer	19.18	
23160	Electrician, Maintenance	24.48	
23181	Electronics Technician Maintenance I	19.18	
23182	Electronics Technician Maintenance II	20.19	
23183	Electronics Technician Maintenance III	21.28	
23260	Fabric Worker	18.06	
23290	Fire Alarm System Mechanic	21.24	
23310	Fire Extinguisher Repairer	17.03	
23311	Fuel Distribution System Mechanic	21.28	
23312	Fuel Distribution System Operator	17.03	
23370	General Maintenance Worker	16.91	
23380	Ground Support Equipment Mechanic	21.28	
23381	Ground Support Equipment Servicer	18.06	
23382	Ground Support Equipment Worker	19.18	
23391	Gunsmith I	17.03	
23392	Gunsmith II	19.18	
23393	Gunsmith III	21.28	
23410	Heating, Ventilation And Air-Conditioning Mechanic	18.68	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19.61	
23430	Heavy Equipment Mechanic	23.00	
23440	Heavy Equipment Operator	18.32	
23460	Instrument Mechanic	21.28	
23465	Laboratory/Shelter Mechanic	20.19	
23470	Laborer	13.50	***
23510	Locksmith	20.19	
23530	Machinery Maintenance Mechanic	21.96	
23550	Machinist, Maintenance	21.23	
23580	Maintenance Trades Helper	14.43	***
23591	Metrology Technician I	21.28	
23592	Metrology Technician II	22.35	
23593	Metrology Technician III	23.45	
23640	Millwright	19.38	
23710	Office Appliance Repairer	21.07	
23760	Painter, Maintenance	17.80	
23790	Pipefitter, Maintenance	22.79	
23810	Plumber, Maintenance	21.63	
23820	Pneudraulic Systems Mechanic	21.28	
23850	Rigger	21.28	
23870	Scale Mechanic	19.18	
23890	Sheet-Metal Worker, Maintenance	19.40	
23910	Small Engine Mechanic	18.94	
23931	Telecommunications Mechanic I	25.73	
23932	Telecommunications Mechanic II	27.02	
23950	Telephone Lineman	21.38	
23960	Welder, Combination, Maintenance	17.58	
23965	Well Driller	21.28	
23970	Woodcraft Worker	21.28	
23980	Woodworker	17.03	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	13.99	***
24570	Child Care Attendant	9.22	***
24580	Child Care Center Clerk	13.29	***
24610	Chore Aide	10.98	***

24620	Family Readiness And Support Services Coordinator	13.99	***
24630	Homemaker	13.99	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	21.99	
25040	Sewage Plant Operator	20.87	
25070	Stationary Engineer	21.99	
25190	Ventilation Equipment Tender	16.50	
25210	Water Treatment Plant Operator	20.87	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	15.42	***
27007	Baggage Inspector	11.66	***
27008	Corrections Officer	16.08	***
27010	Court Security Officer	17.77	
27030	Detection Dog Handler	14.06	***
27040	Detention Officer	16.08	***
27070	Firefighter	19.01	
27101	Guard I	11.66	***
27102	Guard II	14.06	***
27131	Police Officer I	19.96	
27132	Police Officer II	22.18	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	11.36	***
28042	Carnival Equipment Repairer	12.11	***
28043	Carnival Worker	9.14	***
28210	Gate Attendant/Gate Tender	13.04	***
28310	Lifeguard	11.62	***
28350	Park Attendant (Aide)	14.59	***
28510	Recreation Aide/Health Facility Attendant	11.10	***
28515	Recreation Specialist	18.08	
28630	Sports Official	11.62	***
28690	Swimming Pool Operator	15.86	***

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	19.18	
29020	Hatch Tender	19.18	
29030	Line Handler	19.18	
29041	Stevedore I	18.06	
29042	Stevedore II	20.19	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	17.83	
30022	Archeological Technician II	19.95	
30023	Archeological Technician III	24.72	
30030	Cartographic Technician	24.72	
30040	Civil Engineering Technician	24.72	
30051	Cryogenic Technician I	27.37	
30052	Cryogenic Technician II	30.24	
30061	Drafter/CAD Operator I	17.83	
30062	Drafter/CAD Operator II	19.95	
30063	Drafter/CAD Operator III	22.24	
30064	Drafter/CAD Operator IV	27.37	
30081	Engineering Technician I	15.89	***
30082	Engineering Technician II	17.83	
30083	Engineering Technician III	19.95	
30084	Engineering Technician IV	24.72	
30085	Engineering Technician V	30.24	

30086	Engineering Technician VI	36.58
30090	Environmental Technician	24.72
30095	Evidence Control Specialist	24.72
30210	Laboratory Technician	22.24
30221	Latent Fingerprint Technician I	27.37
30222	Latent Fingerprint Technician II	30.24
30240	Mathematical Technician	24.72
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	33.05
30375	Petroleum Supply Specialist	30.24
30390	Photo-Optics Technician	24.72
30395	Radiation Control Technician	30.24
30461	Technical Writer I	24.72
30462	Technical Writer II	30.24
30463	Technical Writer III	36.58
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	27.37
30502	Weather Forecaster II	33.29
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.24
30621	Weather Observer, Senior	(see 2) 24.72

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	15.69	***
31030	Bus Driver	20.52	
31043	Driver Courier	15.76	***
31260	Parking and Lot Attendant	14.60	***
31290	Shuttle Bus Driver	15.28	***
31310	Taxi Driver	16.49	
31361	Truckdriver, Light	16.81	
31362	Truckdriver, Medium	17.83	
31363	Truckdriver, Heavy	22.46	
31364	Truckdriver, Tractor-Trailer	22.46	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	10.33	***
99050	Desk Clerk	10.13	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	14.87	***
99252	Laboratory Animal Caretaker II	15.61	***
99260	Marketing Analyst	25.55	
99310	Mortician	26.22	
99410	Pest Controller	15.21	***
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	17.01	
99711	Recycling Specialist	19.68	
99730	Refuse Collector	15.84	***
99810	Sales Clerk	11.52	***
99820	School Crossing Guard	15.03	***
99830	Survey Party Chief	18.93	
99831	Surveying Aide	12.63	***
99832	Surveying Technician	17.31	
99840	Vending Machine Attendant	18.67	
99841	Vending Machine Repairer	22.43	
99842	Vending Machine Repairer Helper	18.67	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4599

States/Territories. : Alabama

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Colbert, Lauderdale

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.23	***
01012	Accounting Clerk II	17.09	
01013	Accounting Clerk III	19.12	
01020	Administrative Assistant	28.54	
01035	Court Reporter	19.07	
01041	Customer Service Representative I	13.99	***
01042	Customer Service Representative II	15.73	***
01043	Customer Service Representative III	17.16	
01051	Data Entry Operator I	13.92	***
01052	Data Entry Operator II	15.19	***
01060	Dispatcher, Motor Vehicle	16.70	
01070	Document Preparation Clerk	15.19	***
01090	Duplicating Machine Operator	15.19	***
01111	General Clerk I	11.54	***
01112	General Clerk II	12.59	***
01113	General Clerk III	14.13	***
01120	Housing Referral Assistant	21.26	
01141	Messenger Courier	12.02	***
01191	Order Clerk I	13.92	***
01192	Order Clerk II	15.27	***
01261	Personnel Assistant (Employment) I	17.05	

01262	Personnel Assistant (Employment) II	19.07	
01263	Personnel Assistant (Employment) III	21.26	
01270	Production Control Clerk	22.60	
01290	Rental Clerk	12.97	***
01300	Scheduler, Maintenance	17.05	
01311	Secretary I	17.05	
01312	Secretary II	19.07	
01313	Secretary III	21.26	
01320	Service Order Dispatcher	14.93	***
01410	Supply Technician	28.54	
01420	Survey Worker	16.81	
01460	Switchboard Operator/Receptionist	13.25	***
01531	Travel Clerk I	12.66	***
01532	Travel Clerk II	13.54	***
01533	Travel Clerk III	14.29	***
01611	Word Processor I	15.19	***
01612	Word Processor II	17.05	
01613	Word Processor III	19.07	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	21.88	
05010	Automotive Electrician	18.61	
05040	Automotive Glass Installer	17.74	
05070	Automotive Worker	17.74	
05110	Mobile Equipment Servicer	16.08	***
05130	Motor Equipment Metal Mechanic	19.47	
05160	Motor Equipment Metal Worker	17.74	
05190	Motor Vehicle Mechanic	19.28	
05220	Motor Vehicle Mechanic Helper	14.58	***
05250	Motor Vehicle Upholstery Worker	16.93	
05280	Motor Vehicle Wrecker	17.74	
05310	Painter, Automotive	18.33	
05340	Radiator Repair Specialist	17.74	
05370	Tire Repairer	16.13	***
05400	Transmission Repair Specialist	19.47	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.96	***
07041	Cook I	10.65	***
07042	Cook II	11.94	***
07070	Dishwasher	10.32	***
07130	Food Service Worker	10.37	***
07210	Meat Cutter	15.15	***
07260	Waiter/Waitress	9.25	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	18.44	
09040	Furniture Handler	13.94	***
09080	Furniture Refinisher	18.44	
09090	Furniture Refinisher Helper	14.67	***
09110	Furniture Repairer, Minor	16.54	
09130	Upholsterer	18.44	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.31	***
11060	Elevator Operator	12.44	***
11090	Gardener	15.14	***
11122	Housekeeping Aide	12.79	***
11150	Janitor	12.79	***
11210	Laborer, Grounds Maintenance	12.11	***
11240	Maid or Houseman	9.14	***
11260	Pruner	10.95	***
11270	Tractor Operator	14.13	***
11330	Trail Maintenance Worker	12.11	***

11360	Window Cleaner	14.14	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.09	
12011	Breath Alcohol Technician	18.09	
12012	Certified Occupational Therapist Assistant	24.82	
12015	Certified Physical Therapist Assistant	29.35	
12020	Dental Assistant	16.65	
12025	Dental Hygienist	22.84	
12030	EKG Technician	27.41	
12035	Electroneurodiagnostic Technologist	27.41	
12040	Emergency Medical Technician	18.09	
12071	Licensed Practical Nurse I	16.18	***
12072	Licensed Practical Nurse II	18.09	
12073	Licensed Practical Nurse III	20.16	
12100	Medical Assistant	15.05	***
12130	Medical Laboratory Technician	18.01	
12160	Medical Record Clerk	16.58	
12190	Medical Record Technician	18.55	
12195	Medical Transcriptionist	16.18	***
12210	Nuclear Medicine Technologist	39.76	
12221	Nursing Assistant I	11.47	***
12222	Nursing Assistant II	12.89	***
12223	Nursing Assistant III	14.07	***
12224	Nursing Assistant IV	15.79	***
12235	Optical Dispenser	18.22	
12236	Optical Technician	16.18	***
12250	Pharmacy Technician	15.84	***
12280	Phlebotomist	15.72	***
12305	Radiologic Technologist	27.41	
12311	Registered Nurse I	25.26	
12312	Registered Nurse II	30.90	
12313	Registered Nurse II, Specialist	30.90	
12314	Registered Nurse III	37.39	
12315	Registered Nurse III, Anesthetist	37.39	
12316	Registered Nurse IV	44.81	
12317	Scheduler (Drug and Alcohol Testing)	22.41	
12320	Substance Abuse Treatment Counselor	22.13	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.48	
13012	Exhibits Specialist II	25.38	
13013	Exhibits Specialist III	31.04	
13041	Illustrator I	20.48	
13042	Illustrator II	25.38	
13043	Illustrator III	31.04	
13047	Librarian	28.10	
13050	Library Aide/Clerk	15.94	***
13054	Library Information Technology Systems Administrator	25.38	
13058	Library Technician	20.48	
13061	Media Specialist I	18.31	
13062	Media Specialist II	20.48	
13063	Media Specialist III	22.83	
13071	Photographer I	18.31	
13072	Photographer II	20.48	
13073	Photographer III	25.38	
13074	Photographer IV	31.04	
13075	Photographer V	37.55	
13090	Technical Order Library Clerk	15.74	***
13110	Video Teleconference Technician	18.31	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	15.55	***
14042	Computer Operator II	19.13	
14043	Computer Operator III	20.49	
14044	Computer Operator IV	26.16	

14045	Computer Operator V		27.62
14071	Computer Programmer I	(see 1)	25.00
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		15.55 ***
14160	Personal Computer Support Technician		26.16
14170	System Support Specialist		27.62

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		29.35	
15020	Aircrew Training Devices Instructor (Rated)		35.52	
15030	Air Crew Training Devices Instructor (Pilot)		36.76	
15050	Computer Based Training Specialist / Instructor		30.38	
15060	Educational Technologist		30.52	
15070	Flight Instructor (Pilot)		36.76	
15080	Graphic Artist		24.21	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		36.76	
15086	Maintenance Test Pilot, Rotary Wing		36.76	
15088	Non-Maintenance Test/Co-Pilot		36.76	
15090	Technical Instructor		22.46	
15095	Technical Instructor/Course Developer		27.49	
15110	Test Proctor		18.88	
15120	Tutor		18.88	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		10.04	***
16030	Counter Attendant		10.04	***
16040	Dry Cleaner		12.61	***
16070	Finisher, Flatwork, Machine		10.04	***
16090	Presser, Hand		10.04	***
16110	Presser, Machine, Drycleaning		10.04	***
16130	Presser, Machine, Shirts		10.04	***
16160	Presser, Machine, Wearing Apparel, Laundry		10.04	***
16190	Sewing Machine Operator		13.32	***
16220	Tailor		14.04	***
16250	Washer, Machine		10.88	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		24.44	
19040	Tool And Die Maker		29.82	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		21.46	
21030	Material Coordinator		22.60	
21040	Material Expediter		22.60	
21050	Material Handling Laborer		14.33	***
21071	Order Filler		13.30	***
21080	Production Line Worker (Food Processing)		21.46	
21110	Shipping Packer		15.71	***
21130	Shipping/Receiving Clerk		15.71	***
21140	Store Worker I		13.80	***
21150	Stock Clerk		18.71	
21210	Tools And Parts Attendant		21.46	
21410	Warehouse Specialist		21.46	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		23.86	
23019	Aircraft Logs and Records Technician		19.50	

23021	Aircraft Mechanic I	22.87	
23022	Aircraft Mechanic II	23.86	
23023	Aircraft Mechanic III	24.80	
23040	Aircraft Mechanic Helper	17.44	
23050	Aircraft, Painter	21.74	
23060	Aircraft Servicer	19.50	
23070	Aircraft Survival Flight Equipment Technician	21.74	
23080	Aircraft Worker	20.62	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	20.62	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	22.87	
23110	Appliance Mechanic	21.74	
23120	Bicycle Repairer	18.41	
23125	Cable Splicer	36.58	
23130	Carpenter, Maintenance	21.86	
23140	Carpet Layer	20.62	
23160	Electrician, Maintenance	25.53	
23181	Electronics Technician Maintenance I	23.92	
23182	Electronics Technician Maintenance II	25.55	
23183	Electronics Technician Maintenance III	26.62	
23260	Fabric Worker	19.50	
23290	Fire Alarm System Mechanic	22.87	
23310	Fire Extinguisher Repairer	18.41	
23311	Fuel Distribution System Mechanic	22.87	
23312	Fuel Distribution System Operator	18.48	
23370	General Maintenance Worker	17.49	
23380	Ground Support Equipment Mechanic	22.87	
23381	Ground Support Equipment Servicer	19.50	
23382	Ground Support Equipment Worker	20.62	
23391	Gunsmith I	18.41	
23392	Gunsmith II	20.62	
23393	Gunsmith III	22.87	
23410	Heating, Ventilation And Air-Conditioning Mechanic	18.38	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19.30	
23430	Heavy Equipment Mechanic	22.34	
23440	Heavy Equipment Operator	22.70	
23460	Instrument Mechanic	22.87	
23465	Laboratory/Shelter Mechanic	21.74	
23470	Laborer	14.33	***
23510	Locksmith	21.74	
23530	Machinery Maintenance Mechanic	24.19	
23550	Machinist, Maintenance	22.56	
23580	Maintenance Trades Helper	14.41	***
23591	Metrology Technician I	22.87	
23592	Metrology Technician II	23.86	
23593	Metrology Technician III	24.80	
23640	Millwright	24.57	
23710	Office Appliance Repairer	23.32	
23760	Painter, Maintenance	17.94	
23790	Pipefitter, Maintenance	26.94	
23810	Plumber, Maintenance	25.61	
23820	Pneudraulic Systems Mechanic	22.87	
23850	Rigger	22.87	
23870	Scale Mechanic	20.62	
23890	Sheet-Metal Worker, Maintenance	22.54	
23910	Small Engine Mechanic	20.62	
23931	Telecommunications Mechanic I	30.92	
23932	Telecommunications Mechanic II	33.63	
23950	Telephone Lineman	22.87	
23960	Welder, Combination, Maintenance	20.22	
23965	Well Driller	22.87	
23970	Woodcraft Worker	22.87	
23980	Woodworker	18.41	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	13.87	***
24570	Child Care Attendant	9.24	***
24580	Child Care Center Clerk	12.47	***
24610	Chore Aide	10.33	***

24620	Family Readiness And Support Services Coordinator	13.87	***
24630	Homemaker	13.87	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	29.06	
25040	Sewage Plant Operator	27.63	
25070	Stationary Engineer	29.06	
25190	Ventilation Equipment Tender	21.83	
25210	Water Treatment Plant Operator	27.63	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.50	
27007	Baggage Inspector	10.85	***
27008	Corrections Officer	16.72	
27010	Court Security Officer	17.66	
27030	Detection Dog Handler	13.55	***
27040	Detention Officer	16.72	
27070	Firefighter	19.29	
27101	Guard I	10.85	***
27102	Guard II	13.55	***
27131	Police Officer I	19.69	
27132	Police Officer II	21.88	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	11.36	***
28042	Carnival Equipment Repairer	12.18	***
28043	Carnival Worker	8.81	***
28210	Gate Attendant/Gate Tender	14.58	***
28310	Lifeguard	12.99	***
28350	Park Attendant (Aide)	16.32	
28510	Recreation Aide/Health Facility Attendant	11.90	***
28515	Recreation Specialist	19.73	
28630	Sports Official	12.99	***
28690	Swimming Pool Operator	15.65	***

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	24.19	
29020	Hatch Tender	24.19	
29030	Line Handler	24.19	
29041	Stevedore I	22.86	
29042	Stevedore II	25.49	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.60	
30022	Archeological Technician II	20.81	
30023	Archeological Technician III	25.48	
30030	Cartographic Technician	25.48	
30040	Civil Engineering Technician	24.13	
30051	Cryogenic Technician I	26.71	
30052	Cryogenic Technician II	29.50	
30061	Drafter/CAD Operator I	18.60	
30062	Drafter/CAD Operator II	20.81	
30063	Drafter/CAD Operator III	23.21	
30064	Drafter/CAD Operator IV	28.55	
30081	Engineering Technician I	15.98	***
30082	Engineering Technician II	18.00	
30083	Engineering Technician III	21.00	
30084	Engineering Technician IV	28.62	
30085	Engineering Technician V	33.81	

30086	Engineering Technician VI	40.89
30090	Environmental Technician	25.48
30095	Evidence Control Specialist	23.58
30210	Laboratory Technician	20.81
30221	Latent Fingerprint Technician I	26.71
30222	Latent Fingerprint Technician II	29.50
30240	Mathematical Technician	25.48
30361	Paralegal/Legal Assistant I	19.26
30362	Paralegal/Legal Assistant II	23.86
30363	Paralegal/Legal Assistant III	29.19
30364	Paralegal/Legal Assistant IV	35.32
30375	Petroleum Supply Specialist	28.86
30390	Photo-Optics Technician	25.48
30395	Radiation Control Technician	28.86
30461	Technical Writer I	24.12
30462	Technical Writer II	29.50
30463	Technical Writer III	35.71
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	28.55
30502	Weather Forecaster II	34.73
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.21
30621	Weather Observer, Senior	(see 2) 25.48

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	13.41	***
31030	Bus Driver	17.71	
31043	Driver Courier	15.65	***
31260	Parking and Lot Attendant	12.13	***
31290	Shuttle Bus Driver	16.77	
31310	Taxi Driver	10.90	***
31361	Truckdriver, Light	16.77	
31362	Truckdriver, Medium	17.71	
31363	Truckdriver, Heavy	18.17	
31364	Truckdriver, Tractor-Trailer	18.17	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	10.43	***
99050	Desk Clerk	10.00	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	15.26	***
99252	Laboratory Animal Caretaker II	20.60	
99260	Marketing Analyst	29.43	
99310	Mortician	26.22	
99410	Pest Controller	16.98	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	17.13	
99711	Recycling Specialist	19.72	
99730	Refuse Collector	15.48	***
99810	Sales Clerk	11.63	***
99820	School Crossing Guard	15.42	***
99830	Survey Party Chief	20.53	
99831	Surveying Aide	12.65	***
99832	Surveying Technician	17.31	
99840	Vending Machine Attendant	18.37	
99841	Vending Machine Repairer	21.99	
99842	Vending Machine Repairer Helper	18.37	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4601

States/Territories. : Alabama

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama County of Etowah

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.74	***
01012	Accounting Clerk II	16.55	
01013	Accounting Clerk III	18.52	
01020	Administrative Assistant	23.16	
01035	Court Reporter	18.69	
01041	Customer Service Representative I	13.16	***
01042	Customer Service Representative II	14.36	***
01043	Customer Service Representative III	16.12	***
01051	Data Entry Operator I	13.65	***
01052	Data Entry Operator II	14.89	***
01060	Dispatcher, Motor Vehicle	18.69	
01070	Document Preparation Clerk	14.89	***
01090	Duplicating Machine Operator	14.89	***
01111	General Clerk I	11.44	***
01112	General Clerk II	12.48	***
01113	General Clerk III	14.01	***
01120	Housing Referral Assistant	20.84	
01141	Messenger Courier	12.14	***
01191	Order Clerk I	13.65	***
01192	Order Clerk II	14.89	***
01261	Personnel Assistant (Employment) I	16.71	

01262	Personnel Assistant (Employment) II	18.69	
01263	Personnel Assistant (Employment) III	20.84	
01270	Production Control Clerk	20.84	
01290	Rental Clerk	12.63	***
01300	Scheduler, Maintenance	16.71	
01311	Secretary I	16.71	
01312	Secretary II	18.69	
01313	Secretary III	20.84	
01320	Service Order Dispatcher	16.71	
01410	Supply Technician	23.16	
01420	Survey Worker	14.43	***
01460	Switchboard Operator/Receptionist	12.45	***
01531	Travel Clerk I	12.49	***
01532	Travel Clerk II	13.27	***
01533	Travel Clerk III	14.15	***
01611	Word Processor I	14.89	***
01612	Word Processor II	16.71	
01613	Word Processor III	18.69	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	23.46	
05010	Automotive Electrician	17.79	
05040	Automotive Glass Installer	16.99	
05070	Automotive Worker	16.99	
05110	Mobile Equipment Servicer	15.18	***
05130	Motor Equipment Metal Mechanic	18.62	
05160	Motor Equipment Metal Worker	16.99	
05190	Motor Vehicle Mechanic	18.62	
05220	Motor Vehicle Mechanic Helper	14.32	***
05250	Motor Vehicle Upholstery Worker	16.13	***
05280	Motor Vehicle Wrecker	16.99	
05310	Painter, Automotive	17.79	
05340	Radiator Repair Specialist	16.99	
05370	Tire Repairer	15.01	***
05400	Transmission Repair Specialist	18.62	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.42	***
07041	Cook I	12.03	***
07042	Cook II	13.55	***
07070	Dishwasher	10.34	***
07130	Food Service Worker	9.91	***
07210	Meat Cutter	17.22	
07260	Waiter/Waitress	9.79	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	15.73	***
09040	Furniture Handler	12.02	***
09080	Furniture Refinisher	16.71	
09090	Furniture Refinisher Helper	13.57	***
09110	Furniture Repairer, Minor	15.15	***
09130	Upholsterer	16.71	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.71	***
11060	Elevator Operator	13.71	***
11090	Gardener	16.93	
11122	Housekeeping Aide	10.62	***
11150	Janitor	10.62	***
11210	Laborer, Grounds Maintenance	14.07	***
11240	Maid or Houseman	9.38	***
11260	Pruner	13.07	***
11270	Tractor Operator	15.97	***
11330	Trail Maintenance Worker	14.07	***

11360	Window Cleaner	11.44	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.49	
12011	Breath Alcohol Technician	18.49	
12012	Certified Occupational Therapist Assistant	29.89	
12015	Certified Physical Therapist Assistant	29.49	
12020	Dental Assistant	17.51	
12025	Dental Hygienist	30.66	
12030	EKG Technician	28.02	
12035	Electroneurodiagnostic Technologist	28.02	
12040	Emergency Medical Technician	18.49	
12071	Licensed Practical Nurse I	16.53	
12072	Licensed Practical Nurse II	18.49	
12073	Licensed Practical Nurse III	20.61	
12100	Medical Assistant	13.88	***
12130	Medical Laboratory Technician	19.99	
12160	Medical Record Clerk	15.84	***
12190	Medical Record Technician	17.72	
12195	Medical Transcriptionist	15.60	***
12210	Nuclear Medicine Technologist	40.64	
12221	Nursing Assistant I	11.79	***
12222	Nursing Assistant II	13.25	***
12223	Nursing Assistant III	14.46	***
12224	Nursing Assistant IV	16.24	
12235	Optical Dispenser	18.49	
12236	Optical Technician	16.53	
12250	Pharmacy Technician	14.01	***
12280	Phlebotomist	15.07	***
12305	Radiologic Technologist	22.54	
12311	Registered Nurse I	23.11	
12312	Registered Nurse II	28.28	
12313	Registered Nurse II, Specialist	28.28	
12314	Registered Nurse III	34.21	
12315	Registered Nurse III, Anesthetist	34.21	
12316	Registered Nurse IV	41.01	
12317	Scheduler (Drug and Alcohol Testing)	22.91	
12320	Substance Abuse Treatment Counselor	21.93	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	19.98	
13012	Exhibits Specialist II	24.76	
13013	Exhibits Specialist III	30.29	
13041	Illustrator I	19.98	
13042	Illustrator II	24.76	
13043	Illustrator III	30.29	
13047	Librarian	27.42	
13050	Library Aide/Clerk	15.19	***
13054	Library Information Technology Systems Administrator	24.76	
13058	Library Technician	19.21	
13061	Media Specialist I	17.86	
13062	Media Specialist II	19.98	
13063	Media Specialist III	22.28	
13071	Photographer I	17.82	
13072	Photographer II	19.98	
13073	Photographer III	24.76	
13074	Photographer IV	30.29	
13075	Photographer V	36.64	
13090	Technical Order Library Clerk	19.98	
13110	Video Teleconference Technician	17.86	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	13.28	***
14042	Computer Operator II	14.86	***
14043	Computer Operator III	16.57	
14044	Computer Operator IV	18.41	

14045	Computer Operator V		20.39
14071	Computer Programmer I	(see 1)	17.17
14072	Computer Programmer II	(see 1)	21.27
14073	Computer Programmer III	(see 1)	26.02
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	25.38
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		13.28 ***
14160	Personal Computer Support Technician		18.41
14170	System Support Specialist		21.59

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		25.38	
15020	Aircrew Training Devices Instructor (Rated)		30.70	
15030	Air Crew Training Devices Instructor (Pilot)		36.80	
15050	Computer Based Training Specialist / Instructor		25.38	
15060	Educational Technologist		32.55	
15070	Flight Instructor (Pilot)		36.80	
15080	Graphic Artist		27.24	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		36.80	
15086	Maintenance Test Pilot, Rotary Wing		36.80	
15088	Non-Maintenance Test/Co-Pilot		36.80	
15090	Technical Instructor		22.26	
15095	Technical Instructor/Course Developer		27.24	
15110	Test Proctor		17.96	
15120	Tutor		17.96	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		10.32	***
16030	Counter Attendant		10.32	***
16040	Dry Cleaner		12.34	***
16070	Finisher, Flatwork, Machine		10.32	***
16090	Presser, Hand		10.32	***
16110	Presser, Machine, Drycleaning		10.32	***
16130	Presser, Machine, Shirts		10.32	***
16160	Presser, Machine, Wearing Apparel, Laundry		10.32	***
16190	Sewing Machine Operator		13.03	***
16220	Tailor		13.69	***
16250	Washer, Machine		11.01	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		18.39	
19040	Tool And Die Maker		21.78	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		15.39	***
21030	Material Coordinator		19.71	
21040	Material Expediter		19.71	
21050	Material Handling Laborer		13.00	***
21071	Order Filler		13.44	***
21080	Production Line Worker (Food Processing)		15.39	***
21110	Shipping Packer		15.34	***
21130	Shipping/Receiving Clerk		15.34	***
21140	Store Worker I		14.54	***
21150	Stock Clerk		17.98	
21210	Tools And Parts Attendant		15.39	***
21410	Warehouse Specialist		15.39	***

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		20.56	
23019	Aircraft Logs and Records Technician		17.10	

23021	Aircraft Mechanic I	19.71	
23022	Aircraft Mechanic II	20.56	
23023	Aircraft Mechanic III	21.43	
23040	Aircraft Mechanic Helper	15.22	***
23050	Aircraft, Painter	18.83	
23060	Aircraft Servicer	17.10	
23070	Aircraft Survival Flight Equipment Technician	18.83	
23080	Aircraft Worker	17.98	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	17.98	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	19.71	
23110	Appliance Mechanic	18.83	
23120	Bicycle Repairer	15.71	***
23125	Cable Splicer	19.71	
23130	Carpenter, Maintenance	18.06	
23140	Carpet Layer	17.98	
23160	Electrician, Maintenance	22.84	
23181	Electronics Technician Maintenance I	21.43	
23182	Electronics Technician Maintenance II	22.56	
23183	Electronics Technician Maintenance III	23.61	
23260	Fabric Worker	17.10	
23290	Fire Alarm System Mechanic	19.71	
23310	Fire Extinguisher Repairer	16.14	***
23311	Fuel Distribution System Mechanic	23.03	
23312	Fuel Distribution System Operator	18.97	
23370	General Maintenance Worker	17.43	
23380	Ground Support Equipment Mechanic	19.71	
23381	Ground Support Equipment Servicer	17.10	
23382	Ground Support Equipment Worker	17.98	
23391	Gunsmith I	16.14	***
23392	Gunsmith II	17.98	
23393	Gunsmith III	19.71	
23410	Heating, Ventilation And Air-Conditioning Mechanic	21.35	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.27	
23430	Heavy Equipment Mechanic	20.37	
23440	Heavy Equipment Operator	18.29	
23460	Instrument Mechanic	21.53	
23465	Laboratory/Shelter Mechanic	18.83	
23470	Laborer	13.00	***
23510	Locksmith	18.83	
23530	Machinery Maintenance Mechanic	23.27	
23550	Machinist, Maintenance	18.21	
23580	Maintenance Trades Helper	14.50	***
23591	Metrology Technician I	21.53	
23592	Metrology Technician II	20.91	
23593	Metrology Technician III	21.78	
23640	Millwright	19.71	
23710	Office Appliance Repairer	18.55	
23760	Painter, Maintenance	18.83	
23790	Pipefitter, Maintenance	20.71	
23810	Plumber, Maintenance	20.22	
23820	Pneudraulic Systems Mechanic	19.71	
23850	Rigger	19.71	
23870	Scale Mechanic	17.98	
23890	Sheet-Metal Worker, Maintenance	19.71	
23910	Small Engine Mechanic	17.98	
23931	Telecommunications Mechanic I	25.45	
23932	Telecommunications Mechanic II	26.75	
23950	Telephone Lineman	19.71	
23960	Welder, Combination, Maintenance	17.19	
23965	Well Driller	19.71	
23970	Woodcraft Worker	19.71	
23980	Woodworker	16.14	***

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	13.52	***
24570	Child Care Attendant	10.25	***
24580	Child Care Center Clerk	12.77	***
24610	Chore Aide	9.30	***

24620	Family Readiness And Support Services Coordinator	13.52	***
24630	Homemaker	13.52	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	27.25	
25040	Sewage Plant Operator	26.04	
25070	Stationary Engineer	27.25	
25190	Ventilation Equipment Tender	20.96	
25210	Water Treatment Plant Operator	26.04	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	14.47	***
27007	Baggage Inspector	13.68	***
27008	Corrections Officer	21.60	
27010	Court Security Officer	21.60	
27030	Detection Dog Handler	15.31	***
27040	Detention Officer	21.60	
27070	Firefighter	21.60	
27101	Guard I	13.68	***
27102	Guard II	15.31	***
27131	Police Officer I	20.84	
27132	Police Officer II	23.16	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	11.43	***
28042	Carnival Equipment Repairer	12.11	***
28043	Carnival Worker	9.35	***
28210	Gate Attendant/Gate Tender	13.00	***
28310	Lifeguard	11.59	***
28350	Park Attendant (Aide)	14.55	***
28510	Recreation Aide/Health Facility Attendant	10.62	***
28515	Recreation Specialist	18.00	
28630	Sports Official	11.59	***
28690	Swimming Pool Operator	21.95	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	18.40	
29020	Hatch Tender	18.40	
29030	Line Handler	18.40	
29041	Stevedore I	17.25	
29042	Stevedore II	19.27	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	14.72	***
30022	Archeological Technician II	16.72	
30023	Archeological Technician III	18.68	
30030	Cartographic Technician	20.59	
30040	Civil Engineering Technician	17.95	
30051	Cryogenic Technician I	21.59	
30052	Cryogenic Technician II	23.85	
30061	Drafter/CAD Operator I	14.72	***
30062	Drafter/CAD Operator II	16.72	
30063	Drafter/CAD Operator III	18.07	
30064	Drafter/CAD Operator IV	22.24	
30081	Engineering Technician I	13.75	***
30082	Engineering Technician II	14.72	***
30083	Engineering Technician III	17.27	
30084	Engineering Technician IV	21.40	
30085	Engineering Technician V	26.17	

30086	Engineering Technician VI	28.78
30090	Environmental Technician	20.23
30095	Evidence Control Specialist	19.49
30210	Laboratory Technician	20.19
30221	Latent Fingerprint Technician I	21.59
30222	Latent Fingerprint Technician II	23.85
30240	Mathematical Technician	20.59
30361	Paralegal/Legal Assistant I	17.25
30362	Paralegal/Legal Assistant II	21.36
30363	Paralegal/Legal Assistant III	26.14
30364	Paralegal/Legal Assistant IV	31.62
30375	Petroleum Supply Specialist	23.85
30390	Photo-Optics Technician	20.59
30395	Radiation Control Technician	23.85
30461	Technical Writer I	18.74
30462	Technical Writer II	22.92
30463	Technical Writer III	26.34
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	21.59
30502	Weather Forecaster II	26.26
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 18.25
30621	Weather Observer, Senior	(see 2) 20.27

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	14.10	***
31030	Bus Driver	18.04	
31043	Driver Courier	14.42	***
31260	Parking and Lot Attendant	13.11	***
31290	Shuttle Bus Driver	14.54	***
31310	Taxi Driver	16.01	***
31361	Truckdriver, Light	15.29	***
31362	Truckdriver, Medium	16.24	
31363	Truckdriver, Heavy	21.66	
31364	Truckdriver, Tractor-Trailer	21.66	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	10.17	***
99050	Desk Clerk	10.02	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	19.10	
99252	Laboratory Animal Caretaker II	20.24	
99260	Marketing Analyst	26.13	
99310	Mortician	26.22	
99410	Pest Controller	21.49	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	16.82	
99711	Recycling Specialist	19.10	
99730	Refuse Collector	15.62	***
99810	Sales Clerk	11.48	***
99820	School Crossing Guard	15.62	***
99830	Survey Party Chief	19.29	
99831	Surveying Aide	12.62	***
99832	Surveying Technician	17.31	
99840	Vending Machine Attendant	19.10	
99841	Vending Machine Repairer	22.73	
99842	Vending Machine Repairer Helper	19.10	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4603

States/Territories. : Alabama

Revision No. : 23

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Limestone, Madison

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.84	***
01012	Accounting Clerk II	17.80	
01013	Accounting Clerk III	19.90	
01020	Administrative Assistant	30.16	
01035	Court Reporter	19.29	
01041	Customer Service Representative I	13.53	***
01042	Customer Service Representative II	15.22	***
01043	Customer Service Representative III	16.61	
01051	Data Entry Operator I	14.12	***
01052	Data Entry Operator II	15.41	***
01060	Dispatcher, Motor Vehicle	19.73	
01070	Document Preparation Clerk	15.29	***
01090	Duplicating Machine Operator	15.29	***
01111	General Clerk I	12.87	***
01112	General Clerk II	14.05	***
01113	General Clerk III	15.77	***
01120	Housing Referral Assistant	21.51	
01141	Messenger Courier	13.22	***
01191	Order Clerk I	14.66	***
01192	Order Clerk II	16.31	
01261	Personnel Assistant (Employment) I	17.52	

01262	Personnel Assistant (Employment) II	19.60	
01263	Personnel Assistant (Employment) III	21.85	
01270	Production Control Clerk	23.45	
01290	Rental Clerk	14.10	***
01300	Scheduler, Maintenance	17.25	
01311	Secretary I	17.25	
01312	Secretary II	19.29	
01313	Secretary III	21.51	
01320	Service Order Dispatcher	16.98	
01410	Supply Technician	30.16	
01420	Survey Worker	17.47	
01460	Switchboard Operator/Receptionist	14.15	***
01531	Travel Clerk I	12.66	***
01532	Travel Clerk II	13.54	***
01533	Travel Clerk III	14.29	***
01611	Word Processor I	15.36	***
01612	Word Processor II	17.25	
01613	Word Processor III	19.29	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	23.20	
05010	Automotive Electrician	22.52	
05040	Automotive Glass Installer	21.46	
05070	Automotive Worker	21.46	
05110	Mobile Equipment Servicer	19.46	
05130	Motor Equipment Metal Mechanic	23.56	
05160	Motor Equipment Metal Worker	21.46	
05190	Motor Vehicle Mechanic	22.29	
05220	Motor Vehicle Mechanic Helper	17.11	
05250	Motor Vehicle Upholstery Worker	20.48	
05280	Motor Vehicle Wrecker	21.46	
05310	Painter, Automotive	21.31	
05340	Radiator Repair Specialist	21.46	
05370	Tire Repairer	14.21	***
05400	Transmission Repair Specialist	23.56	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	11.78	***
07041	Cook I	10.62	***
07042	Cook II	11.74	***
07070	Dishwasher	11.50	***
07130	Food Service Worker	9.49	***
07210	Meat Cutter	16.57	
07260	Waiter/Waitress	9.00	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	20.99	
09040	Furniture Handler	14.48	***
09080	Furniture Refinisher	20.99	
09090	Furniture Refinisher Helper	16.86	
09110	Furniture Repairer, Minor	18.93	
09130	Upholsterer	20.99	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.33	***
11060	Elevator Operator	12.11	***
11090	Gardener	17.95	
11122	Housekeeping Aide	12.11	***
11150	Janitor	12.11	***
11210	Laborer, Grounds Maintenance	14.44	***
11240	Maid or Houseman	10.61	***
11260	Pruner	13.05	***
11270	Tractor Operator	16.81	
11330	Trail Maintenance Worker	14.44	***

11360	Window Cleaner	13.41	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.26	
12011	Breath Alcohol Technician	19.28	
12012	Certified Occupational Therapist Assistant	36.76	
12015	Certified Physical Therapist Assistant	30.93	
12020	Dental Assistant	18.18	
12025	Dental Hygienist	25.39	
12030	EKG Technician	27.79	
12035	Electroneurodiagnostic Technologist	27.79	
12040	Emergency Medical Technician	19.26	
12071	Licensed Practical Nurse I	17.23	
12072	Licensed Practical Nurse II	19.28	
12073	Licensed Practical Nurse III	21.49	
12100	Medical Assistant	14.45	***
12130	Medical Laboratory Technician	21.73	
12160	Medical Record Clerk	16.27	
12190	Medical Record Technician	18.19	
12195	Medical Transcriptionist	18.11	
12210	Nuclear Medicine Technologist	33.72	
12221	Nursing Assistant I	12.61	***
12222	Nursing Assistant II	14.19	***
12223	Nursing Assistant III	15.48	***
12224	Nursing Assistant IV	17.37	
12235	Optical Dispenser	15.05	***
12236	Optical Technician	17.72	
12250	Pharmacy Technician	17.55	
12280	Phlebotomist	15.22	***
12305	Radiologic Technologist	24.95	
12311	Registered Nurse I	23.45	
12312	Registered Nurse II	28.69	
12313	Registered Nurse II, Specialist	28.69	
12314	Registered Nurse III	34.70	
12315	Registered Nurse III, Anesthetist	34.70	
12316	Registered Nurse IV	41.60	
12317	Scheduler (Drug and Alcohol Testing)	23.89	
12320	Substance Abuse Treatment Counselor	18.48	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.32	
13012	Exhibits Specialist II	26.42	
13013	Exhibits Specialist III	32.31	
13041	Illustrator I	21.32	
13042	Illustrator II	26.42	
13043	Illustrator III	32.31	
13047	Librarian	29.25	
13050	Library Aide/Clerk	15.94	***
13054	Library Information Technology Systems Administrator	26.42	
13058	Library Technician	16.14	***
13061	Media Specialist I	19.06	
13062	Media Specialist II	21.32	
13063	Media Specialist III	23.77	
13071	Photographer I	18.08	
13072	Photographer II	20.57	
13073	Photographer III	25.05	
13074	Photographer IV	30.64	
13075	Photographer V	37.08	
13090	Technical Order Library Clerk	14.21	***
13110	Video Teleconference Technician	19.76	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.56	
14042	Computer Operator II	21.04	
14043	Computer Operator III	23.13	
14044	Computer Operator IV	26.96	

14045	Computer Operator V		29.85
14071	Computer Programmer I	(see 1)	26.86
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.56
14160	Personal Computer Support Technician		26.96
14170	System Support Specialist		30.29

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		34.19	
15020	Aircrew Training Devices Instructor (Rated)		41.35	
15030	Air Crew Training Devices Instructor (Pilot)		49.58	
15050	Computer Based Training Specialist / Instructor		34.19	
15060	Educational Technologist		33.57	
15070	Flight Instructor (Pilot)		49.58	
15080	Graphic Artist		29.29	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		49.58	
15086	Maintenance Test Pilot, Rotary Wing		49.58	
15088	Non-Maintenance Test/Co-Pilot		49.58	
15090	Technical Instructor		29.05	
15095	Technical Instructor/Course Developer		35.54	
15110	Test Proctor		23.45	
15120	Tutor		23.45	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		10.04	***
16030	Counter Attendant		10.04	***
16040	Dry Cleaner		12.61	***
16070	Finisher, Flatwork, Machine		10.04	***
16090	Presser, Hand		10.04	***
16110	Presser, Machine, Drycleaning		10.04	***
16130	Presser, Machine, Shirts		10.04	***
16160	Presser, Machine, Wearing Apparel, Laundry		10.04	***
16190	Sewing Machine Operator		13.32	***
16220	Tailor		14.04	***
16250	Washer, Machine		10.88	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		24.70	
19040	Tool And Die Maker		29.82	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		17.72	
21030	Material Coordinator		23.45	
21040	Material Expediter		23.45	
21050	Material Handling Laborer		14.01	***
21071	Order Filler		13.77	***
21080	Production Line Worker (Food Processing)		17.72	
21110	Shipping Packer		17.48	
21130	Shipping/Receiving Clerk		17.48	
21140	Store Worker I		14.25	***
21150	Stock Clerk		19.29	
21210	Tools And Parts Attendant		17.72	
21410	Warehouse Specialist		17.72	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		31.16	
23019	Aircraft Logs and Records Technician		25.80	

23021	Aircraft Mechanic I	29.88	
23022	Aircraft Mechanic II	31.16	
23023	Aircraft Mechanic III	32.45	
23040	Aircraft Mechanic Helper	23.00	
23050	Aircraft, Painter	28.49	
23060	Aircraft Servicer	25.80	
23070	Aircraft Survival Flight Equipment Technician	28.49	
23080	Aircraft Worker	27.07	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	27.07	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.88	
23110	Appliance Mechanic	23.75	
23120	Bicycle Repairer	20.63	
23125	Cable Splicer	30.76	
23130	Carpenter, Maintenance	21.47	
23140	Carpet Layer	22.79	
23160	Electrician, Maintenance	23.92	
23181	Electronics Technician Maintenance I	23.98	
23182	Electronics Technician Maintenance II	25.55	
23183	Electronics Technician Maintenance III	26.62	
23260	Fabric Worker	21.69	
23290	Fire Alarm System Mechanic	23.46	
23310	Fire Extinguisher Repairer	20.63	
23311	Fuel Distribution System Mechanic	23.01	
23312	Fuel Distribution System Operator	19.38	
23370	General Maintenance Worker	19.49	
23380	Ground Support Equipment Mechanic	29.88	
23381	Ground Support Equipment Servicer	25.80	
23382	Ground Support Equipment Worker	27.07	
23391	Gunsmith I	20.63	
23392	Gunsmith II	22.79	
23393	Gunsmith III	25.16	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.81	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.79	
23430	Heavy Equipment Mechanic	25.93	
23440	Heavy Equipment Operator	22.26	
23460	Instrument Mechanic	25.16	
23465	Laboratory/Shelter Mechanic	24.05	
23470	Laborer	14.01	***
23510	Locksmith	24.05	
23530	Machinery Maintenance Mechanic	28.90	
23550	Machinist, Maintenance	23.05	
23580	Maintenance Trades Helper	14.57	***
23591	Metrology Technician I	25.16	
23592	Metrology Technician II	26.24	
23593	Metrology Technician III	27.28	
23640	Millwright	25.91	
23710	Office Appliance Repairer	22.90	
23760	Painter, Maintenance	18.18	
23790	Pipefitter, Maintenance	27.11	
23810	Plumber, Maintenance	25.91	
23820	Pneudraulic Systems Mechanic	25.16	
23850	Rigger	25.16	
23870	Scale Mechanic	22.79	
23890	Sheet-Metal Worker, Maintenance	22.76	
23910	Small Engine Mechanic	22.79	
23931	Telecommunications Mechanic I	28.02	
23932	Telecommunications Mechanic II	29.23	
23950	Telephone Lineman	23.72	
23960	Welder, Combination, Maintenance	20.22	
23965	Well Driller	25.16	
23970	Woodcraft Worker	25.16	
23980	Woodworker	20.63	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	16.51	
24570	Child Care Attendant	10.53	***
24580	Child Care Center Clerk	13.13	***
24610	Chore Aide	10.48	***

24620	Family Readiness And Support Services Coordinator	16.51
24630	Homemaker	16.51

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	27.55	
25040	Sewage Plant Operator	26.33	
25070	Stationary Engineer	27.55	
25190	Ventilation Equipment Tender	21.15	
25210	Water Treatment Plant Operator	26.33	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	18.12	
27007	Baggage Inspector	13.90	***
27008	Corrections Officer	21.19	
27010	Court Security Officer	23.35	
27030	Detection Dog Handler	15.55	***
27040	Detention Officer	21.19	
27070	Firefighter	23.41	
27101	Guard I	13.90	***
27102	Guard II	15.55	***
27131	Police Officer I	23.09	
27132	Police Officer II	25.66	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	11.83	***
28042	Carnival Equipment Repairer	12.63	***
28043	Carnival Worker	9.18	***
28210	Gate Attendant/Gate Tender	17.15	
28310	Lifeguard	12.21	***
28350	Park Attendant (Aide)	19.18	
28510	Recreation Aide/Health Facility Attendant	13.99	***
28515	Recreation Specialist	23.75	
28630	Sports Official	15.27	***
28690	Swimming Pool Operator	15.65	***

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.22	
29020	Hatch Tender	23.22	
29030	Line Handler	23.22	
29041	Stevedore I	22.10	
29042	Stevedore II	24.50	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	42.77	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	29.49	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.48	
30021	Archeological Technician I	18.62	
30022	Archeological Technician II	20.83	
30023	Archeological Technician III	25.81	
30030	Cartographic Technician	25.81	
30040	Civil Engineering Technician	24.25	
30051	Cryogenic Technician I	28.58	
30052	Cryogenic Technician II	31.57	
30061	Drafter/CAD Operator I	18.62	
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	15.98	***
30082	Engineering Technician II	18.00	
30083	Engineering Technician III	21.00	
30084	Engineering Technician IV	28.62	
30085	Engineering Technician V	33.81	

30086	Engineering Technician VI	40.89
30090	Environmental Technician	28.03
30095	Evidence Control Specialist	24.65
30210	Laboratory Technician	25.18
30221	Latent Fingerprint Technician I	28.58
30222	Latent Fingerprint Technician II	31.57
30240	Mathematical Technician	28.03
30361	Paralegal/Legal Assistant I	19.20
30362	Paralegal/Legal Assistant II	23.78
30363	Paralegal/Legal Assistant III	29.10
30364	Paralegal/Legal Assistant IV	35.20
30375	Petroleum Supply Specialist	30.15
30390	Photo-Optics Technician	25.81
30395	Radiation Control Technician	30.15
30461	Technical Writer I	25.03
30462	Technical Writer II	30.61
30463	Technical Writer III	37.03
30491	Unexploded Ordnance (UXO) Technician I	27.18
30492	Unexploded Ordnance (UXO) Technician II	32.89
30493	Unexploded Ordnance (UXO) Technician III	39.42
30494	Unexploded (UXO) Safety Escort	27.18
30495	Unexploded (UXO) Sweep Personnel	27.18
30501	Weather Forecaster I	28.58
30502	Weather Forecaster II	34.76
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.22
30621	Weather Observer, Senior	(see 2) 25.81

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	32.89	
31020	Bus Aide	12.70	***
31030	Bus Driver	16.61	
31043	Driver Courier	16.24	
31260	Parking and Lot Attendant	13.08	***
31290	Shuttle Bus Driver	16.25	
31310	Taxi Driver	11.55	***
31361	Truckdriver, Light	17.34	
31362	Truckdriver, Medium	18.24	
31363	Truckdriver, Heavy	20.47	
31364	Truckdriver, Tractor-Trailer	20.47	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.03	***
99030	Cashier	11.13	***
99050	Desk Clerk	10.84	***
99095	Embalmer	26.46	
99130	Flight Follower	27.18	
99251	Laboratory Animal Caretaker I	12.61	***
99252	Laboratory Animal Caretaker II	14.81	***
99260	Marketing Analyst	28.53	
99310	Mortician	26.46	
99410	Pest Controller	18.47	
99510	Photofinishing Worker	14.28	***
99710	Recycling Laborer	19.63	
99711	Recycling Specialist	22.84	
99730	Refuse Collector	17.73	
99810	Sales Clerk	12.19	***
99820	School Crossing Guard	13.95	***
99830	Survey Party Chief	21.58	
99831	Surveying Aide	13.29	***
99832	Surveying Technician	18.20	
99840	Vending Machine Attendant	20.50	
99841	Vending Machine Repairer	24.19	
99842	Vending Machine Repairer Helper	20.50	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4605

States/Territories. : Alabama

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama County of Mobile

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.85	***
01012	Accounting Clerk II	16.67	
01013	Accounting Clerk III	18.65	
01020	Administrative Assistant	28.87	
01035	Court Reporter	19.76	
01041	Customer Service Representative I	13.27	***
01042	Customer Service Representative II	14.48	***
01043	Customer Service Representative III	16.25	
01051	Data Entry Operator I	14.35	***
01052	Data Entry Operator II	15.66	***
01060	Dispatcher, Motor Vehicle	20.65	
01070	Document Preparation Clerk	13.40	***
01090	Duplicating Machine Operator	13.40	***
01111	General Clerk I	13.44	***
01112	General Clerk II	14.66	***
01113	General Clerk III	16.46	
01120	Housing Referral Assistant	19.74	
01141	Messenger Courier	14.70	***
01191	Order Clerk I	14.93	***
01192	Order Clerk II	16.29	
01261	Personnel Assistant (Employment) I	17.24	

01262	Personnel Assistant (Employment) II	20.67	
01263	Personnel Assistant (Employment) III	24.58	
01270	Production Control Clerk	28.08	
01290	Rental Clerk	14.27	***
01300	Scheduler, Maintenance	15.83	***
01311	Secretary I	15.83	***
01312	Secretary II	17.71	
01313	Secretary III	19.74	
01320	Service Order Dispatcher	18.71	
01410	Supply Technician	28.87	
01420	Survey Worker	17.56	
01460	Switchboard Operator/Receptionist	13.68	***
01531	Travel Clerk I	13.04	***
01532	Travel Clerk II	13.85	***
01533	Travel Clerk III	15.95	***
01611	Word Processor I	14.43	***
01612	Word Processor II	16.20	
01613	Word Processor III	18.12	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.69	
05010	Automotive Electrician	18.52	
05040	Automotive Glass Installer	17.26	
05070	Automotive Worker	17.26	
05110	Mobile Equipment Servicer	14.74	***
05130	Motor Equipment Metal Mechanic	19.75	
05160	Motor Equipment Metal Worker	17.26	
05190	Motor Vehicle Mechanic	19.75	
05220	Motor Vehicle Mechanic Helper	13.47	***
05250	Motor Vehicle Upholstery Worker	15.98	***
05280	Motor Vehicle Wrecker	17.26	
05310	Painter, Automotive	18.52	
05340	Radiator Repair Specialist	17.26	
05370	Tire Repairer	13.43	***
05400	Transmission Repair Specialist	19.75	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.00	***
07041	Cook I	10.79	***
07042	Cook II	12.64	***
07070	Dishwasher	10.46	***
07130	Food Service Worker	10.48	***
07210	Meat Cutter	22.20	
07260	Waiter/Waitress	9.17	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	20.04	
09040	Furniture Handler	11.86	***
09080	Furniture Refinisher	19.97	
09090	Furniture Refinisher Helper	14.56	***
09110	Furniture Repairer, Minor	17.23	
09130	Upholsterer	19.16	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.50	***
11060	Elevator Operator	13.50	***
11090	Gardener	18.93	
11122	Housekeeping Aide	11.04	***
11150	Janitor	11.04	***
11210	Laborer, Grounds Maintenance	14.09	***
11240	Maid or Houseman	9.35	***
11260	Pruner	12.90	***
11270	Tractor Operator	17.30	
11330	Trail Maintenance Worker	14.09	***

11360	Window Cleaner	12.58	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	16.10	***
12011	Breath Alcohol Technician	18.81	
12012	Certified Occupational Therapist Assistant	25.81	
12015	Certified Physical Therapist Assistant	29.98	
12020	Dental Assistant	16.35	
12025	Dental Hygienist	27.40	
12030	EKG Technician	25.98	
12035	Electroneurodiagnostic Technologist	25.98	
12040	Emergency Medical Technician	16.10	***
12071	Licensed Practical Nurse I	16.81	
12072	Licensed Practical Nurse II	18.81	
12073	Licensed Practical Nurse III	20.97	
12100	Medical Assistant	14.18	***
12130	Medical Laboratory Technician	22.61	
12160	Medical Record Clerk	15.88	***
12190	Medical Record Technician	17.76	
12195	Medical Transcriptionist	17.32	
12210	Nuclear Medicine Technologist	41.03	
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	15.23	***
12236	Optical Technician	16.81	
12250	Pharmacy Technician	16.23	
12280	Phlebotomist	15.51	***
12305	Radiologic Technologist	23.25	
12311	Registered Nurse I	23.44	
12312	Registered Nurse II	28.67	
12313	Registered Nurse II, Specialist	28.67	
12314	Registered Nurse III	34.69	
12315	Registered Nurse III, Anesthetist	34.69	
12316	Registered Nurse IV	41.58	
12317	Scheduler (Drug and Alcohol Testing)	23.31	
12320	Substance Abuse Treatment Counselor	20.40	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.41	
13012	Exhibits Specialist II	26.52	
13013	Exhibits Specialist III	32.44	
13041	Illustrator I	21.41	
13042	Illustrator II	26.52	
13043	Illustrator III	32.44	
13047	Librarian	29.36	
13050	Library Aide/Clerk	11.78	***
13054	Library Information Technology Systems Administrator	26.52	
13058	Library Technician	17.14	
13061	Media Specialist I	19.13	
13062	Media Specialist II	21.41	
13063	Media Specialist III	23.86	
13071	Photographer I	16.28	
13072	Photographer II	18.21	
13073	Photographer III	22.56	
13074	Photographer IV	27.60	
13075	Photographer V	33.39	
13090	Technical Order Library Clerk	15.74	***
13110	Video Teleconference Technician	17.19	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.73	
14042	Computer Operator II	20.46	
14043	Computer Operator III	22.81	
14044	Computer Operator IV	25.33	

14045	Computer Operator V		28.06
14071	Computer Programmer I	(see 1)	25.31
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.73
14160	Personal Computer Support Technician		25.33
14170	System Support Specialist		28.75

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		27.79	
15020	Aircrew Training Devices Instructor (Rated)		33.59	
15030	Air Crew Training Devices Instructor (Pilot)		40.26	
15050	Computer Based Training Specialist / Instructor		27.79	
15060	Educational Technologist		33.58	
15070	Flight Instructor (Pilot)		40.26	
15080	Graphic Artist		22.52	
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		23.83	
15095	Technical Instructor/Course Developer		29.15	
15110	Test Proctor		19.24	
15120	Tutor		19.24	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		10.61	***
16030	Counter Attendant		10.61	***
16040	Dry Cleaner		12.29	***
16070	Finisher, Flatwork, Machine		10.61	***
16090	Presser, Hand		10.61	***
16110	Presser, Machine, Drycleaning		10.61	***
16130	Presser, Machine, Shirts		10.61	***
16160	Presser, Machine, Wearing Apparel, Laundry		10.61	***
16190	Sewing Machine Operator		13.01	***
16220	Tailor		13.78	***
16250	Washer, Machine		11.08	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		23.37	
19040	Tool And Die Maker		28.86	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		18.31	
21030	Material Coordinator		27.93	
21040	Material Expediter		27.93	
21050	Material Handling Laborer		14.29	***
21071	Order Filler		13.64	***
21080	Production Line Worker (Food Processing)		18.31	
21110	Shipping Packer		18.57	
21130	Shipping/Receiving Clerk		18.57	
21140	Store Worker I		12.72	***
21150	Stock Clerk		18.74	
21210	Tools And Parts Attendant		18.31	
21410	Warehouse Specialist		18.31	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		31.32	
23019	Aircraft Logs and Records Technician		24.08	

23021	Aircraft Mechanic I	29.76	
23022	Aircraft Mechanic II	31.32	
23023	Aircraft Mechanic III	32.89	
23040	Aircraft Mechanic Helper	20.28	
23050	Aircraft, Painter	27.91	
23060	Aircraft Servicer	24.08	
23070	Aircraft Survival Flight Equipment Technician	27.91	
23080	Aircraft Worker	26.01	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	26.01	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.76	
23110	Appliance Mechanic	23.37	
23120	Bicycle Repairer	18.59	
23125	Cable Splicer	39.42	
23130	Carpenter, Maintenance	19.22	
23140	Carpet Layer	21.78	
23160	Electrician, Maintenance	23.92	
23181	Electronics Technician Maintenance I	31.42	
23182	Electronics Technician Maintenance II	33.71	
23183	Electronics Technician Maintenance III	35.95	
23260	Fabric Worker	20.17	
23290	Fire Alarm System Mechanic	24.93	
23310	Fire Extinguisher Repairer	18.59	
23311	Fuel Distribution System Mechanic	23.28	
23312	Fuel Distribution System Operator	17.36	
23370	General Maintenance Worker	17.81	
23380	Ground Support Equipment Mechanic	29.76	
23381	Ground Support Equipment Servicer	24.08	
23382	Ground Support Equipment Worker	26.01	
23391	Gunsmith I	18.59	
23392	Gunsmith II	21.78	
23393	Gunsmith III	24.93	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.62	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.80	
23430	Heavy Equipment Mechanic	23.94	
23440	Heavy Equipment Operator	20.53	
23460	Instrument Mechanic	25.16	
23465	Laboratory/Shelter Mechanic	23.37	
23470	Laborer	14.29	***
23510	Locksmith	23.37	
23530	Machinery Maintenance Mechanic	30.60	
23550	Machinist, Maintenance	25.52	
23580	Maintenance Trades Helper	14.31	***
23591	Metrology Technician I	25.16	
23592	Metrology Technician II	26.47	
23593	Metrology Technician III	27.80	
23640	Millwright	26.18	
23710	Office Appliance Repairer	18.65	
23760	Painter, Maintenance	18.08	
23790	Pipefitter, Maintenance	25.51	
23810	Plumber, Maintenance	23.92	
23820	Pneudraulic Systems Mechanic	24.93	
23850	Rigger	24.64	
23870	Scale Mechanic	21.78	
23890	Sheet-Metal Worker, Maintenance	20.31	
23910	Small Engine Mechanic	19.39	
23931	Telecommunications Mechanic I	31.27	
23932	Telecommunications Mechanic II	32.90	
23950	Telephone Lineman	24.93	
23960	Welder, Combination, Maintenance	25.73	
23965	Well Driller	24.93	
23970	Woodcraft Worker	24.93	
23980	Woodworker	18.59	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.70	***
24570	Child Care Attendant	8.87	***
24580	Child Care Center Clerk	13.17	***
24610	Chore Aide	10.60	***

24620	Family Readiness And Support Services Coordinator	15.70	***
24630	Homemaker	15.70	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	24.49	
25040	Sewage Plant Operator	22.40	
25070	Stationary Engineer	24.49	
25190	Ventilation Equipment Tender	16.69	
25210	Water Treatment Plant Operator	22.40	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	15.55	***
27007	Baggage Inspector	11.43	***
27008	Corrections Officer	19.13	
27010	Court Security Officer	17.57	
27030	Detection Dog Handler	12.78	***
27040	Detention Officer	19.13	
27070	Firefighter	15.77	***
27101	Guard I	11.43	***
27102	Guard II	12.78	***
27131	Police Officer I	20.70	
27132	Police Officer II	23.01	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	12.80	***
28042	Carnival Equipment Repairer	14.01	***
28043	Carnival Worker	9.19	***
28210	Gate Attendant/Gate Tender	15.40	***
28310	Lifeguard	13.09	***
28350	Park Attendant (Aide)	17.23	
28510	Recreation Aide/Health Facility Attendant	12.57	***
28515	Recreation Specialist	18.70	
28630	Sports Official	13.72	***
28690	Swimming Pool Operator	16.97	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	27.63	
29020	Hatch Tender	27.63	
29030	Line Handler	27.63	
29041	Stevedore I	25.58	
29042	Stevedore II	29.64	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.20	
30022	Archeological Technician II	20.36	
30023	Archeological Technician III	25.23	
30030	Cartographic Technician	25.23	
30040	Civil Engineering Technician	23.17	
30051	Cryogenic Technician I	27.94	
30052	Cryogenic Technician II	30.86	
30061	Drafter/CAD Operator I	18.20	
30062	Drafter/CAD Operator II	20.37	
30063	Drafter/CAD Operator III	22.70	
30064	Drafter/CAD Operator IV	27.94	
30081	Engineering Technician I	18.56	
30082	Engineering Technician II	20.82	
30083	Engineering Technician III	23.29	
30084	Engineering Technician IV	28.86	
30085	Engineering Technician V	35.31	

30086	Engineering Technician VI	42.71
30090	Environmental Technician	23.01
30095	Evidence Control Specialist	25.23
30210	Laboratory Technician	30.28
30221	Latent Fingerprint Technician I	27.94
30222	Latent Fingerprint Technician II	30.86
30240	Mathematical Technician	26.22
30361	Paralegal/Legal Assistant I	18.91
30362	Paralegal/Legal Assistant II	23.42
30363	Paralegal/Legal Assistant III	28.65
30364	Paralegal/Legal Assistant IV	34.66
30375	Petroleum Supply Specialist	30.86
30390	Photo-Optics Technician	25.23
30395	Radiation Control Technician	30.86
30461	Technical Writer I	25.23
30462	Technical Writer II	30.86
30463	Technical Writer III	37.34
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	27.94
30502	Weather Forecaster II	33.99
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.70
30621	Weather Observer, Senior	(see 2) 25.23

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	10.77	***
31030	Bus Driver	15.71	***
31043	Driver Courier	13.98	***
31260	Parking and Lot Attendant	11.42	***
31290	Shuttle Bus Driver	13.91	***
31310	Taxi Driver	10.53	***
31361	Truckdriver, Light	15.30	***
31362	Truckdriver, Medium	16.80	
31363	Truckdriver, Heavy	23.06	
31364	Truckdriver, Tractor-Trailer	23.06	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	10.60	***
99050	Desk Clerk	10.94	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	12.67	***
99252	Laboratory Animal Caretaker II	14.41	***
99260	Marketing Analyst	28.77	
99310	Mortician	26.22	
99410	Pest Controller	18.18	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	17.36	
99711	Recycling Specialist	21.31	
99730	Refuse Collector	15.30	***
99810	Sales Clerk	12.37	***
99820	School Crossing Guard	14.79	***
99830	Survey Party Chief	25.19	
99831	Surveying Aide	16.38	
99832	Surveying Technician	22.43	
99840	Vending Machine Attendant	20.69	
99841	Vending Machine Repairer	23.57	
99842	Vending Machine Repairer Helper	20.69	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 11 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4607

States/Territories. : Alabama

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
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If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
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The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Autauga, Elmore, Lowndes, Montgomery

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.17	***
01012	Accounting Clerk II	15.90	***
01013	Accounting Clerk III	17.79	***
01020	Administrative Assistant	28.91	
01035	Court Reporter	20.08	
01041	Customer Service Representative I	13.15	***
01042	Customer Service Representative II	14.78	***
01043	Customer Service Representative III	16.13	***
01051	Data Entry Operator I	13.73	***
01052	Data Entry Operator II	14.98	***
01060	Dispatcher, Motor Vehicle	22.03	
01070	Document Preparation Clerk	14.10	***
01090	Duplicating Machine Operator	14.10	***
01111	General Clerk I	13.04	***
01112	General Clerk II	14.23	***
01113	General Clerk III	15.97	***
01120	Housing Referral Assistant	19.61	
01141	Messenger Courier	11.49	***
01191	Order Clerk I	14.05	***
01192	Order Clerk II	15.33	***
01261	Personnel Assistant (Employment) I	17.51	

01262	Personnel Assistant (Employment) II	20.67	
01263	Personnel Assistant (Employment) III	24.58	
01270	Production Control Clerk	25.47	
01290	Rental Clerk	12.95	***
01300	Scheduler, Maintenance	15.72	***
01311	Secretary I	15.72	***
01312	Secretary II	17.59	
01313	Secretary III	19.61	
01320	Service Order Dispatcher	19.69	
01410	Supply Technician	28.91	
01420	Survey Worker	15.86	***
01460	Switchboard Operator/Receptionist	13.55	***
01531	Travel Clerk I	16.35	
01532	Travel Clerk II	17.48	
01533	Travel Clerk III	18.46	
01611	Word Processor I	14.01	***
01612	Word Processor II	15.72	***
01613	Word Processor III	17.59	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.51	
05010	Automotive Electrician	21.38	
05040	Automotive Glass Installer	20.19	
05070	Automotive Worker	20.19	
05110	Mobile Equipment Servicer	17.57	
05130	Motor Equipment Metal Mechanic	22.59	
05160	Motor Equipment Metal Worker	20.19	
05190	Motor Vehicle Mechanic	22.59	
05220	Motor Vehicle Mechanic Helper	16.35	
05250	Motor Vehicle Upholstery Worker	18.89	
05280	Motor Vehicle Wrecker	20.19	
05310	Painter, Automotive	21.38	
05340	Radiator Repair Specialist	20.19	
05370	Tire Repairer	13.55	***
05400	Transmission Repair Specialist	22.59	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	15.02	***
07041	Cook I	9.18	***
07042	Cook II	10.55	***
07070	Dishwasher	11.02	***
07130	Food Service Worker	11.18	***
07210	Meat Cutter	15.70	***
07260	Waiter/Waitress	8.99	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	20.49	
09040	Furniture Handler	13.40	***
09080	Furniture Refinisher	20.49	
09090	Furniture Refinisher Helper	15.69	***
09110	Furniture Repairer, Minor	18.11	
09130	Upholsterer	20.49	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	10.74	***
11060	Elevator Operator	10.79	***
11090	Gardener	17.22	
11122	Housekeeping Aide	10.79	***
11150	Janitor	10.79	***
11210	Laborer, Grounds Maintenance	13.69	***
11240	Maid or Houseman	9.72	***
11260	Pruner	12.51	***
11270	Tractor Operator	16.02	***
11330	Trail Maintenance Worker	13.69	***

11360	Window Cleaner	11.80	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	15.66	***
12011	Breath Alcohol Technician	19.20	
12012	Certified Occupational Therapist Assistant	26.35	
12015	Certified Physical Therapist Assistant	29.04	
12020	Dental Assistant	17.18	
12025	Dental Hygienist	27.88	
12030	EKG Technician	25.79	
12035	Electroneurodiagnostic Technologist	25.79	
12040	Emergency Medical Technician	15.66	***
12071	Licensed Practical Nurse I	17.17	
12072	Licensed Practical Nurse II	19.20	
12073	Licensed Practical Nurse III	21.41	
12100	Medical Assistant	14.24	***
12130	Medical Laboratory Technician	22.46	
12160	Medical Record Clerk	16.05	***
12190	Medical Record Technician	17.95	
12195	Medical Transcriptionist	16.62	
12210	Nuclear Medicine Technologist	42.21	
12221	Nursing Assistant I	11.93	***
12222	Nursing Assistant II	13.41	***
12223	Nursing Assistant III	14.63	***
12224	Nursing Assistant IV	16.42	
12235	Optical Dispenser	17.08	
12236	Optical Technician	16.89	
12250	Pharmacy Technician	15.86	***
12280	Phlebotomist	16.45	
12305	Radiologic Technologist	22.95	
12311	Registered Nurse I	24.61	
12312	Registered Nurse II	30.11	
12313	Registered Nurse II, Specialist	30.11	
12314	Registered Nurse III	36.43	
12315	Registered Nurse III, Anesthetist	36.43	
12316	Registered Nurse IV	43.66	
12317	Scheduler (Drug and Alcohol Testing)	23.80	
12320	Substance Abuse Treatment Counselor	23.31	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.17	
13012	Exhibits Specialist II	26.23	
13013	Exhibits Specialist III	32.09	
13041	Illustrator I	21.17	
13042	Illustrator II	26.23	
13043	Illustrator III	32.09	
13047	Librarian	29.05	
13050	Library Aide/Clerk	12.80	***
13054	Library Information Technology Systems Administrator	26.23	
13058	Library Technician	19.56	
13061	Media Specialist I	18.93	
13062	Media Specialist II	21.17	
13063	Media Specialist III	23.60	
13071	Photographer I	18.93	
13072	Photographer II	21.17	
13073	Photographer III	26.23	
13074	Photographer IV	32.09	
13075	Photographer V	38.82	
13090	Technical Order Library Clerk	16.22	
13110	Video Teleconference Technician	22.05	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.73	
14042	Computer Operator II	19.84	
14043	Computer Operator III	22.12	
14044	Computer Operator IV	24.58	

14045	Computer Operator V		27.22
14071	Computer Programmer I	(see 1)	21.65
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		17.73
14160	Personal Computer Support Technician		24.58
14170	System Support Specialist		29.51

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		30.08	
15020	Aircrew Training Devices Instructor (Rated)		36.39	
15030	Air Crew Training Devices Instructor (Pilot)		43.62	
15050	Computer Based Training Specialist / Instructor		30.08	
15060	Educational Technologist		41.45	
15070	Flight Instructor (Pilot)		43.62	
15080	Graphic Artist		21.65	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		43.45	
15086	Maintenance Test Pilot, Rotary Wing		43.45	
15088	Non-Maintenance Test/Co-Pilot		43.45	
15090	Technical Instructor		25.00	
15095	Technical Instructor/Course Developer		30.59	
15110	Test Proctor		20.20	
15120	Tutor		20.20	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		10.03	***
16030	Counter Attendant		10.03	***
16040	Dry Cleaner		12.16	***
16070	Finisher, Flatwork, Machine		10.03	***
16090	Presser, Hand		10.03	***
16110	Presser, Machine, Drycleaning		10.03	***
16130	Presser, Machine, Shirts		10.03	***
16160	Presser, Machine, Wearing Apparel, Laundry		10.03	***
16190	Sewing Machine Operator		12.88	***
16220	Tailor		13.61	***
16250	Washer, Machine		10.75	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		23.96	
19040	Tool And Die Maker		29.49	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		15.04	***
21030	Material Coordinator		25.47	
21040	Material Expediter		25.47	
21050	Material Handling Laborer		12.24	***
21071	Order Filler		13.63	***
21080	Production Line Worker (Food Processing)		15.04	***
21110	Shipping Packer		16.40	
21130	Shipping/Receiving Clerk		16.40	
21140	Store Worker I		12.34	***
21150	Stock Clerk		15.92	***
21210	Tools And Parts Attendant		15.04	***
21410	Warehouse Specialist		15.04	***

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		34.76	
23019	Aircraft Logs and Records Technician		27.46	

23021	Aircraft Mechanic I	32.85	
23022	Aircraft Mechanic II	34.76	
23023	Aircraft Mechanic III	36.50	
23040	Aircraft Mechanic Helper	23.78	
23050	Aircraft, Painter	31.09	
23060	Aircraft Servicer	27.46	
23070	Aircraft Survival Flight Equipment Technician	31.09	
23080	Aircraft Worker	29.36	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	29.36	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	32.85	
23110	Appliance Mechanic	23.46	
23120	Bicycle Repairer	19.28	
23125	Cable Splicer	45.41	
23130	Carpenter, Maintenance	17.94	
23140	Carpet Layer	22.15	
23160	Electrician, Maintenance	21.93	
23181	Electronics Technician Maintenance I	28.67	
23182	Electronics Technician Maintenance II	30.35	
23183	Electronics Technician Maintenance III	32.09	
23260	Fabric Worker	20.72	
23290	Fire Alarm System Mechanic	27.10	
23310	Fire Extinguisher Repairer	19.28	
23311	Fuel Distribution System Mechanic	23.16	
23312	Fuel Distribution System Operator	18.02	
23370	General Maintenance Worker	18.43	
23380	Ground Support Equipment Mechanic	32.85	
23381	Ground Support Equipment Servicer	27.46	
23382	Ground Support Equipment Worker	29.36	
23391	Gunsmith I	19.28	
23392	Gunsmith II	22.15	
23393	Gunsmith III	24.79	
23410	Heating, Ventilation And Air-Conditioning Mechanic	23.81	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.19	
23430	Heavy Equipment Mechanic	23.77	
23440	Heavy Equipment Operator	17.87	
23460	Instrument Mechanic	24.79	
23465	Laboratory/Shelter Mechanic	23.46	
23470	Laborer	11.91	***
23510	Locksmith	23.08	
23530	Machinery Maintenance Mechanic	27.46	
23550	Machinist, Maintenance	22.36	
23580	Maintenance Trades Helper	13.86	***
23591	Metrology Technician I	24.79	
23592	Metrology Technician II	26.23	
23593	Metrology Technician III	27.54	
23640	Millwright	24.79	
23710	Office Appliance Repairer	21.89	
23760	Painter, Maintenance	17.68	
23790	Pipefitter, Maintenance	24.11	
23810	Plumber, Maintenance	22.81	
23820	Pneudraulic Systems Mechanic	24.79	
23850	Rigger	24.79	
23870	Scale Mechanic	22.15	
23890	Sheet-Metal Worker, Maintenance	20.96	
23910	Small Engine Mechanic	19.58	
23931	Telecommunications Mechanic I	27.98	
23932	Telecommunications Mechanic II	29.61	
23950	Telephone Lineman	22.77	
23960	Welder, Combination, Maintenance	22.73	
23965	Well Driller	24.79	
23970	Woodcraft Worker	24.79	
23980	Woodworker	19.28	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.70	***
24570	Child Care Attendant	10.31	***
24580	Child Care Center Clerk	13.33	***
24610	Chore Aide	9.40	***

24620	Family Readiness And Support Services Coordinator	15.70	***
24630	Homemaker	16.50	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	24.45	
25040	Sewage Plant Operator	23.14	
25070	Stationary Engineer	24.45	
25190	Ventilation Equipment Tender	17.70	
25210	Water Treatment Plant Operator	23.14	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	15.87	***
27007	Baggage Inspector	12.18	***
27008	Corrections Officer	19.44	
27010	Court Security Officer	20.98	
27030	Detection Dog Handler	13.63	***
27040	Detention Officer	19.44	
27070	Firefighter	22.51	
27101	Guard I	12.18	***
27102	Guard II	13.63	***
27131	Police Officer I	22.01	
27132	Police Officer II	24.46	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	12.94	***
28042	Carnival Equipment Repairer	13.91	***
28043	Carnival Worker	10.11	***
28210	Gate Attendant/Gate Tender	14.46	***
28310	Lifeguard	11.64	***
28350	Park Attendant (Aide)	16.18	***
28510	Recreation Aide/Health Facility Attendant	11.81	***
28515	Recreation Specialist	18.98	
28630	Sports Official	12.89	***
28690	Swimming Pool Operator	15.98	***

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	22.56	
29020	Hatch Tender	22.56	
29030	Line Handler	22.56	
29041	Stevedore I	21.10	
29042	Stevedore II	23.88	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.27	
30022	Archeological Technician II	20.15	
30023	Archeological Technician III	25.56	
30030	Cartographic Technician	25.56	
30040	Civil Engineering Technician	22.06	
30051	Cryogenic Technician I	28.31	
30052	Cryogenic Technician II	30.97	
30061	Drafter/CAD Operator I	18.27	
30062	Drafter/CAD Operator II	20.15	
30063	Drafter/CAD Operator III	23.00	
30064	Drafter/CAD Operator IV	28.31	
30081	Engineering Technician I	16.33	
30082	Engineering Technician II	18.33	
30083	Engineering Technician III	20.74	
30084	Engineering Technician IV	25.41	
30085	Engineering Technician V	31.08	

30086	Engineering Technician VI	37.59
30090	Environmental Technician	25.56
30095	Evidence Control Specialist	25.30
30210	Laboratory Technician	28.39
30221	Latent Fingerprint Technician I	25.48
30222	Latent Fingerprint Technician II	28.15
30240	Mathematical Technician	25.56
30361	Paralegal/Legal Assistant I	19.68
30362	Paralegal/Legal Assistant II	24.44
30363	Paralegal/Legal Assistant III	29.90
30364	Paralegal/Legal Assistant IV	36.17
30375	Petroleum Supply Specialist	30.97
30390	Photo-Optics Technician	25.56
30395	Radiation Control Technician	30.97
30461	Technical Writer I	24.85
30462	Technical Writer II	30.39
30463	Technical Writer III	36.77
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	28.31
30502	Weather Forecaster II	34.09
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.00
30621	Weather Observer, Senior	(see 2) 25.56

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	13.85	***
31030	Bus Driver	18.72	
31043	Driver Courier	13.61	***
31260	Parking and Lot Attendant	11.11	***
31290	Shuttle Bus Driver	13.61	***
31310	Taxi Driver	9.90	***
31361	Truckdriver, Light	14.62	***
31362	Truckdriver, Medium	15.72	***
31363	Truckdriver, Heavy	21.75	
31364	Truckdriver, Tractor-Trailer	21.75	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	10.81	***
99050	Desk Clerk	10.73	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	16.74	
99252	Laboratory Animal Caretaker II	18.00	
99260	Marketing Analyst	28.36	
99310	Mortician	26.22	
99410	Pest Controller	17.70	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	15.92	***
99711	Recycling Specialist	18.63	
99730	Refuse Collector	14.55	***
99810	Sales Clerk	12.37	***
99820	School Crossing Guard	13.64	***
99830	Survey Party Chief	25.26	
99831	Surveying Aide	16.80	
99832	Surveying Technician	22.98	
99840	Vending Machine Attendant	14.46	***
99841	Vending Machine Repairer	17.85	
99842	Vending Machine Repairer Helper	14.46	***

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4609

States/Territories. : Alabama

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Hale, Pickens, Tuscaloosa

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.69	***
01012	Accounting Clerk II	20.01	
01013	Accounting Clerk III	20.98	
01020	Administrative Assistant	29.30	
01035	Court Reporter	18.05	
01041	Customer Service Representative I	13.65	***
01042	Customer Service Representative II	14.89	***
01043	Customer Service Representative III	16.71	
01051	Data Entry Operator I	13.96	***
01052	Data Entry Operator II	15.23	***
01060	Dispatcher, Motor Vehicle	19.38	
01070	Document Preparation Clerk	14.38	***
01090	Duplicating Machine Operator	14.38	***
01111	General Clerk I	13.77	***
01112	General Clerk II	15.02	***
01113	General Clerk III	16.86	
01120	Housing Referral Assistant	20.52	
01141	Messenger Courier	11.20	***
01191	Order Clerk I	13.71	***
01192	Order Clerk II	14.96	***
01261	Personnel Assistant (Employment) I	17.24	

01262	Personnel Assistant (Employment) II	20.67	
01263	Personnel Assistant (Employment) III	24.58	
01270	Production Control Clerk	30.15	
01290	Rental Clerk	14.86	***
01300	Scheduler, Maintenance	16.45	
01311	Secretary I	16.45	
01312	Secretary II	18.26	
01313	Secretary III	20.52	
01320	Service Order Dispatcher	17.33	
01410	Supply Technician	29.30	
01420	Survey Worker	17.92	
01460	Switchboard Operator/Receptionist	13.72	***
01531	Travel Clerk I	12.66	***
01532	Travel Clerk II	13.37	***
01533	Travel Clerk III	14.07	***
01611	Word Processor I	15.90	***
01612	Word Processor II	17.40	
01613	Word Processor III	18.17	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.57	
05010	Automotive Electrician	20.52	
05040	Automotive Glass Installer	19.17	
05070	Automotive Worker	19.17	
05110	Mobile Equipment Servicer	16.46	
05130	Motor Equipment Metal Mechanic	21.89	
05160	Motor Equipment Metal Worker	19.17	
05190	Motor Vehicle Mechanic	21.89	
05220	Motor Vehicle Mechanic Helper	15.38	***
05250	Motor Vehicle Upholstery Worker	17.83	
05280	Motor Vehicle Wrecker	19.17	
05310	Painter, Automotive	20.52	
05340	Radiator Repair Specialist	19.17	
05370	Tire Repairer	14.00	***
05400	Transmission Repair Specialist	21.89	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.98	***
07041	Cook I	12.23	***
07042	Cook II	14.25	***
07070	Dishwasher	10.36	***
07130	Food Service Worker	10.54	***
07210	Meat Cutter	16.23	
07260	Waiter/Waitress	8.88	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	20.16	
09040	Furniture Handler	12.19	***
09080	Furniture Refinisher	20.16	
09090	Furniture Refinisher Helper	14.84	***
09110	Furniture Repairer, Minor	17.52	
09130	Upholsterer	20.16	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.17	***
11060	Elevator Operator	13.50	***
11090	Gardener	19.11	
11122	Housekeeping Aide	13.50	***
11150	Janitor	13.50	***
11210	Laborer, Grounds Maintenance	14.36	***
11240	Maid or Houseman	10.68	***
11260	Pruner	12.83	***
11270	Tractor Operator	17.51	
11330	Trail Maintenance Worker	14.36	***

11360	Window Cleaner	15.11	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	15.95	***
12011	Breath Alcohol Technician	19.64	
12012	Certified Occupational Therapist Assistant	26.94	
12015	Certified Physical Therapist Assistant	30.16	
12020	Dental Assistant	17.73	
12025	Dental Hygienist	27.56	
12030	EKG Technician	28.00	
12035	Electroneurodiagnostic Technologist	28.00	
12040	Emergency Medical Technician	15.95	***
12071	Licensed Practical Nurse I	17.55	
12072	Licensed Practical Nurse II	19.64	
12073	Licensed Practical Nurse III	21.89	
12100	Medical Assistant	14.42	***
12130	Medical Laboratory Technician	19.53	
12160	Medical Record Clerk	15.97	***
12190	Medical Record Technician	17.87	
12195	Medical Transcriptionist	16.68	
12210	Nuclear Medicine Technologist	43.16	
12221	Nursing Assistant I	11.87	***
12222	Nursing Assistant II	13.34	***
12223	Nursing Assistant III	14.56	***
12224	Nursing Assistant IV	16.35	
12235	Optical Dispenser	15.30	***
12236	Optical Technician	17.55	
12250	Pharmacy Technician	14.48	***
12280	Phlebotomist	17.06	
12305	Radiologic Technologist	23.21	
12311	Registered Nurse I	24.27	
12312	Registered Nurse II	29.69	
12313	Registered Nurse II, Specialist	29.69	
12314	Registered Nurse III	35.91	
12315	Registered Nurse III, Anesthetist	35.91	
12316	Registered Nurse IV	43.04	
12317	Scheduler (Drug and Alcohol Testing)	24.33	
12320	Substance Abuse Treatment Counselor	23.09	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.25	
13012	Exhibits Specialist II	25.07	
13013	Exhibits Specialist III	30.67	
13041	Illustrator I	21.07	
13042	Illustrator II	26.11	
13043	Illustrator III	31.94	
13047	Librarian	28.91	
13050	Library Aide/Clerk	16.78	
13054	Library Information Technology Systems Administrator	26.11	
13058	Library Technician	17.01	
13061	Media Specialist I	18.83	
13062	Media Specialist II	21.07	
13063	Media Specialist III	23.49	
13071	Photographer I	18.83	
13072	Photographer II	21.07	
13073	Photographer III	26.11	
13074	Photographer IV	31.94	
13075	Photographer V	38.63	
13090	Technical Order Library Clerk	21.07	
13110	Video Teleconference Technician	19.26	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.84	
14042	Computer Operator II	21.07	
14043	Computer Operator III	23.49	
14044	Computer Operator IV	26.10	

14045	Computer Operator V		28.90
14071	Computer Programmer I	(see 1)	23.08
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.84
14160	Personal Computer Support Technician		26.10
14170	System Support Specialist		28.90

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		28.53	
15020	Aircrew Training Devices Instructor (Rated)		34.53	
15030	Air Crew Training Devices Instructor (Pilot)		41.38	
15050	Computer Based Training Specialist / Instructor		29.28	
15060	Educational Technologist		29.29	
15070	Flight Instructor (Pilot)		41.38	
15080	Graphic Artist		23.51	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		41.38	
15086	Maintenance Test Pilot, Rotary Wing		41.38	
15088	Non-Maintenance Test/Co-Pilot		41.38	
15090	Technical Instructor		23.83	
15095	Technical Instructor/Course Developer		29.15	
15110	Test Proctor		19.23	
15120	Tutor		19.23	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		9.55	***
16030	Counter Attendant		9.55	***
16040	Dry Cleaner		10.97	***
16070	Finisher, Flatwork, Machine		9.55	***
16090	Presser, Hand		9.55	***
16110	Presser, Machine, Drycleaning		9.55	***
16130	Presser, Machine, Shirts		9.55	***
16160	Presser, Machine, Wearing Apparel, Laundry		9.55	***
16190	Sewing Machine Operator		11.45	***
16220	Tailor		11.98	***
16250	Washer, Machine		10.72	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		23.46	
19040	Tool And Die Maker		29.85	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		17.21	
21030	Material Coordinator		29.42	
21040	Material Expediter		29.42	
21050	Material Handling Laborer		14.39	***
21071	Order Filler		12.72	***
21080	Production Line Worker (Food Processing)		17.21	
21110	Shipping Packer		17.96	
21130	Shipping/Receiving Clerk		17.96	
21140	Store Worker I		11.81	***
21150	Stock Clerk		16.65	
21210	Tools And Parts Attendant		17.21	
21410	Warehouse Specialist		17.21	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		26.64	
23019	Aircraft Logs and Records Technician		20.39	

23021	Aircraft Mechanic I	25.04	
23022	Aircraft Mechanic II	26.64	
23023	Aircraft Mechanic III	28.24	
23040	Aircraft Mechanic Helper	17.25	
23050	Aircraft, Painter	23.46	
23060	Aircraft Servicer	20.39	
23070	Aircraft Survival Flight Equipment Technician	23.46	
23080	Aircraft Worker	21.93	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	21.93	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	25.04	
23110	Appliance Mechanic	23.46	
23120	Bicycle Repairer	18.82	
23125	Cable Splicer	33.30	
23130	Carpenter, Maintenance	19.64	
23140	Carpet Layer	21.93	
23160	Electrician, Maintenance	26.03	
23181	Electronics Technician Maintenance I	25.59	
23182	Electronics Technician Maintenance II	27.37	
23183	Electronics Technician Maintenance III	29.22	
23260	Fabric Worker	20.39	
23290	Fire Alarm System Mechanic	24.17	
23310	Fire Extinguisher Repairer	18.82	
23311	Fuel Distribution System Mechanic	25.04	
23312	Fuel Distribution System Operator	18.82	
23370	General Maintenance Worker	17.58	
23380	Ground Support Equipment Mechanic	25.04	
23381	Ground Support Equipment Servicer	20.39	
23382	Ground Support Equipment Worker	21.93	
23391	Gunsmith I	18.82	
23392	Gunsmith II	21.93	
23393	Gunsmith III	25.04	
23410	Heating, Ventilation And Air-Conditioning Mechanic	23.38	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.87	
23430	Heavy Equipment Mechanic	26.04	
23440	Heavy Equipment Operator	21.11	
23460	Instrument Mechanic	26.36	
23465	Laboratory/Shelter Mechanic	23.46	
23470	Laborer	14.39	***
23510	Locksmith	23.46	
23530	Machinery Maintenance Mechanic	28.73	
23550	Machinist, Maintenance	23.23	
23580	Maintenance Trades Helper	14.06	***
23591	Metrology Technician I	26.36	
23592	Metrology Technician II	26.64	
23593	Metrology Technician III	28.24	
23640	Millwright	25.43	
23710	Office Appliance Repairer	22.67	
23760	Painter, Maintenance	20.77	
23790	Pipefitter, Maintenance	25.51	
23810	Plumber, Maintenance	23.89	
23820	Pneudraulic Systems Mechanic	25.04	
23850	Rigger	25.04	
23870	Scale Mechanic	21.93	
23890	Sheet-Metal Worker, Maintenance	20.98	
23910	Small Engine Mechanic	21.93	
23931	Telecommunications Mechanic I	28.74	
23932	Telecommunications Mechanic II	32.39	
23950	Telephone Lineman	24.34	
23960	Welder, Combination, Maintenance	23.80	
23965	Well Driller	25.04	
23970	Woodcraft Worker	25.04	
23980	Woodworker	18.82	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.40	***
24570	Child Care Attendant	10.65	***
24580	Child Care Center Clerk	15.30	***
24610	Chore Aide	10.35	***

24620	Family Readiness And Support Services Coordinator	14.40	***
24630	Homemaker	19.50	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	26.16	
25040	Sewage Plant Operator	22.42	
25070	Stationary Engineer	26.16	
25190	Ventilation Equipment Tender	18.03	
25210	Water Treatment Plant Operator	22.42	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	21.10	
27007	Baggage Inspector	13.84	***
27008	Corrections Officer	23.86	
27010	Court Security Officer	25.72	
27030	Detection Dog Handler	15.48	***
27040	Detention Officer	23.86	
27070	Firefighter	28.68	
27101	Guard I	13.84	***
27102	Guard II	15.48	***
27131	Police Officer I	24.10	
27132	Police Officer II	26.79	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.97	***
28042	Carnival Equipment Repairer	15.25	***
28043	Carnival Worker	10.24	***
28210	Gate Attendant/Gate Tender	19.94	
28310	Lifeguard	14.40	***
28350	Park Attendant (Aide)	22.92	
28510	Recreation Aide/Health Facility Attendant	16.29	
28515	Recreation Specialist	24.33	
28630	Sports Official	18.26	
28690	Swimming Pool Operator	19.91	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	25.28	
29020	Hatch Tender	25.28	
29030	Line Handler	25.28	
29041	Stevedore I	23.30	
29042	Stevedore II	27.02	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.40	
30022	Archeological Technician II	20.59	
30023	Archeological Technician III	25.51	
30030	Cartographic Technician	25.51	
30040	Civil Engineering Technician	22.60	
30051	Cryogenic Technician I	28.25	
30052	Cryogenic Technician II	31.20	
30061	Drafter/CAD Operator I	18.40	
30062	Drafter/CAD Operator II	20.59	
30063	Drafter/CAD Operator III	22.95	
30064	Drafter/CAD Operator IV	28.25	
30081	Engineering Technician I	16.64	
30082	Engineering Technician II	18.67	
30083	Engineering Technician III	20.89	
30084	Engineering Technician IV	25.88	
30085	Engineering Technician V	31.66	

30086	Engineering Technician VI	38.29
30090	Environmental Technician	25.51
30095	Evidence Control Specialist	25.51
30210	Laboratory Technician	26.44
30221	Latent Fingerprint Technician I	28.25
30222	Latent Fingerprint Technician II	31.20
30240	Mathematical Technician	25.51
30361	Paralegal/Legal Assistant I	19.75
30362	Paralegal/Legal Assistant II	24.46
30363	Paralegal/Legal Assistant III	29.92
30364	Paralegal/Legal Assistant IV	36.20
30375	Petroleum Supply Specialist	31.20
30390	Photo-Optics Technician	25.51
30395	Radiation Control Technician	31.20
30461	Technical Writer I	25.51
30462	Technical Writer II	31.20
30463	Technical Writer III	37.74
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	28.25
30502	Weather Forecaster II	34.36
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.95
30621	Weather Observer, Senior	(see 2) 25.51

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	12.38	***
31030	Bus Driver	17.85	
31043	Driver Courier	16.13	***
31260	Parking and Lot Attendant	12.04	***
31290	Shuttle Bus Driver	14.65	***
31310	Taxi Driver	11.99	***
31361	Truckdriver, Light	17.59	
31362	Truckdriver, Medium	19.42	
31363	Truckdriver, Heavy	22.33	
31364	Truckdriver, Tractor-Trailer	22.33	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.02	***
99050	Desk Clerk	10.95	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	14.48	***
99252	Laboratory Animal Caretaker II	15.88	***
99260	Marketing Analyst	25.62	
99310	Mortician	26.22	
99410	Pest Controller	18.80	
99510	Photofinishing Worker	14.08	***
99710	Recycling Laborer	16.25	
99711	Recycling Specialist	19.82	
99730	Refuse Collector	14.52	***
99810	Sales Clerk	12.40	***
99820	School Crossing Guard	13.42	***
99830	Survey Party Chief	27.34	
99831	Surveying Aide	16.61	
99832	Surveying Technician	22.79	
99840	Vending Machine Attendant	18.32	
99841	Vending Machine Repairer	23.29	
99842	Vending Machine Repairer Helper	18.32	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4611

States/Territories. : Alabama

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Cullman, Fayette, Lamar

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.69	***
01012	Accounting Clerk II	20.01	
01013	Accounting Clerk III	20.98	
01020	Administrative Assistant	26.93	
01035	Court Reporter	19.28	
01041	Customer Service Representative I	13.02	***
01042	Customer Service Representative II	14.21	***
01043	Customer Service Representative III	15.95	***
01051	Data Entry Operator I	15.36	***
01052	Data Entry Operator II	16.75	
01060	Dispatcher, Motor Vehicle	18.13	
01070	Document Preparation Clerk	15.35	***
01090	Duplicating Machine Operator	15.35	***
01111	General Clerk I	13.41	***
01112	General Clerk II	14.66	***
01113	General Clerk III	16.52	
01120	Housing Referral Assistant	21.49	
01141	Messenger Courier	12.52	***
01191	Order Clerk I	14.07	***
01192	Order Clerk II	15.35	***
01261	Personnel Assistant (Employment) I	17.24	

01262	Personnel Assistant (Employment) II	20.67	
01263	Personnel Assistant (Employment) III	24.58	
01270	Production Control Clerk	22.34	
01290	Rental Clerk	14.86	***
01300	Scheduler, Maintenance	17.23	
01311	Secretary I	17.23	
01312	Secretary II	19.28	
01313	Secretary III	21.49	
01320	Service Order Dispatcher	16.44	
01410	Supply Technician	26.93	
01420	Survey Worker	17.92	
01460	Switchboard Operator/Receptionist	13.03	***
01531	Travel Clerk I	12.66	***
01532	Travel Clerk II	13.54	***
01533	Travel Clerk III	14.29	***
01611	Word Processor I	15.35	***
01612	Word Processor II	17.23	
01613	Word Processor III	19.28	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	24.67	
05010	Automotive Electrician	17.57	
05040	Automotive Glass Installer	16.60	
05070	Automotive Worker	16.60	
05110	Mobile Equipment Servicer	14.02	***
05130	Motor Equipment Metal Mechanic	18.53	
05160	Motor Equipment Metal Worker	16.60	
05190	Motor Vehicle Mechanic	17.83	
05220	Motor Vehicle Mechanic Helper	14.05	***
05250	Motor Vehicle Upholstery Worker	15.63	***
05280	Motor Vehicle Wrecker	16.60	
05310	Painter, Automotive	17.57	
05340	Radiator Repair Specialist	16.60	
05370	Tire Repairer	13.75	***
05400	Transmission Repair Specialist	18.53	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.98	***
07041	Cook I	9.20	***
07042	Cook II	10.58	***
07070	Dishwasher	10.18	***
07130	Food Service Worker	10.23	***
07210	Meat Cutter	15.57	***
07260	Waiter/Waitress	8.93	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	16.99	
09040	Furniture Handler	10.18	***
09080	Furniture Refinisher	15.53	***
09090	Furniture Refinisher Helper	11.95	***
09110	Furniture Repairer, Minor	13.64	***
09130	Upholsterer	15.44	***

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	12.48	***
11060	Elevator Operator	12.48	***
11090	Gardener	17.80	
11122	Housekeeping Aide	11.66	***
11150	Janitor	11.66	***
11210	Laborer, Grounds Maintenance	13.67	***
11240	Maid or Houseman	9.48	***
11260	Pruner	12.27	***
11270	Tractor Operator	16.42	
11330	Trail Maintenance Worker	13.67	***

11360	Window Cleaner	12.99	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.00	
12011	Breath Alcohol Technician	18.11	
12012	Certified Occupational Therapist Assistant	28.42	
12015	Certified Physical Therapist Assistant	30.59	
12020	Dental Assistant	16.06	***
12025	Dental Hygienist	27.46	
12030	EKG Technician	27.45	
12035	Electroneurodiagnostic Technologist	27.45	
12040	Emergency Medical Technician	17.00	
12071	Licensed Practical Nurse I	16.19	***
12072	Licensed Practical Nurse II	18.11	
12073	Licensed Practical Nurse III	20.19	
12100	Medical Assistant	13.76	***
12130	Medical Laboratory Technician	21.78	
12160	Medical Record Clerk	15.15	***
12190	Medical Record Technician	16.95	
12195	Medical Transcriptionist	16.19	***
12210	Nuclear Medicine Technologist	39.81	
12221	Nursing Assistant I	12.21	***
12222	Nursing Assistant II	13.73	***
12223	Nursing Assistant III	14.98	***
12224	Nursing Assistant IV	16.81	
12235	Optical Dispenser	18.11	
12236	Optical Technician	16.19	***
12250	Pharmacy Technician	14.43	***
12280	Phlebotomist	14.51	***
12305	Radiologic Technologist	22.71	
12311	Registered Nurse I	24.27	
12312	Registered Nurse II	29.69	
12313	Registered Nurse II, Specialist	29.69	
12314	Registered Nurse III	35.91	
12315	Registered Nurse III, Anesthetist	35.91	
12316	Registered Nurse IV	43.04	
12317	Scheduler (Drug and Alcohol Testing)	22.44	
12320	Substance Abuse Treatment Counselor	20.04	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.89	
13012	Exhibits Specialist II	25.88	
13013	Exhibits Specialist III	31.66	
13041	Illustrator I	20.89	
13042	Illustrator II	25.88	
13043	Illustrator III	31.66	
13047	Librarian	28.66	
13050	Library Aide/Clerk	13.63	***
13054	Library Information Technology Systems Administrator	25.88	
13058	Library Technician	20.89	
13061	Media Specialist I	18.67	
13062	Media Specialist II	20.89	
13063	Media Specialist III	23.29	
13071	Photographer I	18.67	
13072	Photographer II	20.89	
13073	Photographer III	25.88	
13074	Photographer IV	31.66	
13075	Photographer V	38.30	
13090	Technical Order Library Clerk	20.89	
13110	Video Teleconference Technician	18.67	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	15.92	***
14042	Computer Operator II	17.80	
14043	Computer Operator III	19.86	
14044	Computer Operator IV	22.06	

14045	Computer Operator V		24.43
14071	Computer Programmer I	(see 1)	23.08
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		15.92 ***
14160	Personal Computer Support Technician		22.06
14170	System Support Specialist		24.43

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	28.29	
15020	Aircrew Training Devices Instructor (Rated)	34.23	
15030	Air Crew Training Devices Instructor (Pilot)	38.85	
15050	Computer Based Training Specialist / Instructor	29.28	
15060	Educational Technologist	35.24	
15070	Flight Instructor (Pilot)	38.85	
15080	Graphic Artist	25.12	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	37.43	
15086	Maintenance Test Pilot, Rotary Wing	37.43	
15088	Non-Maintenance Test/Co-Pilot	37.43	
15090	Technical Instructor	22.32	
15095	Technical Instructor/Course Developer	27.30	
15110	Test Proctor	18.01	
15120	Tutor	18.01	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	9.76	***
16030	Counter Attendant	9.76	***
16040	Dry Cleaner	12.26	***
16070	Finisher, Flatwork, Machine	9.76	***
16090	Presser, Hand	9.76	***
16110	Presser, Machine, Drycleaning	9.76	***
16130	Presser, Machine, Shirts	9.76	***
16160	Presser, Machine, Wearing Apparel, Laundry	9.76	***
16190	Sewing Machine Operator	12.95	***
16220	Tailor	13.65	***
16250	Washer, Machine	11.79	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	19.23	
19040	Tool And Die Maker	23.67	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	18.22	
21030	Material Coordinator	22.34	
21040	Material Expediter	22.34	
21050	Material Handling Laborer	13.73	***
21071	Order Filler	11.56	***
21080	Production Line Worker (Food Processing)	18.22	
21110	Shipping Packer	16.68	
21130	Shipping/Receiving Clerk	16.68	
21140	Store Worker I	12.36	***
21150	Stock Clerk	17.19	
21210	Tools And Parts Attendant	18.22	
21410	Warehouse Specialist	18.22	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	23.46	
23019	Aircraft Logs and Records Technician	18.38	

23021	Aircraft Mechanic I	22.07	
23022	Aircraft Mechanic II	23.46	
23023	Aircraft Mechanic III	24.83	
23040	Aircraft Mechanic Helper	16.11	***
23050	Aircraft, Painter	20.49	
23060	Aircraft Servicer	18.38	
23070	Aircraft Survival Flight Equipment Technician	20.49	
23080	Aircraft Worker	19.53	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	19.53	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	22.07	
23110	Appliance Mechanic	20.49	
23120	Bicycle Repairer	16.75	
23125	Cable Splicer	40.91	
23130	Carpenter, Maintenance	19.23	
23140	Carpet Layer	19.25	
23160	Electrician, Maintenance	20.18	
23181	Electronics Technician Maintenance I	21.06	
23182	Electronics Technician Maintenance II	22.51	
23183	Electronics Technician Maintenance III	24.03	
23260	Fabric Worker	18.00	
23290	Fire Alarm System Mechanic	21.77	
23310	Fire Extinguisher Repairer	16.75	
23311	Fuel Distribution System Mechanic	24.08	
23312	Fuel Distribution System Operator	18.15	
23370	General Maintenance Worker	17.65	
23380	Ground Support Equipment Mechanic	22.07	
23381	Ground Support Equipment Servicer	18.38	
23382	Ground Support Equipment Worker	19.53	
23391	Gunsmith I	16.75	
23392	Gunsmith II	19.25	
23393	Gunsmith III	21.77	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.95	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.26	
23430	Heavy Equipment Mechanic	24.01	
23440	Heavy Equipment Operator	18.01	
23460	Instrument Mechanic	26.36	
23465	Laboratory/Shelter Mechanic	20.49	
23470	Laborer	13.73	***
23510	Locksmith	20.49	
23530	Machinery Maintenance Mechanic	22.64	
23550	Machinist, Maintenance	21.64	
23580	Maintenance Trades Helper	14.13	***
23591	Metrology Technician I	26.36	
23592	Metrology Technician II	27.00	
23593	Metrology Technician III	27.57	
23640	Millwright	21.77	
23710	Office Appliance Repairer	21.21	
23760	Painter, Maintenance	17.58	
23790	Pipefitter, Maintenance	20.93	
23810	Plumber, Maintenance	19.61	
23820	Pneudraulic Systems Mechanic	21.77	
23850	Rigger	21.77	
23870	Scale Mechanic	19.25	
23890	Sheet-Metal Worker, Maintenance	17.94	
23910	Small Engine Mechanic	19.25	
23931	Telecommunications Mechanic I	31.91	
23932	Telecommunications Mechanic II	33.62	
23950	Telephone Lineman	21.77	
23960	Welder, Combination, Maintenance	18.21	
23965	Well Driller	21.77	
23970	Woodcraft Worker	21.77	
23980	Woodworker	16.75	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	13.44	***
24570	Child Care Attendant	10.65	***
24580	Child Care Center Clerk	15.30	***
24610	Chore Aide	10.49	***

24620	Family Readiness And Support Services Coordinator	13.44	***
24630	Homemaker	19.50	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	22.46	
25040	Sewage Plant Operator	21.91	
25070	Stationary Engineer	22.46	
25190	Ventilation Equipment Tender	16.16	***
25210	Water Treatment Plant Operator	21.91	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	14.72	***
27007	Baggage Inspector	10.85	***
27008	Corrections Officer	18.62	
27010	Court Security Officer	18.99	
27030	Detection Dog Handler	13.87	***
27040	Detention Officer	18.62	
27070	Firefighter	20.70	
27101	Guard I	10.85	***
27102	Guard II	13.87	***
27131	Police Officer I	20.26	
27132	Police Officer II	22.49	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	11.12	***
28042	Carnival Equipment Repairer	11.50	***
28043	Carnival Worker	8.49	***
28210	Gate Attendant/Gate Tender	12.32	***
28310	Lifeguard	11.90	***
28350	Park Attendant (Aide)	14.24	***
28510	Recreation Aide/Health Facility Attendant	10.06	***
28515	Recreation Specialist	15.76	***
28630	Sports Official	11.34	***
28690	Swimming Pool Operator	22.43	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	19.94	
29020	Hatch Tender	19.94	
29030	Line Handler	19.94	
29041	Stevedore I	18.64	
29042	Stevedore II	21.22	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.48	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.60	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.50	
30021	Archeological Technician I	17.86	
30022	Archeological Technician II	19.98	
30023	Archeological Technician III	24.75	
30030	Cartographic Technician	24.75	
30040	Civil Engineering Technician	24.75	
30051	Cryogenic Technician I	27.41	
30052	Cryogenic Technician II	30.28	
30061	Drafter/CAD Operator I	17.86	
30062	Drafter/CAD Operator II	19.98	
30063	Drafter/CAD Operator III	22.27	
30064	Drafter/CAD Operator IV	27.41	
30081	Engineering Technician I	15.91	***
30082	Engineering Technician II	17.86	
30083	Engineering Technician III	19.98	
30084	Engineering Technician IV	24.75	
30085	Engineering Technician V	30.28	

30086	Engineering Technician VI	36.62
30090	Environmental Technician	24.75
30095	Evidence Control Specialist	24.75
30210	Laboratory Technician	22.27
30221	Latent Fingerprint Technician I	27.41
30222	Latent Fingerprint Technician II	30.28
30240	Mathematical Technician	24.75
30361	Paralegal/Legal Assistant I	18.40
30362	Paralegal/Legal Assistant II	22.81
30363	Paralegal/Legal Assistant III	27.90
30364	Paralegal/Legal Assistant IV	33.75
30375	Petroleum Supply Specialist	29.59
30390	Photo-Optics Technician	24.75
30395	Radiation Control Technician	29.59
30461	Technical Writer I	24.75
30462	Technical Writer II	30.28
30463	Technical Writer III	36.62
30491	Unexploded Ordnance (UXO) Technician I	26.36
30492	Unexploded Ordnance (UXO) Technician II	31.89
30493	Unexploded Ordnance (UXO) Technician III	38.23
30494	Unexploded (UXO) Safety Escort	26.36
30495	Unexploded (UXO) Sweep Personnel	26.36
30501	Weather Forecaster I	27.41
30502	Weather Forecaster II	33.34
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.27
30621	Weather Observer, Senior	(see 2) 24.75

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.89	
31020	Bus Aide	13.65	***
31030	Bus Driver	18.84	
31043	Driver Courier	14.18	***
31260	Parking and Lot Attendant	12.28	***
31290	Shuttle Bus Driver	14.65	***
31310	Taxi Driver	15.96	***
31361	Truckdriver, Light	14.65	***
31362	Truckdriver, Medium	18.35	
31363	Truckdriver, Heavy	20.10	
31364	Truckdriver, Tractor-Trailer	20.10	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.55	***
99030	Cashier	10.71	***
99050	Desk Clerk	14.18	***
99095	Embalmer	26.36	
99130	Flight Follower	26.36	
99251	Laboratory Animal Caretaker I	17.52	
99252	Laboratory Animal Caretaker II	19.22	
99260	Marketing Analyst	23.55	
99310	Mortician	26.36	
99410	Pest Controller	18.88	
99510	Photofinishing Worker	14.08	***
99710	Recycling Laborer	17.64	
99711	Recycling Specialist	21.18	
99730	Refuse Collector	15.84	***
99810	Sales Clerk	12.40	***
99820	School Crossing Guard	13.96	***
99830	Survey Party Chief	20.86	
99831	Surveying Aide	12.69	***
99832	Surveying Technician	17.40	
99840	Vending Machine Attendant	18.69	
99841	Vending Machine Repairer	23.30	
99842	Vending Machine Repairer Helper	18.69	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4613

States/Territories. : Alabama

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Franklin, Marion, Winston

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.49	***
01012	Accounting Clerk II	17.38	
01013	Accounting Clerk III	19.44	
01020	Administrative Assistant	26.93	
01035	Court Reporter	19.28	
01041	Customer Service Representative I	13.02	***
01042	Customer Service Representative II	14.21	***
01043	Customer Service Representative III	15.95	***
01051	Data Entry Operator I	14.64	***
01052	Data Entry Operator II	15.98	***
01060	Dispatcher, Motor Vehicle	18.13	
01070	Document Preparation Clerk	15.35	***
01090	Duplicating Machine Operator	15.35	***
01111	General Clerk I	11.24	***
01112	General Clerk II	12.26	***
01113	General Clerk III	15.25	***
01120	Housing Referral Assistant	21.49	
01141	Messenger Courier	12.52	***
01191	Order Clerk I	14.07	***
01192	Order Clerk II	15.35	***
01261	Personnel Assistant (Employment) I	16.32	

01262	Personnel Assistant (Employment) II	18.25	
01263	Personnel Assistant (Employment) III	20.34	
01270	Production Control Clerk	22.34	
01290	Rental Clerk	13.52	***
01300	Scheduler, Maintenance	17.23	
01311	Secretary I	17.23	
01312	Secretary II	19.28	
01313	Secretary III	21.49	
01320	Service Order Dispatcher	16.21	
01410	Supply Technician	26.93	
01420	Survey Worker	16.81	
01460	Switchboard Operator/Receptionist	13.03	***
01531	Travel Clerk I	12.66	***
01532	Travel Clerk II	13.54	***
01533	Travel Clerk III	14.29	***
01611	Word Processor I	15.35	***
01612	Word Processor II	17.23	
01613	Word Processor III	19.28	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	23.30	
05010	Automotive Electrician	18.61	
05040	Automotive Glass Installer	17.74	
05070	Automotive Worker	17.74	
05110	Mobile Equipment Servicer	16.08	***
05130	Motor Equipment Metal Mechanic	19.47	
05160	Motor Equipment Metal Worker	17.74	
05190	Motor Vehicle Mechanic	17.78	
05220	Motor Vehicle Mechanic Helper	13.93	***
05250	Motor Vehicle Upholstery Worker	16.93	
05280	Motor Vehicle Wrecker	17.74	
05310	Painter, Automotive	17.00	
05340	Radiator Repair Specialist	17.74	
05370	Tire Repairer	13.75	***
05400	Transmission Repair Specialist	19.47	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.96	***
07041	Cook I	9.20	***
07042	Cook II	10.58	***
07070	Dishwasher	10.18	***
07130	Food Service Worker	10.23	***
07210	Meat Cutter	15.57	***
07260	Waiter/Waitress	8.93	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	17.56	
09040	Furniture Handler	13.94	***
09080	Furniture Refinisher	17.56	
09090	Furniture Refinisher Helper	14.41	***
09110	Furniture Repairer, Minor	15.98	***
09130	Upholsterer	17.56	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	12.48	***
11060	Elevator Operator	12.48	***
11090	Gardener	17.80	
11122	Housekeeping Aide	11.66	***
11150	Janitor	11.66	***
11210	Laborer, Grounds Maintenance	13.67	***
11240	Maid or Houseman	9.48	***
11260	Pruner	12.27	***
11270	Tractor Operator	16.42	
11330	Trail Maintenance Worker	13.67	***

11360	Window Cleaner	12.99	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.00	
12011	Breath Alcohol Technician	18.11	
12012	Certified Occupational Therapist Assistant	28.42	
12015	Certified Physical Therapist Assistant	30.59	
12020	Dental Assistant	16.71	
12025	Dental Hygienist	24.73	
12030	EKG Technician	27.45	
12035	Electroneurodiagnostic Technologist	27.45	
12040	Emergency Medical Technician	17.00	
12071	Licensed Practical Nurse I	16.19	***
12072	Licensed Practical Nurse II	18.11	
12073	Licensed Practical Nurse III	20.19	
12100	Medical Assistant	13.76	***
12130	Medical Laboratory Technician	21.78	
12160	Medical Record Clerk	15.15	***
12190	Medical Record Technician	16.95	
12195	Medical Transcriptionist	16.19	***
12210	Nuclear Medicine Technologist	39.81	
12221	Nursing Assistant I	12.21	***
12222	Nursing Assistant II	13.73	***
12223	Nursing Assistant III	14.98	***
12224	Nursing Assistant IV	16.81	
12235	Optical Dispenser	18.11	
12236	Optical Technician	16.19	***
12250	Pharmacy Technician	14.43	***
12280	Phlebotomist	14.51	***
12305	Radiologic Technologist	23.95	
12311	Registered Nurse I	22.94	
12312	Registered Nurse II	28.08	
12313	Registered Nurse II, Specialist	28.08	
12314	Registered Nurse III	33.97	
12315	Registered Nurse III, Anesthetist	33.97	
12316	Registered Nurse IV	40.70	
12317	Scheduler (Drug and Alcohol Testing)	22.44	
12320	Substance Abuse Treatment Counselor	20.65	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.89	
13012	Exhibits Specialist II	25.88	
13013	Exhibits Specialist III	31.66	
13041	Illustrator I	20.89	
13042	Illustrator II	25.88	
13043	Illustrator III	31.66	
13047	Librarian	28.66	
13050	Library Aide/Clerk	16.64	
13054	Library Information Technology Systems Administrator	25.88	
13058	Library Technician	20.89	
13061	Media Specialist I	18.67	
13062	Media Specialist II	20.89	
13063	Media Specialist III	23.29	
13071	Photographer I	18.67	
13072	Photographer II	20.89	
13073	Photographer III	25.88	
13074	Photographer IV	31.66	
13075	Photographer V	38.30	
13090	Technical Order Library Clerk	20.89	
13110	Video Teleconference Technician	18.67	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	15.55	***
14042	Computer Operator II	19.13	
14043	Computer Operator III	20.49	
14044	Computer Operator IV	26.16	

14045	Computer Operator V		27.62
14071	Computer Programmer I	(see 1)	25.00
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		15.55 ***
14160	Personal Computer Support Technician		26.16
14170	System Support Specialist		27.62

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		29.35	
15020	Aircrew Training Devices Instructor (Rated)		35.52	
15030	Air Crew Training Devices Instructor (Pilot)		36.76	
15050	Computer Based Training Specialist / Instructor		30.38	
15060	Educational Technologist		36.24	
15070	Flight Instructor (Pilot)		36.76	
15080	Graphic Artist		24.54	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		36.76	
15086	Maintenance Test Pilot, Rotary Wing		36.76	
15088	Non-Maintenance Test/Co-Pilot		36.76	
15090	Technical Instructor		22.08	
15095	Technical Instructor/Course Developer		26.99	
15110	Test Proctor		18.01	
15120	Tutor		18.01	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		9.76	***
16030	Counter Attendant		9.76	***
16040	Dry Cleaner		12.26	***
16070	Finisher, Flatwork, Machine		9.76	***
16090	Presser, Hand		9.76	***
16110	Presser, Machine, Drycleaning		9.76	***
16130	Presser, Machine, Shirts		9.76	***
16160	Presser, Machine, Wearing Apparel, Laundry		9.76	***
16190	Sewing Machine Operator		12.95	***
16220	Tailor		13.65	***
16250	Washer, Machine		10.58	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		24.44	
19040	Tool And Die Maker		29.82	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		18.22	
21030	Material Coordinator		22.34	
21040	Material Expediter		22.34	
21050	Material Handling Laborer		13.73	***
21071	Order Filler		11.96	***
21080	Production Line Worker (Food Processing)		18.22	
21110	Shipping Packer		16.68	
21130	Shipping/Receiving Clerk		16.68	
21140	Store Worker I		12.36	***
21150	Stock Clerk		17.19	
21210	Tools And Parts Attendant		18.22	
21410	Warehouse Specialist		18.22	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		23.35	
23019	Aircraft Logs and Records Technician		19.34	

23021	Aircraft Mechanic I	22.24	
23022	Aircraft Mechanic II	23.35	
23023	Aircraft Mechanic III	24.52	
23040	Aircraft Mechanic Helper	17.44	
23050	Aircraft, Painter	20.49	
23060	Aircraft Servicer	19.34	
23070	Aircraft Survival Flight Equipment Technician	20.49	
23080	Aircraft Worker	20.27	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	20.27	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	22.24	
23110	Appliance Mechanic	20.49	
23120	Bicycle Repairer	16.75	
23125	Cable Splicer	37.27	
23130	Carpenter, Maintenance	19.23	
23140	Carpet Layer	19.25	
23160	Electrician, Maintenance	23.21	
23181	Electronics Technician Maintenance I	19.44	
23182	Electronics Technician Maintenance II	25.55	
23183	Electronics Technician Maintenance III	26.62	
23260	Fabric Worker	18.00	
23290	Fire Alarm System Mechanic	21.77	
23310	Fire Extinguisher Repairer	16.75	
23311	Fuel Distribution System Mechanic	21.77	
23312	Fuel Distribution System Operator	16.80	
23370	General Maintenance Worker	17.65	
23380	Ground Support Equipment Mechanic	22.24	
23381	Ground Support Equipment Servicer	19.34	
23382	Ground Support Equipment Worker	20.27	
23391	Gunsmith I	16.75	
23392	Gunsmith II	19.25	
23393	Gunsmith III	21.77	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.95	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.26	
23430	Heavy Equipment Mechanic	23.84	
23440	Heavy Equipment Operator	18.01	
23460	Instrument Mechanic	22.82	
23465	Laboratory/Shelter Mechanic	20.49	
23470	Laborer	13.73	***
23510	Locksmith	20.49	
23530	Machinery Maintenance Mechanic	23.32	
23550	Machinist, Maintenance	21.64	
23580	Maintenance Trades Helper	14.41	***
23591	Metrology Technician I	22.82	
23592	Metrology Technician II	24.03	
23593	Metrology Technician III	25.24	
23640	Millwright	21.77	
23710	Office Appliance Repairer	22.90	
23760	Painter, Maintenance	17.58	
23790	Pipefitter, Maintenance	21.22	
23810	Plumber, Maintenance	20.27	
23820	Pneudraulic Systems Mechanic	21.77	
23850	Rigger	21.77	
23870	Scale Mechanic	19.25	
23890	Sheet-Metal Worker, Maintenance	18.81	
23910	Small Engine Mechanic	19.25	
23931	Telecommunications Mechanic I	27.67	
23932	Telecommunications Mechanic II	30.57	
23950	Telephone Lineman	21.77	
23960	Welder, Combination, Maintenance	18.38	
23965	Well Driller	21.77	
23970	Woodcraft Worker	21.77	
23980	Woodworker	16.75	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	12.61	***
24570	Child Care Attendant	9.02	***
24580	Child Care Center Clerk	11.24	***
24610	Chore Aide	10.86	***

24620	Family Readiness And Support Services Coordinator	12.61	***
24630	Homemaker	13.55	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	21.77	
25040	Sewage Plant Operator	21.91	
25070	Stationary Engineer	21.77	
25190	Ventilation Equipment Tender	16.34	
25210	Water Treatment Plant Operator	21.91	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	14.70	***
27007	Baggage Inspector	10.85	***
27008	Corrections Officer	18.62	
27010	Court Security Officer	17.91	
27030	Detection Dog Handler	13.55	***
27040	Detention Officer	18.62	
27070	Firefighter	17.89	
27101	Guard I	10.85	***
27102	Guard II	13.55	***
27131	Police Officer I	18.64	
27132	Police Officer II	20.71	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	11.12	***
28042	Carnival Equipment Repairer	11.68	***
28043	Carnival Worker	8.49	***
28210	Gate Attendant/Gate Tender	14.06	***
28310	Lifeguard	12.21	***
28350	Park Attendant (Aide)	15.73	***
28510	Recreation Aide/Health Facility Attendant	11.48	***
28515	Recreation Specialist	17.94	
28630	Sports Official	12.53	***
28690	Swimming Pool Operator	22.43	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	19.94	
29020	Hatch Tender	19.94	
29030	Line Handler	19.94	
29041	Stevedore I	18.64	
29042	Stevedore II	21.22	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.48	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.60	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.50	
30021	Archeological Technician I	18.60	
30022	Archeological Technician II	20.81	
30023	Archeological Technician III	25.48	
30030	Cartographic Technician	25.48	
30040	Civil Engineering Technician	24.75	
30051	Cryogenic Technician I	28.55	
30052	Cryogenic Technician II	31.55	
30061	Drafter/CAD Operator I	18.60	
30062	Drafter/CAD Operator II	20.81	
30063	Drafter/CAD Operator III	23.21	
30064	Drafter/CAD Operator IV	28.55	
30081	Engineering Technician I	15.98	***
30082	Engineering Technician II	18.60	
30083	Engineering Technician III	21.00	
30084	Engineering Technician IV	28.62	
30085	Engineering Technician V	33.81	

30086	Engineering Technician VI	40.89
30090	Environmental Technician	25.48
30095	Evidence Control Specialist	24.75
30210	Laboratory Technician	22.27
30221	Latent Fingerprint Technician I	28.55
30222	Latent Fingerprint Technician II	31.55
30240	Mathematical Technician	25.48
30361	Paralegal/Legal Assistant I	18.54
30362	Paralegal/Legal Assistant II	22.98
30363	Paralegal/Legal Assistant III	28.11
30364	Paralegal/Legal Assistant IV	34.01
30375	Petroleum Supply Specialist	29.59
30390	Photo-Optics Technician	25.48
30395	Radiation Control Technician	29.59
30461	Technical Writer I	24.75
30462	Technical Writer II	30.28
30463	Technical Writer III	36.62
30491	Unexploded Ordnance (UXO) Technician I	26.36
30492	Unexploded Ordnance (UXO) Technician II	31.89
30493	Unexploded Ordnance (UXO) Technician III	38.23
30494	Unexploded (UXO) Safety Escort	26.36
30495	Unexploded (UXO) Sweep Personnel	26.36
30501	Weather Forecaster I	28.55
30502	Weather Forecaster II	34.73
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.21
30621	Weather Observer, Senior	(see 2) 25.48

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.89	
31020	Bus Aide	13.65	***
31030	Bus Driver	18.84	
31043	Driver Courier	14.96	***
31260	Parking and Lot Attendant	12.28	***
31290	Shuttle Bus Driver	16.25	
31310	Taxi Driver	15.96	***
31361	Truckdriver, Light	16.25	
31362	Truckdriver, Medium	16.82	
31363	Truckdriver, Heavy	20.10	
31364	Truckdriver, Tractor-Trailer	20.10	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.55	***
99030	Cashier	10.71	***
99050	Desk Clerk	9.27	***
99095	Embalmer	26.36	
99130	Flight Follower	26.36	
99251	Laboratory Animal Caretaker I	14.44	***
99252	Laboratory Animal Caretaker II	19.69	
99260	Marketing Analyst	23.55	
99310	Mortician	26.36	
99410	Pest Controller	18.62	
99510	Photofinishing Worker	13.85	***
99710	Recycling Laborer	17.64	
99711	Recycling Specialist	21.18	
99730	Refuse Collector	15.84	***
99810	Sales Clerk	11.63	***
99820	School Crossing Guard	13.96	***
99830	Survey Party Chief	20.65	
99831	Surveying Aide	12.72	***
99832	Surveying Technician	17.40	
99840	Vending Machine Attendant	18.69	
99841	Vending Machine Repairer	23.30	
99842	Vending Machine Repairer Helper	18.69	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4615

States/Territories. : Alabama

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Cherokee, Clay, Cleburne, De Kalb, Talladega

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.17	***
01012	Accounting Clerk II	17.02	
01013	Accounting Clerk III	19.04	
01020	Administrative Assistant	31.08	
01035	Court Reporter	19.40	
01041	Customer Service Representative I	14.16	***
01042	Customer Service Representative II	15.45	***
01043	Customer Service Representative III	17.34	
01051	Data Entry Operator I	14.59	***
01052	Data Entry Operator II	15.92	***
01060	Dispatcher, Motor Vehicle	17.83	
01070	Document Preparation Clerk	15.45	***
01090	Duplicating Machine Operator	15.45	***
01111	General Clerk I	11.34	***
01112	General Clerk II	12.37	***
01113	General Clerk III	13.89	***
01120	Housing Referral Assistant	21.63	
01141	Messenger Courier	12.60	***
01191	Order Clerk I	14.05	***
01192	Order Clerk II	15.33	***
01261	Personnel Assistant (Employment) I	16.20	

01262	Personnel Assistant (Employment) II	18.13	
01263	Personnel Assistant (Employment) III	20.20	
01270	Production Control Clerk	19.71	
01290	Rental Clerk	13.23	***
01300	Scheduler, Maintenance	17.34	
01311	Secretary I	17.34	
01312	Secretary II	19.40	
01313	Secretary III	21.63	
01320	Service Order Dispatcher	16.32	
01410	Supply Technician	31.08	
01420	Survey Worker	15.60	***
01460	Switchboard Operator/Receptionist	13.06	***
01531	Travel Clerk I	12.49	***
01532	Travel Clerk II	13.27	***
01533	Travel Clerk III	14.15	***
01611	Word Processor I	15.45	***
01612	Word Processor II	17.34	
01613	Word Processor III	19.40	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	20.91	
05010	Automotive Electrician	16.66	
05040	Automotive Glass Installer	15.79	***
05070	Automotive Worker	15.79	***
05110	Mobile Equipment Servicer	13.97	***
05130	Motor Equipment Metal Mechanic	17.54	
05160	Motor Equipment Metal Worker	15.79	***
05190	Motor Vehicle Mechanic	17.54	
05220	Motor Vehicle Mechanic Helper	13.05	***
05250	Motor Vehicle Upholstery Worker	15.24	***
05280	Motor Vehicle Wrecker	15.79	***
05310	Painter, Automotive	16.66	
05340	Radiator Repair Specialist	15.79	***
05370	Tire Repairer	11.95	***
05400	Transmission Repair Specialist	17.54	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.42	***
07041	Cook I	12.03	***
07042	Cook II	13.55	***
07070	Dishwasher	10.21	***
07130	Food Service Worker	9.40	***
07210	Meat Cutter	14.78	***
07260	Waiter/Waitress	9.79	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	16.50	
09040	Furniture Handler	9.94	***
09080	Furniture Refinisher	14.19	***
09090	Furniture Refinisher Helper	11.22	***
09110	Furniture Repairer, Minor	12.67	***
09130	Upholsterer	14.95	***

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.61	***
11060	Elevator Operator	11.09	***
11090	Gardener	14.64	***
11122	Housekeeping Aide	11.09	***
11150	Janitor	11.09	***
11210	Laborer, Grounds Maintenance	11.80	***
11240	Maid or Houseman	9.41	***
11260	Pruner	10.80	***
11270	Tractor Operator	13.68	***
11330	Trail Maintenance Worker	11.80	***

11360	Window Cleaner	12.11	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	16.02	***
12011	Breath Alcohol Technician	19.22	
12012	Certified Occupational Therapist Assistant	28.71	
12015	Certified Physical Therapist Assistant	28.68	
12020	Dental Assistant	16.50	
12025	Dental Hygienist	30.66	
12030	EKG Technician	26.91	
12035	Electroneurodiagnostic Technologist	26.91	
12040	Emergency Medical Technician	16.02	***
12071	Licensed Practical Nurse I	17.18	
12072	Licensed Practical Nurse II	19.22	
12073	Licensed Practical Nurse III	21.43	
12100	Medical Assistant	14.00	***
12130	Medical Laboratory Technician	19.70	
12160	Medical Record Clerk	15.03	***
12190	Medical Record Technician	17.24	
12195	Medical Transcriptionist	16.65	
12210	Nuclear Medicine Technologist	41.54	
12221	Nursing Assistant I	11.55	***
12222	Nursing Assistant II	12.98	***
12223	Nursing Assistant III	14.16	***
12224	Nursing Assistant IV	15.91	***
12235	Optical Dispenser	16.80	
12236	Optical Technician	17.18	
12250	Pharmacy Technician	14.02	***
12280	Phlebotomist	14.85	***
12305	Radiologic Technologist	23.56	
12311	Registered Nurse I	23.37	
12312	Registered Nurse II	28.59	
12313	Registered Nurse II, Specialist	28.59	
12314	Registered Nurse III	34.58	
12315	Registered Nurse III, Anesthetist	34.58	
12316	Registered Nurse IV	41.46	
12317	Scheduler (Drug and Alcohol Testing)	23.82	
12320	Substance Abuse Treatment Counselor	22.00	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.98	
13012	Exhibits Specialist II	26.00	
13013	Exhibits Specialist III	31.81	
13041	Illustrator I	20.98	
13042	Illustrator II	26.00	
13043	Illustrator III	31.81	
13047	Librarian	28.79	
13050	Library Aide/Clerk	10.94	***
13054	Library Information Technology Systems Administrator	26.00	
13058	Library Technician	17.46	
13061	Media Specialist I	18.76	
13062	Media Specialist II	20.98	
13063	Media Specialist III	23.39	
13071	Photographer I	18.76	
13072	Photographer II	20.98	
13073	Photographer III	26.00	
13074	Photographer IV	31.81	
13075	Photographer V	38.47	
13090	Technical Order Library Clerk	15.49	***
13110	Video Teleconference Technician	18.74	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	14.61	***
14042	Computer Operator II	16.35	
14043	Computer Operator III	18.23	
14044	Computer Operator IV	20.25	

14045	Computer Operator V		22.43
14071	Computer Programmer I	(see 1)	19.19
14072	Computer Programmer II	(see 1)	23.77
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		14.61 ***
14160	Personal Computer Support Technician		20.25
14170	System Support Specialist		27.83

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		30.73	
15020	Aircrew Training Devices Instructor (Rated)		37.17	
15030	Air Crew Training Devices Instructor (Pilot)		44.56	
15050	Computer Based Training Specialist / Instructor		30.73	
15060	Educational Technologist		40.22	
15070	Flight Instructor (Pilot)		44.56	
15080	Graphic Artist		21.00	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		44.56	
15086	Maintenance Test Pilot, Rotary Wing		44.56	
15088	Non-Maintenance Test/Co-Pilot		44.56	
15090	Technical Instructor		20.24	
15095	Technical Instructor/Course Developer		24.76	
15110	Test Proctor		16.33	
15120	Tutor		16.33	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		10.03	***
16030	Counter Attendant		10.03	***
16040	Dry Cleaner		12.00	***
16070	Finisher, Flatwork, Machine		10.03	***
16090	Presser, Hand		10.03	***
16110	Presser, Machine, Drycleaning		10.03	***
16130	Presser, Machine, Shirts		10.03	***
16160	Presser, Machine, Wearing Apparel, Laundry		10.03	***
16190	Sewing Machine Operator		12.67	***
16220	Tailor		13.31	***
16250	Washer, Machine		10.70	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		24.06	
19040	Tool And Die Maker		29.03	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		14.68	***
21030	Material Coordinator		19.71	
21040	Material Expediter		19.71	
21050	Material Handling Laborer		13.31	***
21071	Order Filler		12.57	***
21080	Production Line Worker (Food Processing)		14.68	***
21110	Shipping Packer		15.39	***
21130	Shipping/Receiving Clerk		15.39	***
21140	Store Worker I		13.07	***
21150	Stock Clerk		17.02	
21210	Tools And Parts Attendant		14.68	***
21410	Warehouse Specialist		14.68	***

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		23.22	
23019	Aircraft Logs and Records Technician		18.77	

23021	Aircraft Mechanic I	22.13	
23022	Aircraft Mechanic II	23.22	
23023	Aircraft Mechanic III	24.27	
23040	Aircraft Mechanic Helper	16.47	
23050	Aircraft, Painter	21.01	
23060	Aircraft Servicer	18.77	
23070	Aircraft Survival Flight Equipment Technician	21.01	
23080	Aircraft Worker	19.92	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	19.92	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	22.13	
23110	Appliance Mechanic	21.01	
23120	Bicycle Repairer	17.62	
23125	Cable Splicer	36.36	
23130	Carpenter, Maintenance	18.06	
23140	Carpet Layer	19.92	
23160	Electrician, Maintenance	23.40	
23181	Electronics Technician Maintenance I	25.24	
23182	Electronics Technician Maintenance II	26.62	
23183	Electronics Technician Maintenance III	28.03	
23260	Fabric Worker	18.77	
23290	Fire Alarm System Mechanic	21.56	
23310	Fire Extinguisher Repairer	17.62	
23311	Fuel Distribution System Mechanic	23.61	
23312	Fuel Distribution System Operator	18.97	
23370	General Maintenance Worker	17.48	
23380	Ground Support Equipment Mechanic	22.13	
23381	Ground Support Equipment Servicer	18.77	
23382	Ground Support Equipment Worker	19.92	
23391	Gunsmith I	17.62	
23392	Gunsmith II	19.92	
23393	Gunsmith III	22.13	
23410	Heating, Ventilation And Air-Conditioning Mechanic	21.10	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.13	
23430	Heavy Equipment Mechanic	21.40	
23440	Heavy Equipment Operator	17.68	
23460	Instrument Mechanic	22.13	
23465	Laboratory/Shelter Mechanic	21.01	
23470	Laborer	13.31	***
23510	Locksmith	21.01	
23530	Machinery Maintenance Mechanic	22.54	
23550	Machinist, Maintenance	21.90	
23580	Maintenance Trades Helper	13.76	***
23591	Metrology Technician I	22.13	
23592	Metrology Technician II	23.22	
23593	Metrology Technician III	24.27	
23640	Millwright	22.95	
23710	Office Appliance Repairer	21.01	
23760	Painter, Maintenance	20.47	
23790	Pipefitter, Maintenance	22.20	
23810	Plumber, Maintenance	21.08	
23820	Pneudraulic Systems Mechanic	22.13	
23850	Rigger	22.78	
23870	Scale Mechanic	19.92	
23890	Sheet-Metal Worker, Maintenance	21.37	
23910	Small Engine Mechanic	19.87	
23931	Telecommunications Mechanic I	28.17	
23932	Telecommunications Mechanic II	29.55	
23950	Telephone Lineman	26.50	
23960	Welder, Combination, Maintenance	18.52	
23965	Well Driller	22.13	
23970	Woodcraft Worker	22.13	
23980	Woodworker	17.62	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	13.98	***
24570	Child Care Attendant	11.28	***
24580	Child Care Center Clerk	14.05	***
24610	Chore Aide	10.20	***

24620	Family Readiness And Support Services Coordinator	13.98	***
24630	Homemaker	13.98	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	22.94	
25040	Sewage Plant Operator	20.77	
25070	Stationary Engineer	22.94	
25190	Ventilation Equipment Tender	17.88	
25210	Water Treatment Plant Operator	20.77	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	14.01	***
27007	Baggage Inspector	11.90	***
27008	Corrections Officer	16.56	
27010	Court Security Officer	16.57	
27030	Detection Dog Handler	13.31	***
27040	Detention Officer	16.56	
27070	Firefighter	17.59	
27101	Guard I	11.90	***
27102	Guard II	13.31	***
27131	Police Officer I	19.10	
27132	Police Officer II	21.22	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	11.63	***
28042	Carnival Equipment Repairer	12.44	***
28043	Carnival Worker	9.18	***
28210	Gate Attendant/Gate Tender	14.32	***
28310	Lifeguard	11.71	***
28350	Park Attendant (Aide)	16.01	***
28510	Recreation Aide/Health Facility Attendant	11.68	***
28515	Recreation Specialist	19.80	
28630	Sports Official	12.75	***
28690	Swimming Pool Operator	19.14	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.49	
29020	Hatch Tender	23.49	
29030	Line Handler	23.49	
29041	Stevedore I	22.12	
29042	Stevedore II	24.77	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.48	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.60	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.50	
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	21.89	
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	16.64	
30082	Engineering Technician II	17.81	
30083	Engineering Technician III	20.90	
30084	Engineering Technician IV	25.89	
30085	Engineering Technician V	31.67	

30086	Engineering Technician VI	35.11
30090	Environmental Technician	25.81
30095	Evidence Control Specialist	25.81
30210	Laboratory Technician	26.88
30221	Latent Fingerprint Technician I	28.58
30222	Latent Fingerprint Technician II	31.57
30240	Mathematical Technician	25.81
30361	Paralegal/Legal Assistant I	17.67
30362	Paralegal/Legal Assistant II	21.89
30363	Paralegal/Legal Assistant III	27.11
30364	Paralegal/Legal Assistant IV	32.20
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	38.20
30491	Unexploded Ordnance (UXO) Technician I	26.36
30492	Unexploded Ordnance (UXO) Technician II	31.89
30493	Unexploded Ordnance (UXO) Technician III	38.23
30494	Unexploded (UXO) Safety Escort	26.36
30495	Unexploded (UXO) Sweep Personnel	26.36
30501	Weather Forecaster I	28.58
30502	Weather Forecaster II	34.77
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.22
30621	Weather Observer, Senior	(see 2) 25.81

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.89	
31020	Bus Aide	13.37	***
31030	Bus Driver	17.57	
31043	Driver Courier	13.80	***
31260	Parking and Lot Attendant	12.20	***
31290	Shuttle Bus Driver	14.45	***
31310	Taxi Driver	15.28	***
31361	Truckdriver, Light	14.76	***
31362	Truckdriver, Medium	15.72	***
31363	Truckdriver, Heavy	20.20	
31364	Truckdriver, Tractor-Trailer	20.20	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.55	***
99030	Cashier	10.60	***
99050	Desk Clerk	10.13	***
99095	Embalmer	25.67	
99130	Flight Follower	26.36	
99251	Laboratory Animal Caretaker I	12.18	***
99252	Laboratory Animal Caretaker II	13.02	***
99260	Marketing Analyst	23.64	
99310	Mortician	25.67	
99410	Pest Controller	15.28	***
99510	Photofinishing Worker	13.85	***
99710	Recycling Laborer	15.99	***
99711	Recycling Specialist	18.56	
99730	Refuse Collector	14.47	***
99810	Sales Clerk	11.21	***
99820	School Crossing Guard	14.11	***
99830	Survey Party Chief	19.71	
99831	Surveying Aide	12.89	***
99832	Surveying Technician	17.68	
99840	Vending Machine Attendant	18.21	
99841	Vending Machine Repairer	22.03	
99842	Vending Machine Repairer Helper	18.21	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4617

States/Territories. : Alabama

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Jackson, Marshall

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.17	***
01012	Accounting Clerk II	17.02	
01013	Accounting Clerk III	19.04	
01020	Administrative Assistant	31.08	
01035	Court Reporter	20.77	
01041	Customer Service Representative I	14.16	***
01042	Customer Service Representative II	15.45	***
01043	Customer Service Representative III	17.34	
01051	Data Entry Operator I	14.59	***
01052	Data Entry Operator II	15.92	***
01060	Dispatcher, Motor Vehicle	17.83	
01070	Document Preparation Clerk	15.45	***
01090	Duplicating Machine Operator	15.45	***
01111	General Clerk I	11.34	***
01112	General Clerk II	12.37	***
01113	General Clerk III	13.89	***
01120	Housing Referral Assistant	21.63	
01141	Messenger Courier	13.41	***
01191	Order Clerk I	14.05	***
01192	Order Clerk II	15.45	***
01261	Personnel Assistant (Employment) I	16.20	

01262	Personnel Assistant (Employment) II	18.13	
01263	Personnel Assistant (Employment) III	20.20	
01270	Production Control Clerk	19.18	
01290	Rental Clerk	13.23	***
01300	Scheduler, Maintenance	17.34	
01311	Secretary I	17.34	
01312	Secretary II	19.40	
01313	Secretary III	21.63	
01320	Service Order Dispatcher	15.94	***
01410	Supply Technician	31.08	
01420	Survey Worker	16.81	
01460	Switchboard Operator/Receptionist	13.06	***
01531	Travel Clerk I	12.49	***
01532	Travel Clerk II	13.27	***
01533	Travel Clerk III	14.15	***
01611	Word Processor I	15.45	***
01612	Word Processor II	17.34	
01613	Word Processor III	19.40	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	20.91	
05010	Automotive Electrician	18.61	
05040	Automotive Glass Installer	17.74	
05070	Automotive Worker	17.74	
05110	Mobile Equipment Servicer	16.08	***
05130	Motor Equipment Metal Mechanic	19.47	
05160	Motor Equipment Metal Worker	17.74	
05190	Motor Vehicle Mechanic	17.78	
05220	Motor Vehicle Mechanic Helper	13.93	***
05250	Motor Vehicle Upholstery Worker	16.93	
05280	Motor Vehicle Wrecker	17.74	
05310	Painter, Automotive	17.00	
05340	Radiator Repair Specialist	17.74	
05370	Tire Repairer	14.03	***
05400	Transmission Repair Specialist	19.47	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.42	***
07041	Cook I	10.72	***
07042	Cook II	12.12	***
07070	Dishwasher	10.21	***
07130	Food Service Worker	9.40	***
07210	Meat Cutter	14.78	***
07260	Waiter/Waitress	8.98	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	17.97	
09040	Furniture Handler	13.94	***
09080	Furniture Refinisher	17.56	
09090	Furniture Refinisher Helper	14.41	***
09110	Furniture Repairer, Minor	15.98	***
09130	Upholsterer	17.56	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.61	***
11060	Elevator Operator	11.09	***
11090	Gardener	14.64	***
11122	Housekeeping Aide	11.09	***
11150	Janitor	11.09	***
11210	Laborer, Grounds Maintenance	11.80	***
11240	Maid or Houseman	9.41	***
11260	Pruner	10.80	***
11270	Tractor Operator	13.68	***
11330	Trail Maintenance Worker	11.80	***

11360	Window Cleaner	12.11	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	16.82	
12011	Breath Alcohol Technician	19.22	
12012	Certified Occupational Therapist Assistant	28.71	
12015	Certified Physical Therapist Assistant	28.68	
12020	Dental Assistant	17.20	
12025	Dental Hygienist	25.18	
12030	EKG Technician	26.91	
12035	Electroneurodiagnostic Technologist	26.91	
12040	Emergency Medical Technician	16.82	
12071	Licensed Practical Nurse I	17.18	
12072	Licensed Practical Nurse II	19.22	
12073	Licensed Practical Nurse III	21.43	
12100	Medical Assistant	14.00	***
12130	Medical Laboratory Technician	19.45	
12160	Medical Record Clerk	15.03	***
12190	Medical Record Technician	17.24	
12195	Medical Transcriptionist	16.65	
12210	Nuclear Medicine Technologist	41.73	
12221	Nursing Assistant I	11.55	***
12222	Nursing Assistant II	12.98	***
12223	Nursing Assistant III	14.16	***
12224	Nursing Assistant IV	15.91	***
12235	Optical Dispenser	17.26	
12236	Optical Technician	17.18	
12250	Pharmacy Technician	14.02	***
12280	Phlebotomist	14.85	***
12305	Radiologic Technologist	23.95	
12311	Registered Nurse I	23.37	
12312	Registered Nurse II	28.59	
12313	Registered Nurse II, Specialist	28.59	
12314	Registered Nurse III	34.58	
12315	Registered Nurse III, Anesthetist	34.58	
12316	Registered Nurse IV	41.46	
12317	Scheduler (Drug and Alcohol Testing)	23.82	
12320	Substance Abuse Treatment Counselor	22.00	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.98	
13012	Exhibits Specialist II	26.00	
13013	Exhibits Specialist III	31.81	
13041	Illustrator I	20.98	
13042	Illustrator II	26.00	
13043	Illustrator III	31.81	
13047	Librarian	28.79	
13050	Library Aide/Clerk	15.94	***
13054	Library Information Technology Systems Administrator	26.00	
13058	Library Technician	20.98	
13061	Media Specialist I	18.76	
13062	Media Specialist II	20.98	
13063	Media Specialist III	23.39	
13071	Photographer I	18.76	
13072	Photographer II	20.98	
13073	Photographer III	26.00	
13074	Photographer IV	31.81	
13075	Photographer V	38.47	
13090	Technical Order Library Clerk	15.49	***
13110	Video Teleconference Technician	18.76	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.11	
14042	Computer Operator II	20.97	
14043	Computer Operator III	22.54	
14044	Computer Operator IV	26.16	

14045	Computer Operator V		28.77
14071	Computer Programmer I	(see 1)	25.00
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		17.11
14160	Personal Computer Support Technician		26.16
14170	System Support Specialist		28.77

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	30.73	
15020	Aircrew Training Devices Instructor (Rated)	37.17	
15030	Air Crew Training Devices Instructor (Pilot)	44.56	
15050	Computer Based Training Specialist / Instructor	30.73	
15060	Educational Technologist	40.22	
15070	Flight Instructor (Pilot)	44.56	
15080	Graphic Artist	22.01	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	44.56	
15086	Maintenance Test Pilot, Rotary Wing	44.56	
15088	Non-Maintenance Test/Co-Pilot	44.56	
15090	Technical Instructor	18.91	
15095	Technical Instructor/Course Developer	23.11	
15110	Test Proctor	17.16	
15120	Tutor	17.16	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	10.03	***
16030	Counter Attendant	10.03	***
16040	Dry Cleaner	12.00	***
16070	Finisher, Flatwork, Machine	10.03	***
16090	Presser, Hand	10.03	***
16110	Presser, Machine, Drycleaning	10.03	***
16130	Presser, Machine, Shirts	10.03	***
16160	Presser, Machine, Wearing Apparel, Laundry	10.03	***
16190	Sewing Machine Operator	12.67	***
16220	Tailor	13.31	***
16250	Washer, Machine	10.70	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	24.44	
19040	Tool And Die Maker	29.82	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	14.82	***
21030	Material Coordinator	19.18	
21040	Material Expediter	19.18	
21050	Material Handling Laborer	13.31	***
21071	Order Filler	12.57	***
21080	Production Line Worker (Food Processing)	14.82	***
21110	Shipping Packer	15.39	***
21130	Shipping/Receiving Clerk	15.39	***
21140	Store Worker I	13.07	***
21150	Stock Clerk	17.02	
21210	Tools And Parts Attendant	14.82	***
21410	Warehouse Specialist	14.82	***

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	23.35	
23019	Aircraft Logs and Records Technician	19.34	

23021	Aircraft Mechanic I	22.24	
23022	Aircraft Mechanic II	23.35	
23023	Aircraft Mechanic III	24.52	
23040	Aircraft Mechanic Helper	17.44	
23050	Aircraft, Painter	21.01	
23060	Aircraft Servicer	19.34	
23070	Aircraft Survival Flight Equipment Technician	21.01	
23080	Aircraft Worker	20.27	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	20.27	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	22.24	
23110	Appliance Mechanic	21.01	
23120	Bicycle Repairer	17.62	
23125	Cable Splicer	36.36	
23130	Carpenter, Maintenance	18.06	
23140	Carpet Layer	19.92	
23160	Electrician, Maintenance	23.40	
23181	Electronics Technician Maintenance I	25.24	
23182	Electronics Technician Maintenance II	26.62	
23183	Electronics Technician Maintenance III	28.03	
23260	Fabric Worker	18.77	
23290	Fire Alarm System Mechanic	21.56	
23310	Fire Extinguisher Repairer	17.62	
23311	Fuel Distribution System Mechanic	23.61	
23312	Fuel Distribution System Operator	18.80	
23370	General Maintenance Worker	17.48	
23380	Ground Support Equipment Mechanic	22.24	
23381	Ground Support Equipment Servicer	19.34	
23382	Ground Support Equipment Worker	20.27	
23391	Gunsmith I	17.62	
23392	Gunsmith II	19.92	
23393	Gunsmith III	22.13	
23410	Heating, Ventilation And Air-Conditioning Mechanic	21.10	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.13	
23430	Heavy Equipment Mechanic	21.40	
23440	Heavy Equipment Operator	17.87	
23460	Instrument Mechanic	22.82	
23465	Laboratory/Shelter Mechanic	21.01	
23470	Laborer	13.31	***
23510	Locksmith	21.01	
23530	Machinery Maintenance Mechanic	23.32	
23550	Machinist, Maintenance	21.90	
23580	Maintenance Trades Helper	14.41	***
23591	Metrology Technician I	22.82	
23592	Metrology Technician II	23.80	
23593	Metrology Technician III	24.74	
23640	Millwright	23.83	
23710	Office Appliance Repairer	22.90	
23760	Painter, Maintenance	20.47	
23790	Pipefitter, Maintenance	22.20	
23810	Plumber, Maintenance	21.08	
23820	Pneudraulic Systems Mechanic	22.13	
23850	Rigger	22.78	
23870	Scale Mechanic	19.92	
23890	Sheet-Metal Worker, Maintenance	21.56	
23910	Small Engine Mechanic	19.92	
23931	Telecommunications Mechanic I	28.17	
23932	Telecommunications Mechanic II	30.57	
23950	Telephone Lineman	26.50	
23960	Welder, Combination, Maintenance	18.52	
23965	Well Driller	22.13	
23970	Woodcraft Worker	22.13	
23980	Woodworker	17.62	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	13.98	***
24570	Child Care Attendant	10.86	***
24580	Child Care Center Clerk	13.54	***
24610	Chore Aide	10.86	***

24620	Family Readiness And Support Services Coordinator	13.98	***
24630	Homemaker	13.98	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	22.83	
25040	Sewage Plant Operator	20.77	
25070	Stationary Engineer	22.83	
25190	Ventilation Equipment Tender	17.00	
25210	Water Treatment Plant Operator	20.77	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	14.01	***
27007	Baggage Inspector	11.34	***
27008	Corrections Officer	16.56	
27010	Court Security Officer	16.82	
27030	Detection Dog Handler	13.55	***
27040	Detention Officer	16.56	
27070	Firefighter	16.82	
27101	Guard I	11.34	***
27102	Guard II	13.55	***
27131	Police Officer I	19.15	
27132	Police Officer II	21.28	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	11.63	***
28042	Carnival Equipment Repairer	12.44	***
28043	Carnival Worker	9.18	***
28210	Gate Attendant/Gate Tender	14.32	***
28310	Lifeguard	12.21	***
28350	Park Attendant (Aide)	16.01	***
28510	Recreation Aide/Health Facility Attendant	11.68	***
28515	Recreation Specialist	19.83	
28630	Sports Official	12.75	***
28690	Swimming Pool Operator	17.22	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.49	
29020	Hatch Tender	23.49	
29030	Line Handler	23.49	
29041	Stevedore I	22.12	
29042	Stevedore II	24.77	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.48	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.60	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.50	
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	22.83	
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	17.76	
30082	Engineering Technician II	18.00	
30083	Engineering Technician III	21.00	
30084	Engineering Technician IV	28.62	
30085	Engineering Technician V	33.81	

30086	Engineering Technician VI	44.98
30090	Environmental Technician	25.81
30095	Evidence Control Specialist	25.81
30210	Laboratory Technician	26.88
30221	Latent Fingerprint Technician I	28.58
30222	Latent Fingerprint Technician II	31.57
30240	Mathematical Technician	25.81
30361	Paralegal/Legal Assistant I	18.54
30362	Paralegal/Legal Assistant II	22.98
30363	Paralegal/Legal Assistant III	28.11
30364	Paralegal/Legal Assistant IV	34.01
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	38.20
30491	Unexploded Ordnance (UXO) Technician I	26.36
30492	Unexploded Ordnance (UXO) Technician II	31.89
30493	Unexploded Ordnance (UXO) Technician III	38.23
30494	Unexploded (UXO) Safety Escort	26.36
30495	Unexploded (UXO) Sweep Personnel	26.36
30501	Weather Forecaster I	28.58
30502	Weather Forecaster II	34.77
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.22
30621	Weather Observer, Senior	(see 2) 25.81

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.89	
31020	Bus Aide	13.30	***
31030	Bus Driver	17.57	
31043	Driver Courier	14.96	***
31260	Parking and Lot Attendant	12.20	***
31290	Shuttle Bus Driver	16.25	
31310	Taxi Driver	15.28	***
31361	Truckdriver, Light	16.25	
31362	Truckdriver, Medium	16.82	
31363	Truckdriver, Heavy	20.20	
31364	Truckdriver, Tractor-Trailer	20.20	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.55	***
99030	Cashier	10.60	***
99050	Desk Clerk	10.13	***
99095	Embalmer	25.67	
99130	Flight Follower	26.36	
99251	Laboratory Animal Caretaker I	12.18	***
99252	Laboratory Animal Caretaker II	14.44	***
99260	Marketing Analyst	23.64	
99310	Mortician	25.67	
99410	Pest Controller	15.28	***
99510	Photofinishing Worker	13.85	***
99710	Recycling Laborer	15.99	***
99711	Recycling Specialist	18.56	
99730	Refuse Collector	14.65	***
99810	Sales Clerk	11.63	***
99820	School Crossing Guard	14.11	***
99830	Survey Party Chief	20.97	
99831	Surveying Aide	12.92	***
99832	Surveying Technician	17.68	
99840	Vending Machine Attendant	16.82	
99841	Vending Machine Repairer	20.08	
99842	Vending Machine Repairer Helper	16.82	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4619

States/Territories. : Alabama

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Coosa, Tallapoosa

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.17	***
01012	Accounting Clerk II	17.02	
01013	Accounting Clerk III	19.04	
01020	Administrative Assistant	31.08	
01035	Court Reporter	23.80	
01041	Customer Service Representative I	14.16	***
01042	Customer Service Representative II	15.45	***
01043	Customer Service Representative III	17.34	
01051	Data Entry Operator I	14.59	***
01052	Data Entry Operator II	15.92	***
01060	Dispatcher, Motor Vehicle	17.83	
01070	Document Preparation Clerk	15.45	***
01090	Duplicating Machine Operator	15.45	***
01111	General Clerk I	11.34	***
01112	General Clerk II	12.37	***
01113	General Clerk III	13.89	***
01120	Housing Referral Assistant	21.63	
01141	Messenger Courier	13.46	***
01191	Order Clerk I	14.05	***
01192	Order Clerk II	15.33	***
01261	Personnel Assistant (Employment) I	16.90	

01262	Personnel Assistant (Employment) II	20.67	
01263	Personnel Assistant (Employment) III	24.58	
01270	Production Control Clerk	20.17	
01290	Rental Clerk	13.23	***
01300	Scheduler, Maintenance	17.34	
01311	Secretary I	17.34	
01312	Secretary II	19.40	
01313	Secretary III	21.63	
01320	Service Order Dispatcher	15.94	***
01410	Supply Technician	31.08	
01420	Survey Worker	15.86	***
01460	Switchboard Operator/Receptionist	13.06	***
01531	Travel Clerk I	12.49	***
01532	Travel Clerk II	13.27	***
01533	Travel Clerk III	14.15	***
01611	Word Processor I	15.45	***
01612	Word Processor II	17.34	
01613	Word Processor III	19.40	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	20.91	
05010	Automotive Electrician	16.66	
05040	Automotive Glass Installer	16.78	
05070	Automotive Worker	15.79	***
05110	Mobile Equipment Servicer	13.97	***
05130	Motor Equipment Metal Mechanic	17.54	
05160	Motor Equipment Metal Worker	15.79	***
05190	Motor Vehicle Mechanic	17.54	
05220	Motor Vehicle Mechanic Helper	13.05	***
05250	Motor Vehicle Upholstery Worker	14.88	***
05280	Motor Vehicle Wrecker	15.79	***
05310	Painter, Automotive	16.66	
05340	Radiator Repair Specialist	15.79	***
05370	Tire Repairer	11.95	***
05400	Transmission Repair Specialist	17.54	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.42	***
07041	Cook I	10.72	***
07042	Cook II	12.12	***
07070	Dishwasher	10.21	***
07130	Food Service Worker	9.40	***
07210	Meat Cutter	14.78	***
07260	Waiter/Waitress	8.98	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	16.50	
09040	Furniture Handler	9.80	***
09080	Furniture Refinisher	14.19	***
09090	Furniture Refinisher Helper	11.14	***
09110	Furniture Repairer, Minor	12.67	***
09130	Upholsterer	14.95	***

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.61	***
11060	Elevator Operator	11.09	***
11090	Gardener	14.64	***
11122	Housekeeping Aide	11.09	***
11150	Janitor	11.09	***
11210	Laborer, Grounds Maintenance	11.80	***
11240	Maid or Houseman	9.41	***
11260	Pruner	10.80	***
11270	Tractor Operator	13.68	***
11330	Trail Maintenance Worker	11.80	***

11360	Window Cleaner	12.11	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	16.23	
12011	Breath Alcohol Technician	19.22	
12012	Certified Occupational Therapist Assistant	28.71	
12015	Certified Physical Therapist Assistant	28.68	
12020	Dental Assistant	16.50	
12025	Dental Hygienist	30.67	
12030	EKG Technician	26.91	
12035	Electroneurodiagnostic Technologist	26.91	
12040	Emergency Medical Technician	16.23	
12071	Licensed Practical Nurse I	17.18	
12072	Licensed Practical Nurse II	19.22	
12073	Licensed Practical Nurse III	21.43	
12100	Medical Assistant	14.00	***
12130	Medical Laboratory Technician	19.45	
12160	Medical Record Clerk	15.03	***
12190	Medical Record Technician	17.24	
12195	Medical Transcriptionist	16.65	
12210	Nuclear Medicine Technologist	41.73	
12221	Nursing Assistant I	11.55	***
12222	Nursing Assistant II	12.98	***
12223	Nursing Assistant III	14.16	***
12224	Nursing Assistant IV	15.91	***
12235	Optical Dispenser	17.76	
12236	Optical Technician	17.18	
12250	Pharmacy Technician	14.02	***
12280	Phlebotomist	14.85	***
12305	Radiologic Technologist	23.56	
12311	Registered Nurse I	23.37	
12312	Registered Nurse II	28.59	
12313	Registered Nurse II, Specialist	28.59	
12314	Registered Nurse III	34.58	
12315	Registered Nurse III, Anesthetist	34.58	
12316	Registered Nurse IV	41.46	
12317	Scheduler (Drug and Alcohol Testing)	23.82	
12320	Substance Abuse Treatment Counselor	22.00	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.98	
13012	Exhibits Specialist II	26.00	
13013	Exhibits Specialist III	31.81	
13041	Illustrator I	20.98	
13042	Illustrator II	26.00	
13043	Illustrator III	31.81	
13047	Librarian	28.79	
13050	Library Aide/Clerk	10.75	***
13054	Library Information Technology Systems Administrator	26.00	
13058	Library Technician	20.70	
13061	Media Specialist I	18.76	
13062	Media Specialist II	20.98	
13063	Media Specialist III	23.39	
13071	Photographer I	18.76	
13072	Photographer II	20.98	
13073	Photographer III	26.00	
13074	Photographer IV	31.81	
13075	Photographer V	38.47	
13090	Technical Order Library Clerk	15.49	***
13110	Video Teleconference Technician	18.74	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.69	
14042	Computer Operator II	18.67	
14043	Computer Operator III	20.81	
14044	Computer Operator IV	23.12	

14045	Computer Operator V		25.61
14071	Computer Programmer I	(see 1)	21.65
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		16.69
14160	Personal Computer Support Technician		23.98
14170	System Support Specialist		27.83

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		30.73	
15020	Aircrew Training Devices Instructor (Rated)		37.17	
15030	Air Crew Training Devices Instructor (Pilot)		44.56	
15050	Computer Based Training Specialist / Instructor		30.73	
15060	Educational Technologist		40.22	
15070	Flight Instructor (Pilot)		44.56	
15080	Graphic Artist		20.72	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		44.56	
15086	Maintenance Test Pilot, Rotary Wing		44.56	
15088	Non-Maintenance Test/Co-Pilot		44.56	
15090	Technical Instructor		18.94	
15095	Technical Instructor/Course Developer		25.49	
15110	Test Proctor		15.29	***
15120	Tutor		15.29	***

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		10.03	***
16030	Counter Attendant		10.03	***
16040	Dry Cleaner		12.00	***
16070	Finisher, Flatwork, Machine		10.03	***
16090	Presser, Hand		10.03	***
16110	Presser, Machine, Drycleaning		10.03	***
16130	Presser, Machine, Shirts		10.03	***
16160	Presser, Machine, Wearing Apparel, Laundry		10.03	***
16190	Sewing Machine Operator		12.67	***
16220	Tailor		13.31	***
16250	Washer, Machine		10.70	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		24.06	
19040	Tool And Die Maker		29.03	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		14.68	***
21030	Material Coordinator		19.21	
21040	Material Expediter		19.21	
21050	Material Handling Laborer		13.31	***
21071	Order Filler		12.57	***
21080	Production Line Worker (Food Processing)		14.68	***
21110	Shipping Packer		15.39	***
21130	Shipping/Receiving Clerk		15.39	***
21140	Store Worker I		13.07	***
21150	Stock Clerk		17.02	
21210	Tools And Parts Attendant		14.68	***
21410	Warehouse Specialist		14.68	***

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		23.22	
23019	Aircraft Logs and Records Technician		18.77	

23021	Aircraft Mechanic I	22.13	
23022	Aircraft Mechanic II	23.22	
23023	Aircraft Mechanic III	24.27	
23040	Aircraft Mechanic Helper	16.71	
23050	Aircraft, Painter	21.01	
23060	Aircraft Servicer	18.77	
23070	Aircraft Survival Flight Equipment Technician	21.01	
23080	Aircraft Worker	19.92	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	19.92	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	22.13	
23110	Appliance Mechanic	21.01	
23120	Bicycle Repairer	17.62	
23125	Cable Splicer	36.36	
23130	Carpenter, Maintenance	18.06	
23140	Carpet Layer	19.92	
23160	Electrician, Maintenance	23.32	
23181	Electronics Technician Maintenance I	25.24	
23182	Electronics Technician Maintenance II	26.62	
23183	Electronics Technician Maintenance III	28.03	
23260	Fabric Worker	18.77	
23290	Fire Alarm System Mechanic	21.56	
23310	Fire Extinguisher Repairer	17.62	
23311	Fuel Distribution System Mechanic	23.61	
23312	Fuel Distribution System Operator	18.80	
23370	General Maintenance Worker	17.48	
23380	Ground Support Equipment Mechanic	22.13	
23381	Ground Support Equipment Servicer	18.77	
23382	Ground Support Equipment Worker	19.92	
23391	Gunsmith I	17.62	
23392	Gunsmith II	19.92	
23393	Gunsmith III	22.13	
23410	Heating, Ventilation And Air-Conditioning Mechanic	21.10	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.13	
23430	Heavy Equipment Mechanic	21.40	
23440	Heavy Equipment Operator	17.68	
23460	Instrument Mechanic	22.13	
23465	Laboratory/Shelter Mechanic	21.01	
23470	Laborer	13.31	***
23510	Locksmith	21.01	
23530	Machinery Maintenance Mechanic	22.54	
23550	Machinist, Maintenance	21.90	
23580	Maintenance Trades Helper	13.76	***
23591	Metrology Technician I	22.13	
23592	Metrology Technician II	23.22	
23593	Metrology Technician III	24.27	
23640	Millwright	22.95	
23710	Office Appliance Repairer	21.01	
23760	Painter, Maintenance	20.47	
23790	Pipefitter, Maintenance	22.20	
23810	Plumber, Maintenance	21.08	
23820	Pneudraulic Systems Mechanic	22.13	
23850	Rigger	22.78	
23870	Scale Mechanic	19.92	
23890	Sheet-Metal Worker, Maintenance	21.37	
23910	Small Engine Mechanic	19.92	
23931	Telecommunications Mechanic I	29.89	
23932	Telecommunications Mechanic II	33.06	
23950	Telephone Lineman	26.50	
23960	Welder, Combination, Maintenance	18.52	
23965	Well Driller	22.13	
23970	Woodcraft Worker	22.13	
23980	Woodworker	17.62	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	13.98	***
24570	Child Care Attendant	11.34	***
24580	Child Care Center Clerk	14.51	***
24610	Chore Aide	10.20	***

24620	Family Readiness And Support Services Coordinator	13.98	***
24630	Homemaker	16.50	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	22.75	
25040	Sewage Plant Operator	20.77	
25070	Stationary Engineer	22.75	
25190	Ventilation Equipment Tender	17.00	
25210	Water Treatment Plant Operator	20.77	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	14.01	***
27007	Baggage Inspector	11.25	***
27008	Corrections Officer	16.99	
27010	Court Security Officer	17.70	
27030	Detection Dog Handler	12.69	***
27040	Detention Officer	16.99	
27070	Firefighter	17.70	
27101	Guard I	11.25	***
27102	Guard II	12.69	***
27131	Police Officer I	19.15	
27132	Police Officer II	21.28	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	11.63	***
28042	Carnival Equipment Repairer	12.44	***
28043	Carnival Worker	9.18	***
28210	Gate Attendant/Gate Tender	14.46	***
28310	Lifeguard	11.71	***
28350	Park Attendant (Aide)	16.18	***
28510	Recreation Aide/Health Facility Attendant	11.81	***
28515	Recreation Specialist	19.50	
28630	Sports Official	12.89	***
28690	Swimming Pool Operator	14.45	***

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.49	
29020	Hatch Tender	23.49	
29030	Line Handler	23.49	
29041	Stevedore I	22.12	
29042	Stevedore II	24.77	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.48	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.60	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.50	
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	22.43	
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	17.76	
30082	Engineering Technician II	19.94	
30083	Engineering Technician III	22.31	
30084	Engineering Technician IV	27.62	
30085	Engineering Technician V	33.80	

30086	Engineering Technician VI	40.89
30090	Environmental Technician	25.81
30095	Evidence Control Specialist	25.81
30210	Laboratory Technician	26.88
30221	Latent Fingerprint Technician I	28.58
30222	Latent Fingerprint Technician II	31.57
30240	Mathematical Technician	25.81
30361	Paralegal/Legal Assistant I	17.90
30362	Paralegal/Legal Assistant II	23.06
30363	Paralegal/Legal Assistant III	28.20
30364	Paralegal/Legal Assistant IV	34.12
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	38.20
30491	Unexploded Ordnance (UXO) Technician I	26.36
30492	Unexploded Ordnance (UXO) Technician II	31.89
30493	Unexploded Ordnance (UXO) Technician III	38.23
30494	Unexploded (UXO) Safety Escort	26.36
30495	Unexploded (UXO) Sweep Personnel	26.36
30501	Weather Forecaster I	28.58
30502	Weather Forecaster II	34.77
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.22
30621	Weather Observer, Senior	(see 2) 25.81

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.89	
31020	Bus Aide	13.30	***
31030	Bus Driver	17.57	
31043	Driver Courier	13.80	***
31260	Parking and Lot Attendant	12.20	***
31290	Shuttle Bus Driver	14.45	***
31310	Taxi Driver	14.50	***
31361	Truckdriver, Light	14.76	***
31362	Truckdriver, Medium	15.72	***
31363	Truckdriver, Heavy	20.20	
31364	Truckdriver, Tractor-Trailer	20.20	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.55	***
99030	Cashier	10.60	***
99050	Desk Clerk	10.30	***
99095	Embalmer	25.67	
99130	Flight Follower	26.36	
99251	Laboratory Animal Caretaker I	12.18	***
99252	Laboratory Animal Caretaker II	13.02	***
99260	Marketing Analyst	23.64	
99310	Mortician	25.67	
99410	Pest Controller	15.28	***
99510	Photofinishing Worker	13.85	***
99710	Recycling Laborer	15.99	***
99711	Recycling Specialist	18.56	
99730	Refuse Collector	14.65	***
99810	Sales Clerk	12.37	***
99820	School Crossing Guard	14.11	***
99830	Survey Party Chief	19.44	
99831	Surveying Aide	12.92	***
99832	Surveying Technician	17.68	
99840	Vending Machine Attendant	16.34	
99841	Vending Machine Repairer	19.72	
99842	Vending Machine Repairer Helper	16.34	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4621

States/Territories. : Alabama

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Chambers, Randolph

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.17	***
01012	Accounting Clerk II	17.02	
01013	Accounting Clerk III	19.04	
01020	Administrative Assistant	31.08	
01035	Court Reporter	19.40	
01041	Customer Service Representative I	14.16	***
01042	Customer Service Representative II	15.45	***
01043	Customer Service Representative III	17.34	
01051	Data Entry Operator I	14.59	***
01052	Data Entry Operator II	15.92	***
01060	Dispatcher, Motor Vehicle	17.83	
01070	Document Preparation Clerk	15.45	***
01090	Duplicating Machine Operator	15.45	***
01111	General Clerk I	11.34	***
01112	General Clerk II	12.37	***
01113	General Clerk III	13.89	***
01120	Housing Referral Assistant	21.63	
01141	Messenger Courier	13.60	***
01191	Order Clerk I	14.05	***
01192	Order Clerk II	15.33	***
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	19.01	
01290	Rental Clerk	13.23	***
01300	Scheduler, Maintenance	17.34	
01311	Secretary I	17.34	
01312	Secretary II	19.40	
01313	Secretary III	21.63	
01320	Service Order Dispatcher	15.94	***
01410	Supply Technician	31.08	
01420	Survey Worker	15.60	***
01460	Switchboard Operator/Receptionist	13.06	***
01531	Travel Clerk I	12.49	***
01532	Travel Clerk II	13.27	***
01533	Travel Clerk III	14.15	***
01611	Word Processor I	15.45	***
01612	Word Processor II	17.34	
01613	Word Processor III	19.40	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	20.91	
05010	Automotive Electrician	17.62	
05040	Automotive Glass Installer	15.94	***
05070	Automotive Worker	15.94	***
05110	Mobile Equipment Servicer	13.97	***
05130	Motor Equipment Metal Mechanic	17.91	
05160	Motor Equipment Metal Worker	15.94	***
05190	Motor Vehicle Mechanic	17.93	
05220	Motor Vehicle Mechanic Helper	13.86	***
05250	Motor Vehicle Upholstery Worker	15.59	***
05280	Motor Vehicle Wrecker	15.94	***
05310	Painter, Automotive	16.98	
05340	Radiator Repair Specialist	15.94	***
05370	Tire Repairer	11.95	***
05400	Transmission Repair Specialist	17.91	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.42	***
07041	Cook I	10.72	***
07042	Cook II	12.12	***
07070	Dishwasher	10.21	***
07130	Food Service Worker	9.40	***
07210	Meat Cutter	14.32	***
07260	Waiter/Waitress	8.98	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	17.97	
09040	Furniture Handler	11.16	***
09080	Furniture Refinisher	15.55	***
09090	Furniture Refinisher Helper	13.03	***
09110	Furniture Repairer, Minor	14.91	***
09130	Upholsterer	16.78	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.61	***
11060	Elevator Operator	11.09	***
11090	Gardener	14.64	***
11122	Housekeeping Aide	11.09	***
11150	Janitor	11.09	***
11210	Laborer, Grounds Maintenance	11.80	***
11240	Maid or Houseman	9.41	***
11260	Pruner	10.80	***
11270	Tractor Operator	13.68	***
11330	Trail Maintenance Worker	11.80	***

11360	Window Cleaner	12.11	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	15.77	***
12011	Breath Alcohol Technician	19.22	
12012	Certified Occupational Therapist Assistant	28.71	
12015	Certified Physical Therapist Assistant	28.68	
12020	Dental Assistant	16.70	
12025	Dental Hygienist	36.12	
12030	EKG Technician	26.91	
12035	Electroneurodiagnostic Technologist	26.91	
12040	Emergency Medical Technician	15.77	***
12071	Licensed Practical Nurse I	17.18	
12072	Licensed Practical Nurse II	19.22	
12073	Licensed Practical Nurse III	21.43	
12100	Medical Assistant	14.00	***
12130	Medical Laboratory Technician	19.45	
12160	Medical Record Clerk	15.03	***
12190	Medical Record Technician	17.24	
12195	Medical Transcriptionist	16.65	
12210	Nuclear Medicine Technologist	41.73	
12221	Nursing Assistant I	11.55	***
12222	Nursing Assistant II	12.98	***
12223	Nursing Assistant III	14.16	***
12224	Nursing Assistant IV	15.91	***
12235	Optical Dispenser	17.76	
12236	Optical Technician	17.18	
12250	Pharmacy Technician	14.02	***
12280	Phlebotomist	14.85	***
12305	Radiologic Technologist	23.56	
12311	Registered Nurse I	23.37	
12312	Registered Nurse II	28.59	
12313	Registered Nurse II, Specialist	28.59	
12314	Registered Nurse III	34.58	
12315	Registered Nurse III, Anesthetist	34.58	
12316	Registered Nurse IV	41.46	
12317	Scheduler (Drug and Alcohol Testing)	23.82	
12320	Substance Abuse Treatment Counselor	22.00	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.98	
13012	Exhibits Specialist II	26.00	
13013	Exhibits Specialist III	31.81	
13041	Illustrator I	20.98	
13042	Illustrator II	26.00	
13043	Illustrator III	31.81	
13047	Librarian	28.79	
13050	Library Aide/Clerk	10.94	***
13054	Library Information Technology Systems Administrator	26.00	
13058	Library Technician	20.98	
13061	Media Specialist I	18.76	
13062	Media Specialist II	20.98	
13063	Media Specialist III	23.39	
13071	Photographer I	18.76	
13072	Photographer II	20.98	
13073	Photographer III	26.00	
13074	Photographer IV	31.81	
13075	Photographer V	38.47	
13090	Technical Order Library Clerk	15.49	***
13110	Video Teleconference Technician	18.76	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	14.84	***
14042	Computer Operator II	16.60	
14043	Computer Operator III	18.51	
14044	Computer Operator IV	20.57	

14045	Computer Operator V		22.77
14071	Computer Programmer I	(see 1)	20.24
14072	Computer Programmer II	(see 1)	25.08
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		14.84 ***
14160	Personal Computer Support Technician		20.57
14170	System Support Specialist		27.83

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	30.73	
15020	Aircrew Training Devices Instructor (Rated)	37.17	
15030	Air Crew Training Devices Instructor (Pilot)	44.56	
15050	Computer Based Training Specialist / Instructor	30.73	
15060	Educational Technologist	40.22	
15070	Flight Instructor (Pilot)	44.56	
15080	Graphic Artist	19.48	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	44.56	
15086	Maintenance Test Pilot, Rotary Wing	44.56	
15088	Non-Maintenance Test/Co-Pilot	44.56	
15090	Technical Instructor	21.88	
15095	Technical Instructor/Course Developer	26.77	
15110	Test Proctor	17.66	
15120	Tutor	17.66	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	10.03	***
16030	Counter Attendant	10.03	***
16040	Dry Cleaner	12.00	***
16070	Finisher, Flatwork, Machine	10.03	***
16090	Presser, Hand	10.03	***
16110	Presser, Machine, Drycleaning	10.03	***
16130	Presser, Machine, Shirts	10.03	***
16160	Presser, Machine, Wearing Apparel, Laundry	10.03	***
16190	Sewing Machine Operator	12.67	***
16220	Tailor	13.31	***
16250	Washer, Machine	10.70	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	24.06	
19040	Tool And Die Maker	29.03	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	14.68	***
21030	Material Coordinator	19.01	
21040	Material Expediter	19.01	
21050	Material Handling Laborer	13.31	***
21071	Order Filler	12.57	***
21080	Production Line Worker (Food Processing)	14.68	***
21110	Shipping Packer	15.39	***
21130	Shipping/Receiving Clerk	15.39	***
21140	Store Worker I	13.07	***
21150	Stock Clerk	17.02	
21210	Tools And Parts Attendant	14.68	***
21410	Warehouse Specialist	14.68	***

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	23.22	
23019	Aircraft Logs and Records Technician	18.77	

23021	Aircraft Mechanic I	22.13	
23022	Aircraft Mechanic II	23.22	
23023	Aircraft Mechanic III	24.27	
23040	Aircraft Mechanic Helper	16.47	
23050	Aircraft, Painter	21.01	
23060	Aircraft Servicer	18.77	
23070	Aircraft Survival Flight Equipment Technician	21.01	
23080	Aircraft Worker	19.92	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	19.92	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	22.13	
23110	Appliance Mechanic	21.01	
23120	Bicycle Repairer	17.62	
23125	Cable Splicer	36.36	
23130	Carpenter, Maintenance	18.06	
23140	Carpet Layer	19.92	
23160	Electrician, Maintenance	22.88	
23181	Electronics Technician Maintenance I	25.24	
23182	Electronics Technician Maintenance II	26.62	
23183	Electronics Technician Maintenance III	28.03	
23260	Fabric Worker	18.77	
23290	Fire Alarm System Mechanic	21.56	
23310	Fire Extinguisher Repairer	17.62	
23311	Fuel Distribution System Mechanic	23.61	
23312	Fuel Distribution System Operator	18.80	
23370	General Maintenance Worker	17.43	
23380	Ground Support Equipment Mechanic	22.13	
23381	Ground Support Equipment Servicer	18.77	
23382	Ground Support Equipment Worker	19.92	
23391	Gunsmith I	17.62	
23392	Gunsmith II	19.92	
23393	Gunsmith III	22.13	
23410	Heating, Ventilation And Air-Conditioning Mechanic	21.10	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.13	
23430	Heavy Equipment Mechanic	21.40	
23440	Heavy Equipment Operator	17.68	
23460	Instrument Mechanic	22.13	
23465	Laboratory/Shelter Mechanic	21.01	
23470	Laborer	13.31	***
23510	Locksmith	21.01	
23530	Machinery Maintenance Mechanic	22.54	
23550	Machinist, Maintenance	21.90	
23580	Maintenance Trades Helper	13.76	***
23591	Metrology Technician I	22.13	
23592	Metrology Technician II	23.22	
23593	Metrology Technician III	24.27	
23640	Millwright	22.95	
23710	Office Appliance Repairer	21.01	
23760	Painter, Maintenance	20.47	
23790	Pipefitter, Maintenance	22.20	
23810	Plumber, Maintenance	21.08	
23820	Pneudraulic Systems Mechanic	22.13	
23850	Rigger	22.78	
23870	Scale Mechanic	19.92	
23890	Sheet-Metal Worker, Maintenance	21.37	
23910	Small Engine Mechanic	19.92	
23931	Telecommunications Mechanic I	31.38	
23932	Telecommunications Mechanic II	32.98	
23950	Telephone Lineman	26.50	
23960	Welder, Combination, Maintenance	18.52	
23965	Well Driller	22.13	
23970	Woodcraft Worker	22.13	
23980	Woodworker	17.62	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	13.98	***
24570	Child Care Attendant	12.17	***
24580	Child Care Center Clerk	14.51	***
24610	Chore Aide	10.20	***

24620	Family Readiness And Support Services Coordinator	13.98	***
24630	Homemaker	15.32	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	22.75	
25040	Sewage Plant Operator	20.77	
25070	Stationary Engineer	22.75	
25190	Ventilation Equipment Tender	17.00	
25210	Water Treatment Plant Operator	20.77	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	15.33	***
27007	Baggage Inspector	13.38	***
27008	Corrections Officer	16.85	
27010	Court Security Officer	16.57	
27030	Detection Dog Handler	15.58	***
27040	Detention Officer	16.85	
27070	Firefighter	15.68	***
27101	Guard I	13.38	***
27102	Guard II	15.58	***
27131	Police Officer I	19.10	
27132	Police Officer II	21.22	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	11.63	***
28042	Carnival Equipment Repairer	12.44	***
28043	Carnival Worker	9.18	***
28210	Gate Attendant/Gate Tender	14.32	***
28310	Lifeguard	11.71	***
28350	Park Attendant (Aide)	16.01	***
28510	Recreation Aide/Health Facility Attendant	11.68	***
28515	Recreation Specialist	19.35	
28630	Sports Official	12.75	***
28690	Swimming Pool Operator	18.80	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.49	
29020	Hatch Tender	23.49	
29030	Line Handler	23.49	
29041	Stevedore I	22.12	
29042	Stevedore II	24.77	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.48	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.60	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.50	
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	22.43	
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	17.50	
30082	Engineering Technician II	19.65	
30083	Engineering Technician III	21.98	
30084	Engineering Technician IV	27.62	
30085	Engineering Technician V	33.80	

30086	Engineering Technician VI	40.29
30090	Environmental Technician	25.81
30095	Evidence Control Specialist	25.81
30210	Laboratory Technician	26.88
30221	Latent Fingerprint Technician I	28.58
30222	Latent Fingerprint Technician II	31.57
30240	Mathematical Technician	25.81
30361	Paralegal/Legal Assistant I	17.90
30362	Paralegal/Legal Assistant II	22.16
30363	Paralegal/Legal Assistant III	27.11
30364	Paralegal/Legal Assistant IV	32.81
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	38.20
30491	Unexploded Ordnance (UXO) Technician I	26.36
30492	Unexploded Ordnance (UXO) Technician II	31.89
30493	Unexploded Ordnance (UXO) Technician III	38.23
30494	Unexploded (UXO) Safety Escort	26.36
30495	Unexploded (UXO) Sweep Personnel	26.36
30501	Weather Forecaster I	28.58
30502	Weather Forecaster II	34.77
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.22
30621	Weather Observer, Senior	(see 2) 25.81

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.89	
31020	Bus Aide	13.30	***
31030	Bus Driver	17.57	
31043	Driver Courier	13.80	***
31260	Parking and Lot Attendant	12.20	***
31290	Shuttle Bus Driver	14.45	***
31310	Taxi Driver	15.28	***
31361	Truckdriver, Light	14.76	***
31362	Truckdriver, Medium	15.72	***
31363	Truckdriver, Heavy	20.20	
31364	Truckdriver, Tractor-Trailer	20.20	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.55	***
99030	Cashier	10.60	***
99050	Desk Clerk	10.40	***
99095	Embalmer	25.67	
99130	Flight Follower	26.36	
99251	Laboratory Animal Caretaker I	12.18	***
99252	Laboratory Animal Caretaker II	13.02	***
99260	Marketing Analyst	23.64	
99310	Mortician	25.67	
99410	Pest Controller	15.28	***
99510	Photofinishing Worker	13.85	***
99710	Recycling Laborer	15.99	***
99711	Recycling Specialist	18.56	
99730	Refuse Collector	14.65	***
99810	Sales Clerk	11.21	***
99820	School Crossing Guard	14.11	***
99830	Survey Party Chief	18.25	
99831	Surveying Aide	12.94	***
99832	Surveying Technician	17.68	
99840	Vending Machine Attendant	18.01	
99841	Vending Machine Repairer	20.08	
99842	Vending Machine Repairer Helper	18.01	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4623

States/Territories. : Alabama

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Greene, Marengo, Perry

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.69	***
01012	Accounting Clerk II	20.01	
01013	Accounting Clerk III	20.98	
01020	Administrative Assistant	26.69	
01035	Court Reporter	19.05	
01041	Customer Service Representative I	12.90	***
01042	Customer Service Representative II	14.07	***
01043	Customer Service Representative III	15.79	***
01051	Data Entry Operator I	13.96	***
01052	Data Entry Operator II	15.23	***
01060	Dispatcher, Motor Vehicle	21.09	
01070	Document Preparation Clerk	15.17	***
01090	Duplicating Machine Operator	15.17	***
01111	General Clerk I	13.41	***
01112	General Clerk II	14.66	***
01113	General Clerk III	16.52	
01120	Housing Referral Assistant	21.24	
01141	Messenger Courier	12.37	***
01191	Order Clerk I	13.91	***
01192	Order Clerk II	15.17	***
01261	Personnel Assistant (Employment) I	17.24	

01262	Personnel Assistant (Employment) II	20.67	
01263	Personnel Assistant (Employment) III	24.58	
01270	Production Control Clerk	24.22	
01290	Rental Clerk	14.86	***
01300	Scheduler, Maintenance	17.03	
01311	Secretary I	17.03	
01312	Secretary II	19.05	
01313	Secretary III	21.24	
01320	Service Order Dispatcher	18.86	
01410	Supply Technician	26.69	
01420	Survey Worker	17.92	
01460	Switchboard Operator/Receptionist	13.13	***
01531	Travel Clerk I	13.04	***
01532	Travel Clerk II	13.85	***
01533	Travel Clerk III	14.50	***
01611	Word Processor I	15.17	***
01612	Word Processor II	17.03	
01613	Word Processor III	19.05	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	23.46	
05010	Automotive Electrician	17.57	
05040	Automotive Glass Installer	16.60	
05070	Automotive Worker	16.60	
05110	Mobile Equipment Servicer	14.02	***
05130	Motor Equipment Metal Mechanic	18.53	
05160	Motor Equipment Metal Worker	16.60	
05190	Motor Vehicle Mechanic	17.83	
05220	Motor Vehicle Mechanic Helper	14.05	***
05250	Motor Vehicle Upholstery Worker	15.63	***
05280	Motor Vehicle Wrecker	16.60	
05310	Painter, Automotive	17.57	
05340	Radiator Repair Specialist	16.60	
05370	Tire Repairer	15.59	***
05400	Transmission Repair Specialist	18.53	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	16.48	
07041	Cook I	9.42	***
07042	Cook II	10.96	***
07070	Dishwasher	9.40	***
07130	Food Service Worker	10.70	***
07210	Meat Cutter	15.26	***
07260	Waiter/Waitress	9.01	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	19.64	
09040	Furniture Handler	12.58	***
09080	Furniture Refinisher	19.64	
09090	Furniture Refinisher Helper	15.23	***
09110	Furniture Repairer, Minor	17.89	
09130	Upholsterer	19.64	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.22	***
11060	Elevator Operator	11.22	***
11090	Gardener	17.78	
11122	Housekeeping Aide	10.82	***
11150	Janitor	10.82	***
11210	Laborer, Grounds Maintenance	13.53	***
11240	Maid or Houseman	9.69	***
11260	Pruner	12.08	***
11270	Tractor Operator	16.36	
11330	Trail Maintenance Worker	13.53	***

11360	Window Cleaner	12.12	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.25	
12011	Breath Alcohol Technician	17.87	
12012	Certified Occupational Therapist Assistant	24.52	
12015	Certified Physical Therapist Assistant	28.40	
12020	Dental Assistant	14.11	***
12025	Dental Hygienist	27.46	
12030	EKG Technician	27.09	
12035	Electroneurodiagnostic Technologist	27.09	
12040	Emergency Medical Technician	17.25	
12071	Licensed Practical Nurse I	15.97	***
12072	Licensed Practical Nurse II	17.87	
12073	Licensed Practical Nurse III	19.92	
12100	Medical Assistant	13.74	***
12130	Medical Laboratory Technician	22.85	
12160	Medical Record Clerk	14.43	***
12190	Medical Record Technician	17.25	
12195	Medical Transcriptionist	15.97	***
12210	Nuclear Medicine Technologist	39.28	
12221	Nursing Assistant I	11.43	***
12222	Nursing Assistant II	12.84	***
12223	Nursing Assistant III	14.02	***
12224	Nursing Assistant IV	15.74	***
12235	Optical Dispenser	17.87	
12236	Optical Technician	15.97	***
12250	Pharmacy Technician	14.17	***
12280	Phlebotomist	13.89	***
12305	Radiologic Technologist	22.88	
12311	Registered Nurse I	24.27	
12312	Registered Nurse II	29.69	
12313	Registered Nurse II, Specialist	29.69	
12314	Registered Nurse III	35.91	
12315	Registered Nurse III, Anesthetist	35.91	
12316	Registered Nurse IV	43.04	
12317	Scheduler (Drug and Alcohol Testing)	22.14	
12320	Substance Abuse Treatment Counselor	20.73	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.96	
13012	Exhibits Specialist II	25.97	
13013	Exhibits Specialist III	31.77	
13041	Illustrator I	20.96	
13042	Illustrator II	25.97	
13043	Illustrator III	31.77	
13047	Librarian	28.76	
13050	Library Aide/Clerk	11.26	***
13054	Library Information Technology Systems Administrator	25.97	
13058	Library Technician	15.18	***
13061	Media Specialist I	18.74	
13062	Media Specialist II	20.96	
13063	Media Specialist III	23.37	
13071	Photographer I	18.74	
13072	Photographer II	20.96	
13073	Photographer III	25.97	
13074	Photographer IV	31.77	
13075	Photographer V	38.43	
13090	Technical Order Library Clerk	18.40	
13110	Video Teleconference Technician	18.74	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	15.92	***
14042	Computer Operator II	17.80	
14043	Computer Operator III	19.86	
14044	Computer Operator IV	22.06	

14045	Computer Operator V		24.43
14071	Computer Programmer I	(see 1)	23.08
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		15.92 ***
14160	Personal Computer Support Technician		22.06
14170	System Support Specialist		24.43

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		28.29	
15020	Aircrew Training Devices Instructor (Rated)		34.23	
15030	Air Crew Training Devices Instructor (Pilot)		38.85	
15050	Computer Based Training Specialist / Instructor		29.28	
15060	Educational Technologist		35.24	
15070	Flight Instructor (Pilot)		38.85	
15080	Graphic Artist		30.02	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		37.43	
15086	Maintenance Test Pilot, Rotary Wing		37.43	
15088	Non-Maintenance Test/Co-Pilot		37.43	
15090	Technical Instructor		24.54	
15095	Technical Instructor/Course Developer		30.02	
15110	Test Proctor		19.80	
15120	Tutor		19.80	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		10.61	***
16030	Counter Attendant		10.61	***
16040	Dry Cleaner		12.29	***
16070	Finisher, Flatwork, Machine		10.61	***
16090	Presser, Hand		10.61	***
16110	Presser, Machine, Drycleaning		10.61	***
16130	Presser, Machine, Shirts		10.61	***
16160	Presser, Machine, Wearing Apparel, Laundry		10.61	***
16190	Sewing Machine Operator		13.01	***
16220	Tailor		13.78	***
16250	Washer, Machine		11.08	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		21.57	
19040	Tool And Die Maker		26.87	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		17.22	
21030	Material Coordinator		24.22	
21040	Material Expediter		24.22	
21050	Material Handling Laborer		13.83	***
21071	Order Filler		12.94	***
21080	Production Line Worker (Food Processing)		17.22	
21110	Shipping Packer		20.81	
21130	Shipping/Receiving Clerk		20.81	
21140	Store Worker I		12.25	***
21150	Stock Clerk		17.13	
21210	Tools And Parts Attendant		17.22	
21410	Warehouse Specialist		17.22	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		23.46	
23019	Aircraft Logs and Records Technician		18.38	

23021	Aircraft Mechanic I	22.11	
23022	Aircraft Mechanic II	23.46	
23023	Aircraft Mechanic III	24.83	
23040	Aircraft Mechanic Helper	16.11	***
23050	Aircraft, Painter	20.78	
23060	Aircraft Servicer	18.38	
23070	Aircraft Survival Flight Equipment Technician	20.78	
23080	Aircraft Worker	19.53	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	19.53	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	22.11	
23110	Appliance Mechanic	21.57	
23120	Bicycle Repairer	17.36	
23125	Cable Splicer	37.44	
23130	Carpenter, Maintenance	23.16	
23140	Carpet Layer	20.19	
23160	Electrician, Maintenance	22.19	
23181	Electronics Technician Maintenance I	29.59	
23182	Electronics Technician Maintenance II	31.60	
23183	Electronics Technician Maintenance III	33.62	
23260	Fabric Worker	18.77	
23290	Fire Alarm System Mechanic	22.95	
23310	Fire Extinguisher Repairer	17.36	
23311	Fuel Distribution System Mechanic	24.08	
23312	Fuel Distribution System Operator	18.15	
23370	General Maintenance Worker	18.36	
23380	Ground Support Equipment Mechanic	22.11	
23381	Ground Support Equipment Servicer	18.38	
23382	Ground Support Equipment Worker	19.53	
23391	Gunsmith I	17.36	
23392	Gunsmith II	20.19	
23393	Gunsmith III	22.95	
23410	Heating, Ventilation And Air-Conditioning Mechanic	18.42	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19.20	
23430	Heavy Equipment Mechanic	22.79	
23440	Heavy Equipment Operator	17.67	
23460	Instrument Mechanic	26.36	
23465	Laboratory/Shelter Mechanic	21.57	
23470	Laborer	13.46	***
23510	Locksmith	21.57	
23530	Machinery Maintenance Mechanic	32.63	
23550	Machinist, Maintenance	23.74	
23580	Maintenance Trades Helper	14.95	***
23591	Metrology Technician I	22.95	
23592	Metrology Technician II	24.27	
23593	Metrology Technician III	25.57	
23640	Millwright	22.62	
23710	Office Appliance Repairer	21.57	
23760	Painter, Maintenance	20.63	
23790	Pipefitter, Maintenance	22.97	
23810	Plumber, Maintenance	21.59	
23820	Pneudraulic Systems Mechanic	22.95	
23850	Rigger	22.95	
23870	Scale Mechanic	20.19	
23890	Sheet-Metal Worker, Maintenance	20.68	
23910	Small Engine Mechanic	20.13	
23931	Telecommunications Mechanic I	33.53	
23932	Telecommunications Mechanic II	35.45	
23950	Telephone Lineman	28.66	
23960	Welder, Combination, Maintenance	21.42	
23965	Well Driller	22.95	
23970	Woodcraft Worker	22.95	
23980	Woodworker	17.36	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.03	***
24570	Child Care Attendant	10.65	***
24580	Child Care Center Clerk	15.30	***
24610	Chore Aide	10.48	***

24620	Family Readiness And Support Services Coordinator	14.03	***
24630	Homemaker	19.50	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.43	
25040	Sewage Plant Operator	20.81	
25070	Stationary Engineer	25.43	
25190	Ventilation Equipment Tender	17.25	
25210	Water Treatment Plant Operator	20.81	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	14.72	***
27007	Baggage Inspector	11.89	***
27008	Corrections Officer	18.22	
27010	Court Security Officer	18.99	
27030	Detection Dog Handler	13.87	***
27040	Detention Officer	18.22	
27070	Firefighter	20.70	
27101	Guard I	11.89	***
27102	Guard II	13.87	***
27131	Police Officer I	20.26	
27132	Police Officer II	22.49	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.43	***
28042	Carnival Equipment Repairer	16.78	
28043	Carnival Worker	11.41	***
28210	Gate Attendant/Gate Tender	14.18	***
28310	Lifeguard	12.63	***
28350	Park Attendant (Aide)	15.86	***
28510	Recreation Aide/Health Facility Attendant	11.58	***
28515	Recreation Specialist	19.66	
28630	Sports Official	12.63	***
28690	Swimming Pool Operator	19.52	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	21.24	
29020	Hatch Tender	21.24	
29030	Line Handler	21.24	
29041	Stevedore I	19.75	
29042	Stevedore II	22.69	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	16.61	
30022	Archeological Technician II	18.58	
30023	Archeological Technician III	23.03	
30030	Cartographic Technician	23.03	
30040	Civil Engineering Technician	22.60	
30051	Cryogenic Technician I	21.24	
30052	Cryogenic Technician II	23.46	
30061	Drafter/CAD Operator I	16.61	
30062	Drafter/CAD Operator II	18.58	
30063	Drafter/CAD Operator III	22.03	
30064	Drafter/CAD Operator IV	25.20	
30081	Engineering Technician I	15.74	***
30082	Engineering Technician II	17.65	
30083	Engineering Technician III	19.75	
30084	Engineering Technician IV	24.48	
30085	Engineering Technician V	29.94	

30086	Engineering Technician VI	36.22
30090	Environmental Technician	22.51
30095	Evidence Control Specialist	19.18
30210	Laboratory Technician	35.18
30221	Latent Fingerprint Technician I	21.24
30222	Latent Fingerprint Technician II	23.46
30240	Mathematical Technician	23.13
30361	Paralegal/Legal Assistant I	18.40
30362	Paralegal/Legal Assistant II	22.81
30363	Paralegal/Legal Assistant III	27.90
30364	Paralegal/Legal Assistant IV	33.75
30375	Petroleum Supply Specialist	23.46
30390	Photo-Optics Technician	23.13
30395	Radiation Control Technician	23.46
30461	Technical Writer I	19.00
30462	Technical Writer II	23.25
30463	Technical Writer III	26.90
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	23.36
30502	Weather Forecaster II	28.42
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.03
30621	Weather Observer, Senior	(see 2) 23.10

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	12.25	***
31030	Bus Driver	17.42	
31043	Driver Courier	14.26	***
31260	Parking and Lot Attendant	10.96	***
31290	Shuttle Bus Driver	14.65	***
31310	Taxi Driver	14.83	***
31361	Truckdriver, Light	15.50	***
31362	Truckdriver, Medium	18.35	
31363	Truckdriver, Heavy	19.52	
31364	Truckdriver, Tractor-Trailer	19.52	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	10.51	***
99050	Desk Clerk	10.93	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	18.79	
99252	Laboratory Animal Caretaker II	20.42	
99260	Marketing Analyst	26.95	
99310	Mortician	26.22	
99410	Pest Controller	17.41	
99510	Photofinishing Worker	14.08	***
99710	Recycling Laborer	16.00	***
99711	Recycling Specialist	19.34	
99730	Refuse Collector	14.30	***
99810	Sales Clerk	12.40	***
99820	School Crossing Guard	13.87	***
99830	Survey Party Chief	20.75	
99831	Surveying Aide	12.62	***
99832	Surveying Technician	17.31	
99840	Vending Machine Attendant	18.79	
99841	Vending Machine Repairer	23.76	
99842	Vending Machine Repairer Helper	18.79	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 11 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4625

States/Territories. : Alabama

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Choctaw, Clarke, Conecuh, Escambia, Monroe, Washington

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.41	***
01012	Accounting Clerk II	17.29	
01013	Accounting Clerk III	19.34	
01020	Administrative Assistant	26.69	
01035	Court Reporter	19.05	
01041	Customer Service Representative I	12.90	***
01042	Customer Service Representative II	14.07	***
01043	Customer Service Representative III	15.79	***
01051	Data Entry Operator I	13.91	***
01052	Data Entry Operator II	15.17	***
01060	Dispatcher, Motor Vehicle	21.09	
01070	Document Preparation Clerk	15.17	***
01090	Duplicating Machine Operator	15.17	***
01111	General Clerk I	11.79	***
01112	General Clerk II	12.86	***
01113	General Clerk III	14.45	***
01120	Housing Referral Assistant	21.24	
01141	Messenger Courier	12.37	***
01191	Order Clerk I	13.91	***
01192	Order Clerk II	15.17	***

01261	Personnel Assistant (Employment) I	17.24	
01262	Personnel Assistant (Employment) II	20.67	
01263	Personnel Assistant (Employment) III	24.58	
01270	Production Control Clerk	24.22	
01290	Rental Clerk	14.27	***
01300	Scheduler, Maintenance	17.03	
01311	Secretary I	17.03	
01312	Secretary II	19.05	
01313	Secretary III	21.24	
01320	Service Order Dispatcher	18.86	
01410	Supply Technician	26.69	
01420	Survey Worker	17.56	
01460	Switchboard Operator/Receptionist	12.40	***
01531	Travel Clerk I	13.04	***
01532	Travel Clerk II	13.85	***
01533	Travel Clerk III	14.50	***
01611	Word Processor I	15.17	***
01612	Word Processor II	17.03	
01613	Word Processor III	19.05	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	23.12	
05010	Automotive Electrician	16.61	
05040	Automotive Glass Installer	15.55	***
05070	Automotive Worker	15.55	***
05110	Mobile Equipment Servicer	13.36	***
05130	Motor Equipment Metal Mechanic	17.67	
05160	Motor Equipment Metal Worker	15.55	***
05190	Motor Vehicle Mechanic	17.67	
05220	Motor Vehicle Mechanic Helper	12.29	***
05250	Motor Vehicle Upholstery Worker	14.45	***
05280	Motor Vehicle Wrecker	15.55	***
05310	Painter, Automotive	16.61	
05340	Radiator Repair Specialist	15.55	***
05370	Tire Repairer	15.04	***
05400	Transmission Repair Specialist	17.67	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	15.98	***
07041	Cook I	9.42	***
07042	Cook II	10.96	***
07070	Dishwasher	9.40	***
07130	Food Service Worker	10.70	***
07210	Meat Cutter	22.20	
07260	Waiter/Waitress	9.01	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	19.64	
09040	Furniture Handler	12.58	***
09080	Furniture Refinisher	19.64	
09090	Furniture Refinisher Helper	15.23	***
09110	Furniture Repairer, Minor	17.75	
09130	Upholsterer	19.64	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.22	***
11060	Elevator Operator	11.22	***
11090	Gardener	17.78	
11122	Housekeeping Aide	10.82	***
11150	Janitor	10.82	***
11210	Laborer, Grounds Maintenance	13.53	***
11240	Maid or Houseman	9.69	***
11260	Pruner	12.90	***
11270	Tractor Operator	16.36	

11330	Trail Maintenance Worker	13.53	***
11360	Window Cleaner	12.12	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	15.80	***
12011	Breath Alcohol Technician	17.87	
12012	Certified Occupational Therapist Assistant	24.52	
12015	Certified Physical Therapist Assistant	28.40	
12020	Dental Assistant	14.11	***
12025	Dental Hygienist	30.14	
12030	EKG Technician	27.09	
12035	Electroneurodiagnostic Technologist	27.09	
12040	Emergency Medical Technician	15.80	***
12071	Licensed Practical Nurse I	15.97	***
12072	Licensed Practical Nurse II	17.87	
12073	Licensed Practical Nurse III	19.92	
12100	Medical Assistant	13.74	***
12130	Medical Laboratory Technician	22.85	
12160	Medical Record Clerk	14.43	***
12190	Medical Record Technician	17.25	
12195	Medical Transcriptionist	15.97	***
12210	Nuclear Medicine Technologist	39.28	
12221	Nursing Assistant I	11.43	***
12222	Nursing Assistant II	12.84	***
12223	Nursing Assistant III	14.02	***
12224	Nursing Assistant IV	15.74	***
12235	Optical Dispenser	17.87	
12236	Optical Technician	15.97	***
12250	Pharmacy Technician	14.75	***
12280	Phlebotomist	13.89	***
12305	Radiologic Technologist	22.88	
12311	Registered Nurse I	23.36	
12312	Registered Nurse II	28.58	
12313	Registered Nurse II, Specialist	28.58	
12314	Registered Nurse III	34.57	
12315	Registered Nurse III, Anesthetist	34.57	
12316	Registered Nurse IV	41.45	
12317	Scheduler (Drug and Alcohol Testing)	22.14	
12320	Substance Abuse Treatment Counselor	20.73	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.96	
13012	Exhibits Specialist II	25.97	
13013	Exhibits Specialist III	31.77	
13041	Illustrator I	20.96	
13042	Illustrator II	25.97	
13043	Illustrator III	31.72	
13047	Librarian	28.76	
13050	Library Aide/Clerk	10.61	***
13054	Library Information Technology Systems Administrator	25.97	
13058	Library Technician	15.92	***
13061	Media Specialist I	18.74	
13062	Media Specialist II	20.96	
13063	Media Specialist III	23.37	
13071	Photographer I	18.74	
13072	Photographer II	20.96	
13073	Photographer III	25.97	
13074	Photographer IV	31.77	
13075	Photographer V	38.43	
13090	Technical Order Library Clerk	18.40	
13110	Video Teleconference Technician	18.71	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	14.45	***
14042	Computer Operator II	16.16	***
14043	Computer Operator III	18.02	

14044	Computer Operator IV		20.01
14045	Computer Operator V		22.18
14071	Computer Programmer I	(see 1)	18.85
14072	Computer Programmer II	(see 1)	23.36
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		14.45 ***
14160	Personal Computer Support Technician		20.01
14170	System Support Specialist		22.18

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		27.79	
15020	Aircrew Training Devices Instructor (Rated)		33.42	
15030	Air Crew Training Devices Instructor (Pilot)		38.60	
15050	Computer Based Training Specialist / Instructor		27.79	
15060	Educational Technologist		29.19	
15070	Flight Instructor (Pilot)		38.60	
15080	Graphic Artist		26.39	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		37.43	
15086	Maintenance Test Pilot, Rotary Wing		37.43	
15088	Non-Maintenance Test/Co-Pilot		37.43	
15090	Technical Instructor		24.54	
15095	Technical Instructor/Course Developer		30.02	
15110	Test Proctor		19.80	
15120	Tutor		19.80	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		10.61	***
16030	Counter Attendant		10.61	***
16040	Dry Cleaner		12.29	***
16070	Finisher, Flatwork, Machine		10.61	***
16090	Presser, Hand		10.61	***
16110	Presser, Machine, Drycleaning		10.61	***
16130	Presser, Machine, Shirts		10.61	***
16160	Presser, Machine, Wearing Apparel, Laundry		10.61	***
16190	Sewing Machine Operator		13.01	***
16220	Tailor		13.78	***
16250	Washer, Machine		11.08	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		21.57	
19040	Tool And Die Maker		26.87	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		17.22	
21030	Material Coordinator		24.22	
21040	Material Expediter		24.22	
21050	Material Handling Laborer		13.46	***
21071	Order Filler		13.29	***
21080	Production Line Worker (Food Processing)		17.22	
21110	Shipping Packer		20.81	
21130	Shipping/Receiving Clerk		20.81	
21140	Store Worker I		12.25	***
21150	Stock Clerk		17.13	
21210	Tools And Parts Attendant		17.22	
21410	Warehouse Specialist		17.22	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		23.38	

23019	Aircraft Logs and Records Technician	18.08	
23021	Aircraft Mechanic I	22.11	
23022	Aircraft Mechanic II	23.38	
23023	Aircraft Mechanic III	24.64	
23040	Aircraft Mechanic Helper	15.38	***
23050	Aircraft, Painter	20.78	
23060	Aircraft Servicer	18.08	
23070	Aircraft Survival Flight Equipment Technician	20.78	
23080	Aircraft Worker	19.46	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	19.46	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	22.11	
23110	Appliance Mechanic	21.57	
23120	Bicycle Repairer	17.36	
23125	Cable Splicer	37.44	
23130	Carpenter, Maintenance	22.45	
23140	Carpet Layer	20.19	
23160	Electrician, Maintenance	22.19	
23181	Electronics Technician Maintenance I	29.59	
23182	Electronics Technician Maintenance II	31.60	
23183	Electronics Technician Maintenance III	33.62	
23260	Fabric Worker	18.77	
23290	Fire Alarm System Mechanic	22.95	
23310	Fire Extinguisher Repairer	17.36	
23311	Fuel Distribution System Mechanic	22.62	
23312	Fuel Distribution System Operator	17.11	
23370	General Maintenance Worker	18.36	
23380	Ground Support Equipment Mechanic	22.11	
23381	Ground Support Equipment Servicer	18.08	
23382	Ground Support Equipment Worker	19.46	
23391	Gunsmith I	17.36	
23392	Gunsmith II	20.19	
23393	Gunsmith III	22.95	
23410	Heating, Ventilation And Air-Conditioning Mechanic	18.16	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19.20	
23430	Heavy Equipment Mechanic	22.79	
23440	Heavy Equipment Operator	17.67	
23460	Instrument Mechanic	22.95	
23465	Laboratory/Shelter Mechanic	21.57	
23470	Laborer	13.46	***
23510	Locksmith	21.57	
23530	Machinery Maintenance Mechanic	32.63	
23550	Machinist, Maintenance	23.74	
23580	Maintenance Trades Helper	12.86	***
23591	Metrology Technician I	22.95	
23592	Metrology Technician II	24.27	
23593	Metrology Technician III	25.57	
23640	Millwright	22.62	
23710	Office Appliance Repairer	21.57	
23760	Painter, Maintenance	20.63	
23790	Pipefitter, Maintenance	22.97	
23810	Plumber, Maintenance	21.59	
23820	Pneudraulic Systems Mechanic	22.95	
23850	Rigger	22.95	
23870	Scale Mechanic	20.19	
23890	Sheet-Metal Worker, Maintenance	20.13	
23910	Small Engine Mechanic	18.76	
23931	Telecommunications Mechanic I	33.53	
23932	Telecommunications Mechanic II	35.45	
23950	Telephone Lineman	27.70	
23960	Welder, Combination, Maintenance	21.42	
23965	Well Driller	22.95	
23970	Woodcraft Worker	22.95	
23980	Woodworker	17.36	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.03	***
24570	Child Care Attendant	9.70	***
24580	Child Care Center Clerk	12.46	***

24610	Chore Aide	10.48	***
24620	Family Readiness And Support Services Coordinator	14.03	***
24630	Homemaker	14.03	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	24.76	
25040	Sewage Plant Operator	20.81	
25070	Stationary Engineer	24.76	
25190	Ventilation Equipment Tender	16.74	
25210	Water Treatment Plant Operator	20.81	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	13.09	***
27007	Baggage Inspector	11.89	***
27008	Corrections Officer	15.97	***
27010	Court Security Officer	16.52	
27030	Detection Dog Handler	13.30	***
27040	Detention Officer	15.97	***
27070	Firefighter	16.52	
27101	Guard I	11.89	***
27102	Guard II	13.30	***
27131	Police Officer I	18.57	
27132	Police Officer II	20.64	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.43	***
28042	Carnival Equipment Repairer	16.78	
28043	Carnival Worker	11.41	***
28210	Gate Attendant/Gate Tender	14.18	***
28310	Lifeguard	12.63	***
28350	Park Attendant (Aide)	15.86	***
28510	Recreation Aide/Health Facility Attendant	11.58	***
28515	Recreation Specialist	19.66	
28630	Sports Official	12.63	***
28690	Swimming Pool Operator	19.52	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	24.07	
29020	Hatch Tender	24.07	
29030	Line Handler	24.07	
29041	Stevedore I	22.37	
29042	Stevedore II	25.72	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	16.51	
30022	Archeological Technician II	18.47	
30023	Archeological Technician III	23.28	
30030	Cartographic Technician	23.24	
30040	Civil Engineering Technician	20.55	
30051	Cryogenic Technician I	21.24	
30052	Cryogenic Technician II	23.46	
30061	Drafter/CAD Operator I	16.51	
30062	Drafter/CAD Operator II	18.47	
30063	Drafter/CAD Operator III	20.59	
30064	Drafter/CAD Operator IV	24.60	
30081	Engineering Technician I	16.87	
30082	Engineering Technician II	18.93	
30083	Engineering Technician III	21.17	
30084	Engineering Technician IV	26.24	

30085	Engineering Technician V		32.10
30086	Engineering Technician VI		38.83
30090	Environmental Technician		21.31
30095	Evidence Control Specialist		19.18
30210	Laboratory Technician		35.18
30221	Latent Fingerprint Technician I		21.24
30222	Latent Fingerprint Technician II		23.46
30240	Mathematical Technician		26.22
30361	Paralegal/Legal Assistant I		17.70
30362	Paralegal/Legal Assistant II		21.93
30363	Paralegal/Legal Assistant III		26.83
30364	Paralegal/Legal Assistant IV		32.45
30375	Petroleum Supply Specialist		23.46
30390	Photo-Optics Technician		23.24
30395	Radiation Control Technician		23.46
30461	Technical Writer I		24.41
30462	Technical Writer II		29.85
30463	Technical Writer III		34.82
30491	Unexploded Ordnance (UXO) Technician I		26.22
30492	Unexploded Ordnance (UXO) Technician II		31.73
30493	Unexploded Ordnance (UXO) Technician III		38.03
30494	Unexploded (UXO) Safety Escort		26.22
30495	Unexploded (UXO) Sweep Personnel		26.22
30501	Weather Forecaster I		23.36
30502	Weather Forecaster II		28.42
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface	22.65
30621	Weather Observer, Senior	(see 2)	24.41

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	12.25	***
31030	Bus Driver	17.42	
31043	Driver Courier	14.19	***
31260	Parking and Lot Attendant	10.96	***
31290	Shuttle Bus Driver	14.03	***
31310	Taxi Driver	14.83	***
31361	Truckdriver, Light	15.43	***
31362	Truckdriver, Medium	16.76	
31363	Truckdriver, Heavy	18.75	
31364	Truckdriver, Tractor-Trailer	18.75	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	10.44	***
99050	Desk Clerk	10.59	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	17.06	
99252	Laboratory Animal Caretaker II	20.42	
99260	Marketing Analyst	26.95	
99310	Mortician	26.22	
99410	Pest Controller	17.41	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	15.93	***
99711	Recycling Specialist	19.26	
99730	Refuse Collector	14.22	***
99810	Sales Clerk	12.37	***
99820	School Crossing Guard	13.87	***
99830	Survey Party Chief	19.43	
99831	Surveying Aide	12.64	***
99832	Surveying Technician	17.31	
99840	Vending Machine Attendant	18.79	
99841	Vending Machine Repairer	23.76	
99842	Vending Machine Repairer Helper	18.79	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 11 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4627

States/Territories. : Alabama

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Dallas, Wilcox

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.41	***
01012	Accounting Clerk II	17.29	
01013	Accounting Clerk III	19.34	
01020	Administrative Assistant	26.69	
01035	Court Reporter	19.67	
01041	Customer Service Representative I	12.90	***
01042	Customer Service Representative II	14.07	***
01043	Customer Service Representative III	15.79	***
01051	Data Entry Operator I	13.91	***
01052	Data Entry Operator II	15.17	***
01060	Dispatcher, Motor Vehicle	21.09	
01070	Document Preparation Clerk	15.17	***
01090	Duplicating Machine Operator	15.17	***
01111	General Clerk I	11.15	***
01112	General Clerk II	12.16	***
01113	General Clerk III	13.65	***
01120	Housing Referral Assistant	21.24	
01141	Messenger Courier	12.37	***
01191	Order Clerk I	13.91	***
01192	Order Clerk II	15.17	***
01261	Personnel Assistant (Employment) I	17.03	

01262	Personnel Assistant (Employment) II	20.67	
01263	Personnel Assistant (Employment) III	24.58	
01270	Production Control Clerk	24.22	
01290	Rental Clerk	12.93	***
01300	Scheduler, Maintenance	17.03	
01311	Secretary I	17.03	
01312	Secretary II	19.05	
01313	Secretary III	21.24	
01320	Service Order Dispatcher	18.86	
01410	Supply Technician	26.69	
01420	Survey Worker	15.86	***
01460	Switchboard Operator/Receptionist	12.40	***
01531	Travel Clerk I	13.04	***
01532	Travel Clerk II	13.85	***
01533	Travel Clerk III	14.50	***
01611	Word Processor I	15.17	***
01612	Word Processor II	17.03	
01613	Word Processor III	19.05	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.46	
05010	Automotive Electrician	16.61	
05040	Automotive Glass Installer	16.78	
05070	Automotive Worker	15.55	***
05110	Mobile Equipment Servicer	13.36	***
05130	Motor Equipment Metal Mechanic	17.67	
05160	Motor Equipment Metal Worker	15.55	***
05190	Motor Vehicle Mechanic	17.67	
05220	Motor Vehicle Mechanic Helper	12.51	***
05250	Motor Vehicle Upholstery Worker	14.45	***
05280	Motor Vehicle Wrecker	15.55	***
05310	Painter, Automotive	16.61	
05340	Radiator Repair Specialist	15.55	***
05370	Tire Repairer	14.00	***
05400	Transmission Repair Specialist	17.67	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	18.17	
07041	Cook I	9.42	***
07042	Cook II	10.96	***
07070	Dishwasher	9.40	***
07130	Food Service Worker	10.70	***
07210	Meat Cutter	15.26	***
07260	Waiter/Waitress	9.01	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	19.64	
09040	Furniture Handler	12.58	***
09080	Furniture Refinisher	19.64	
09090	Furniture Refinisher Helper	14.83	***
09110	Furniture Repairer, Minor	17.08	
09130	Upholsterer	19.64	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.22	***
11060	Elevator Operator	11.22	***
11090	Gardener	17.78	
11122	Housekeeping Aide	10.82	***
11150	Janitor	10.82	***
11210	Laborer, Grounds Maintenance	13.53	***
11240	Maid or Houseman	9.69	***
11260	Pruner	12.08	***
11270	Tractor Operator	16.36	
11330	Trail Maintenance Worker	13.53	***

11360	Window Cleaner	12.12	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	16.23	
12011	Breath Alcohol Technician	17.87	
12012	Certified Occupational Therapist Assistant	24.52	
12015	Certified Physical Therapist Assistant	28.40	
12020	Dental Assistant	14.11	***
12025	Dental Hygienist	30.67	
12030	EKG Technician	27.09	
12035	Electroneurodiagnostic Technologist	27.09	
12040	Emergency Medical Technician	16.23	
12071	Licensed Practical Nurse I	15.97	***
12072	Licensed Practical Nurse II	17.87	
12073	Licensed Practical Nurse III	19.92	
12100	Medical Assistant	13.74	***
12130	Medical Laboratory Technician	22.85	
12160	Medical Record Clerk	14.07	***
12190	Medical Record Technician	17.25	
12195	Medical Transcriptionist	15.97	***
12210	Nuclear Medicine Technologist	39.28	
12221	Nursing Assistant I	11.43	***
12222	Nursing Assistant II	12.84	***
12223	Nursing Assistant III	14.02	***
12224	Nursing Assistant IV	15.74	***
12235	Optical Dispenser	17.87	
12236	Optical Technician	15.97	***
12250	Pharmacy Technician	14.17	***
12280	Phlebotomist	13.89	***
12305	Radiologic Technologist	22.88	
12311	Registered Nurse I	23.36	
12312	Registered Nurse II	28.58	
12313	Registered Nurse II, Specialist	28.58	
12314	Registered Nurse III	34.57	
12315	Registered Nurse III, Anesthetist	34.57	
12316	Registered Nurse IV	41.45	
12317	Scheduler (Drug and Alcohol Testing)	22.14	
12320	Substance Abuse Treatment Counselor	20.73	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.96	
13012	Exhibits Specialist II	25.97	
13013	Exhibits Specialist III	31.77	
13041	Illustrator I	20.96	
13042	Illustrator II	25.97	
13043	Illustrator III	31.77	
13047	Librarian	28.76	
13050	Library Aide/Clerk	10.61	***
13054	Library Information Technology Systems Administrator	25.97	
13058	Library Technician	15.55	***
13061	Media Specialist I	18.74	
13062	Media Specialist II	20.96	
13063	Media Specialist III	23.37	
13071	Photographer I	18.71	
13072	Photographer II	20.96	
13073	Photographer III	25.93	
13074	Photographer IV	31.72	
13075	Photographer V	38.37	
13090	Technical Order Library Clerk	18.40	
13110	Video Teleconference Technician	18.74	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	15.17	***
14042	Computer Operator II	16.97	
14043	Computer Operator III	18.92	
14044	Computer Operator IV	21.02	

14045	Computer Operator V		23.28
14071	Computer Programmer I		21.65
14072	Computer Programmer II		nan
14073	Computer Programmer III		nan
14074	Computer Programmer IV		nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		15.17 ***
14160	Personal Computer Support Technician		21.80
14170	System Support Specialist		23.28

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		28.18	
15020	Aircrew Training Devices Instructor (Rated)		34.10	
15030	Air Crew Training Devices Instructor (Pilot)		40.44	
15050	Computer Based Training Specialist / Instructor		28.18	
15060	Educational Technologist		36.01	
15070	Flight Instructor (Pilot)		40.44	
15080	Graphic Artist		30.02	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		37.43	
15086	Maintenance Test Pilot, Rotary Wing		37.43	
15088	Non-Maintenance Test/Co-Pilot		37.43	
15090	Technical Instructor		24.54	
15095	Technical Instructor/Course Developer		30.02	
15110	Test Proctor		19.80	
15120	Tutor		19.80	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		10.61	***
16030	Counter Attendant		10.61	***
16040	Dry Cleaner		12.29	***
16070	Finisher, Flatwork, Machine		10.61	***
16090	Presser, Hand		10.61	***
16110	Presser, Machine, Drycleaning		10.61	***
16130	Presser, Machine, Shirts		10.61	***
16160	Presser, Machine, Wearing Apparel, Laundry		10.61	***
16190	Sewing Machine Operator		13.01	***
16220	Tailor		13.78	***
16250	Washer, Machine		11.08	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		21.57	
19040	Tool And Die Maker		26.87	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		17.22	
21030	Material Coordinator		24.22	
21040	Material Expediter		24.22	
21050	Material Handling Laborer		13.46	***
21071	Order Filler		13.63	***
21080	Production Line Worker (Food Processing)		17.22	
21110	Shipping Packer		20.81	
21130	Shipping/Receiving Clerk		20.81	
21140	Store Worker I		12.34	***
21150	Stock Clerk		17.13	
21210	Tools And Parts Attendant		17.22	
21410	Warehouse Specialist		17.22	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		23.38	
23019	Aircraft Logs and Records Technician		18.67	

23021	Aircraft Mechanic I	22.11	
23022	Aircraft Mechanic II	23.38	
23023	Aircraft Mechanic III	24.64	
23040	Aircraft Mechanic Helper	16.71	
23050	Aircraft, Painter	20.78	
23060	Aircraft Servicer	18.67	
23070	Aircraft Survival Flight Equipment Technician	20.78	
23080	Aircraft Worker	19.64	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	19.64	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	22.11	
23110	Appliance Mechanic	21.57	
23120	Bicycle Repairer	17.36	
23125	Cable Splicer	37.44	
23130	Carpenter, Maintenance	21.78	
23140	Carpet Layer	20.19	
23160	Electrician, Maintenance	22.19	
23181	Electronics Technician Maintenance I	29.59	
23182	Electronics Technician Maintenance II	31.60	
23183	Electronics Technician Maintenance III	33.62	
23260	Fabric Worker	18.77	
23290	Fire Alarm System Mechanic	22.95	
23310	Fire Extinguisher Repairer	17.36	
23311	Fuel Distribution System Mechanic	22.62	
23312	Fuel Distribution System Operator	17.11	
23370	General Maintenance Worker	18.52	
23380	Ground Support Equipment Mechanic	22.11	
23381	Ground Support Equipment Servicer	18.67	
23382	Ground Support Equipment Worker	19.64	
23391	Gunsmith I	17.36	
23392	Gunsmith II	20.19	
23393	Gunsmith III	22.95	
23410	Heating, Ventilation And Air-Conditioning Mechanic	18.16	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19.20	
23430	Heavy Equipment Mechanic	22.79	
23440	Heavy Equipment Operator	17.67	
23460	Instrument Mechanic	22.95	
23465	Laboratory/Shelter Mechanic	21.57	
23470	Laborer	13.46	***
23510	Locksmith	21.57	
23530	Machinery Maintenance Mechanic	32.56	
23550	Machinist, Maintenance	23.74	
23580	Maintenance Trades Helper	12.86	***
23591	Metrology Technician I	22.95	
23592	Metrology Technician II	24.27	
23593	Metrology Technician III	25.57	
23640	Millwright	22.62	
23710	Office Appliance Repairer	21.57	
23760	Painter, Maintenance	20.47	
23790	Pipefitter, Maintenance	22.97	
23810	Plumber, Maintenance	21.59	
23820	Pneudraulic Systems Mechanic	22.95	
23850	Rigger	22.95	
23870	Scale Mechanic	20.19	
23890	Sheet-Metal Worker, Maintenance	19.94	
23910	Small Engine Mechanic	18.27	
23931	Telecommunications Mechanic I	33.53	
23932	Telecommunications Mechanic II	35.45	
23950	Telephone Lineman	26.50	
23960	Welder, Combination, Maintenance	21.42	
23965	Well Driller	22.95	
23970	Woodcraft Worker	22.95	
23980	Woodworker	17.36	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.03	***
24570	Child Care Attendant	10.31	***
24580	Child Care Center Clerk	13.33	***
24610	Chore Aide	10.48	***

24620	Family Readiness And Support Services Coordinator	14.03	***
24630	Homemaker	16.50	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.21	
25040	Sewage Plant Operator	20.81	
25070	Stationary Engineer	23.21	
25190	Ventilation Equipment Tender	17.25	
25210	Water Treatment Plant Operator	20.81	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	13.71	***
27007	Baggage Inspector	11.89	***
27008	Corrections Officer	16.99	
27010	Court Security Officer	17.70	
27030	Detection Dog Handler	13.30	***
27040	Detention Officer	16.99	
27070	Firefighter	17.70	
27101	Guard I	11.89	***
27102	Guard II	13.30	***
27131	Police Officer I	18.83	
27132	Police Officer II	20.91	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.93	***
28042	Carnival Equipment Repairer	16.78	
28043	Carnival Worker	11.41	***
28210	Gate Attendant/Gate Tender	14.46	***
28310	Lifeguard	12.63	***
28350	Park Attendant (Aide)	16.18	***
28510	Recreation Aide/Health Facility Attendant	11.81	***
28515	Recreation Specialist	19.66	
28630	Sports Official	12.89	***
28690	Swimming Pool Operator	19.52	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	21.24	
29020	Hatch Tender	21.24	
29030	Line Handler	21.24	
29041	Stevedore I	19.75	
29042	Stevedore II	22.69	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	16.38	
30022	Archeological Technician II	18.32	
30023	Archeological Technician III	24.92	
30030	Cartographic Technician	24.92	
30040	Civil Engineering Technician	20.55	
30051	Cryogenic Technician I	21.24	
30052	Cryogenic Technician II	23.46	
30061	Drafter/CAD Operator I	16.38	
30062	Drafter/CAD Operator II	18.32	
30063	Drafter/CAD Operator III	22.44	
30064	Drafter/CAD Operator IV	27.61	
30081	Engineering Technician I	15.18	***
30082	Engineering Technician II	17.04	
30083	Engineering Technician III	20.74	
30084	Engineering Technician IV	23.61	
30085	Engineering Technician V	28.89	

30086	Engineering Technician VI	34.95
30090	Environmental Technician	23.33
30095	Evidence Control Specialist	19.18
30210	Laboratory Technician	35.18
30221	Latent Fingerprint Technician I	21.24
30222	Latent Fingerprint Technician II	23.46
30240	Mathematical Technician	24.92
30361	Paralegal/Legal Assistant I	17.89
30362	Paralegal/Legal Assistant II	23.06
30363	Paralegal/Legal Assistant III	28.20
30364	Paralegal/Legal Assistant IV	34.12
30375	Petroleum Supply Specialist	23.46
30390	Photo-Optics Technician	24.92
30395	Radiation Control Technician	23.46
30461	Technical Writer I	19.50
30462	Technical Writer II	23.84
30463	Technical Writer III	28.38
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	23.36
30502	Weather Forecaster II	28.42
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.44
30621	Weather Observer, Senior	(see 2) 23.96

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	12.25	***
31030	Bus Driver	17.42	
31043	Driver Courier	14.19	***
31260	Parking and Lot Attendant	10.96	***
31290	Shuttle Bus Driver	14.03	***
31310	Taxi Driver	14.83	***
31361	Truckdriver, Light	15.43	***
31362	Truckdriver, Medium	16.76	
31363	Truckdriver, Heavy	18.91	
31364	Truckdriver, Tractor-Trailer	18.91	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	10.44	***
99050	Desk Clerk	10.59	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	17.02	
99252	Laboratory Animal Caretaker II	18.00	
99260	Marketing Analyst	26.95	
99310	Mortician	26.22	
99410	Pest Controller	17.41	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	15.98	***
99711	Recycling Specialist	19.26	
99730	Refuse Collector	14.30	***
99810	Sales Clerk	12.37	***
99820	School Crossing Guard	13.87	***
99830	Survey Party Chief	19.04	
99831	Surveying Aide	12.66	***
99832	Surveying Technician	17.31	
99840	Vending Machine Attendant	18.79	
99841	Vending Machine Repairer	23.76	
99842	Vending Machine Repairer Helper	18.79	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 11 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4629

States/Territories. : Alabama

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama County of Sumter

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.41	***
01012	Accounting Clerk II	17.29	
01013	Accounting Clerk III	19.34	
01020	Administrative Assistant	26.69	
01035	Court Reporter	19.05	
01041	Customer Service Representative I	12.90	***
01042	Customer Service Representative II	14.07	***
01043	Customer Service Representative III	15.79	***
01051	Data Entry Operator I	13.91	***
01052	Data Entry Operator II	15.17	***
01060	Dispatcher, Motor Vehicle	20.15	
01070	Document Preparation Clerk	15.17	***
01090	Duplicating Machine Operator	15.17	***
01111	General Clerk I	11.15	***
01112	General Clerk II	12.16	***
01113	General Clerk III	13.65	***
01120	Housing Referral Assistant	21.24	
01141	Messenger Courier	12.37	***
01191	Order Clerk I	13.91	***
01192	Order Clerk II	15.17	***
01261	Personnel Assistant (Employment) I	17.03	

01262	Personnel Assistant (Employment) II	19.05	
01263	Personnel Assistant (Employment) III	21.24	
01270	Production Control Clerk	24.22	
01290	Rental Clerk	12.93	***
01300	Scheduler, Maintenance	17.03	
01311	Secretary I	17.03	
01312	Secretary II	19.05	
01313	Secretary III	21.24	
01320	Service Order Dispatcher	18.23	
01410	Supply Technician	26.69	
01420	Survey Worker	13.12	***
01460	Switchboard Operator/Receptionist	12.40	***
01531	Travel Clerk I	13.04	***
01532	Travel Clerk II	13.85	***
01533	Travel Clerk III	14.50	***
01611	Word Processor I	15.17	***
01612	Word Processor II	17.03	
01613	Word Processor III	19.05	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.46	
05010	Automotive Electrician	16.88	
05040	Automotive Glass Installer	15.94	***
05070	Automotive Worker	15.94	***
05110	Mobile Equipment Servicer	14.01	***
05130	Motor Equipment Metal Mechanic	17.84	
05160	Motor Equipment Metal Worker	15.94	***
05190	Motor Vehicle Mechanic	17.84	
05220	Motor Vehicle Mechanic Helper	13.11	***
05250	Motor Vehicle Upholstery Worker	14.96	***
05280	Motor Vehicle Wrecker	15.94	***
05310	Painter, Automotive	16.88	
05340	Radiator Repair Specialist	15.94	***
05370	Tire Repairer	17.16	
05400	Transmission Repair Specialist	17.84	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	15.80	***
07041	Cook I	9.42	***
07042	Cook II	10.96	***
07070	Dishwasher	9.40	***
07130	Food Service Worker	10.70	***
07210	Meat Cutter	14.78	***
07260	Waiter/Waitress	9.01	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	19.64	
09040	Furniture Handler	12.58	***
09080	Furniture Refinisher	19.64	
09090	Furniture Refinisher Helper	15.23	***
09110	Furniture Repairer, Minor	17.89	
09130	Upholsterer	19.64	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.22	***
11060	Elevator Operator	11.22	***
11090	Gardener	17.78	
11122	Housekeeping Aide	10.82	***
11150	Janitor	10.82	***
11210	Laborer, Grounds Maintenance	13.53	***
11240	Maid or Houseman	9.69	***
11260	Pruner	12.08	***
11270	Tractor Operator	16.36	
11330	Trail Maintenance Worker	13.53	***

11360	Window Cleaner	12.12	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	15.80	***
12011	Breath Alcohol Technician	17.87	
12012	Certified Occupational Therapist Assistant	24.52	
12015	Certified Physical Therapist Assistant	28.40	
12020	Dental Assistant	14.11	***
12025	Dental Hygienist	27.41	
12030	EKG Technician	27.09	
12035	Electroneurodiagnostic Technologist	27.09	
12040	Emergency Medical Technician	15.80	***
12071	Licensed Practical Nurse I	15.97	***
12072	Licensed Practical Nurse II	17.87	
12073	Licensed Practical Nurse III	19.92	
12100	Medical Assistant	13.74	***
12130	Medical Laboratory Technician	22.85	
12160	Medical Record Clerk	14.11	***
12190	Medical Record Technician	17.25	
12195	Medical Transcriptionist	15.97	***
12210	Nuclear Medicine Technologist	39.28	
12221	Nursing Assistant I	11.43	***
12222	Nursing Assistant II	12.84	***
12223	Nursing Assistant III	14.02	***
12224	Nursing Assistant IV	15.74	***
12235	Optical Dispenser	17.87	
12236	Optical Technician	15.97	***
12250	Pharmacy Technician	14.17	***
12280	Phlebotomist	13.79	***
12305	Radiologic Technologist	22.88	
12311	Registered Nurse I	23.36	
12312	Registered Nurse II	28.58	
12313	Registered Nurse II, Specialist	28.58	
12314	Registered Nurse III	34.57	
12315	Registered Nurse III, Anesthetist	34.57	
12316	Registered Nurse IV	41.45	
12317	Scheduler (Drug and Alcohol Testing)	22.14	
12320	Substance Abuse Treatment Counselor	20.73	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.96	
13012	Exhibits Specialist II	25.97	
13013	Exhibits Specialist III	31.77	
13041	Illustrator I	20.96	
13042	Illustrator II	25.97	
13043	Illustrator III	31.77	
13047	Librarian	28.76	
13050	Library Aide/Clerk	13.86	***
13054	Library Information Technology Systems Administrator	25.97	
13058	Library Technician	17.91	
13061	Media Specialist I	18.71	
13062	Media Specialist II	20.96	
13063	Media Specialist III	23.37	
13071	Photographer I	18.74	
13072	Photographer II	20.93	
13073	Photographer III	25.97	
13074	Photographer IV	31.77	
13075	Photographer V	38.43	
13090	Technical Order Library Clerk	18.40	
13110	Video Teleconference Technician	18.74	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	11.20	***
14042	Computer Operator II	13.52	***
14043	Computer Operator III	16.20	
14044	Computer Operator IV	18.59	

14045	Computer Operator V		20.74
14071	Computer Programmer I	(see 1)	17.37
14072	Computer Programmer II	(see 1)	21.47
14073	Computer Programmer III	(see 1)	25.88
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	25.45
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		11.20 ***
14160	Personal Computer Support Technician		18.59
14170	System Support Specialist		21.24

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		25.45	
15020	Aircrew Training Devices Instructor (Rated)		30.80	
15030	Air Crew Training Devices Instructor (Pilot)		36.76	
15050	Computer Based Training Specialist / Instructor		25.45	
15060	Educational Technologist		32.37	
15070	Flight Instructor (Pilot)		36.76	
15080	Graphic Artist		24.55	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		36.76	
15086	Maintenance Test Pilot, Rotary Wing		36.76	
15088	Non-Maintenance Test/Co-Pilot		36.76	
15090	Technical Instructor		23.19	
15095	Technical Instructor/Course Developer		28.38	
15110	Test Proctor		18.72	
15120	Tutor		18.72	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		10.61	***
16030	Counter Attendant		10.61	***
16040	Dry Cleaner		12.29	***
16070	Finisher, Flatwork, Machine		10.61	***
16090	Presser, Hand		10.61	***
16110	Presser, Machine, Drycleaning		10.61	***
16130	Presser, Machine, Shirts		10.61	***
16160	Presser, Machine, Wearing Apparel, Laundry		10.61	***
16190	Sewing Machine Operator		13.01	***
16220	Tailor		13.78	***
16250	Washer, Machine		11.08	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		21.57	
19040	Tool And Die Maker		26.87	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		17.22	
21030	Material Coordinator		24.22	
21040	Material Expediter		24.22	
21050	Material Handling Laborer		13.46	***
21071	Order Filler		12.94	***
21080	Production Line Worker (Food Processing)		17.22	
21110	Shipping Packer		20.81	
21130	Shipping/Receiving Clerk		20.81	
21140	Store Worker I		12.25	***
21150	Stock Clerk		17.13	
21210	Tools And Parts Attendant		17.22	
21410	Warehouse Specialist		17.22	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		23.38	
23019	Aircraft Logs and Records Technician		18.08	

23021	Aircraft Mechanic I	22.11	
23022	Aircraft Mechanic II	23.38	
23023	Aircraft Mechanic III	24.64	
23040	Aircraft Mechanic Helper	15.38	***
23050	Aircraft, Painter	20.78	
23060	Aircraft Servicer	18.08	
23070	Aircraft Survival Flight Equipment Technician	20.78	
23080	Aircraft Worker	19.46	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	19.46	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	22.11	
23110	Appliance Mechanic	21.57	
23120	Bicycle Repairer	17.36	
23125	Cable Splicer	37.44	
23130	Carpenter, Maintenance	22.43	
23140	Carpet Layer	20.19	
23160	Electrician, Maintenance	22.19	
23181	Electronics Technician Maintenance I	29.59	
23182	Electronics Technician Maintenance II	31.60	
23183	Electronics Technician Maintenance III	33.62	
23260	Fabric Worker	18.77	
23290	Fire Alarm System Mechanic	22.95	
23310	Fire Extinguisher Repairer	17.36	
23311	Fuel Distribution System Mechanic	22.62	
23312	Fuel Distribution System Operator	17.11	
23370	General Maintenance Worker	18.36	
23380	Ground Support Equipment Mechanic	22.11	
23381	Ground Support Equipment Servicer	18.08	
23382	Ground Support Equipment Worker	19.46	
23391	Gunsmith I	17.36	
23392	Gunsmith II	20.19	
23393	Gunsmith III	22.95	
23410	Heating, Ventilation And Air-Conditioning Mechanic	18.16	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19.20	
23430	Heavy Equipment Mechanic	22.79	
23440	Heavy Equipment Operator	17.67	
23460	Instrument Mechanic	22.95	
23465	Laboratory/Shelter Mechanic	21.57	
23470	Laborer	13.46	***
23510	Locksmith	21.57	
23530	Machinery Maintenance Mechanic	32.63	
23550	Machinist, Maintenance	23.74	
23580	Maintenance Trades Helper	13.74	***
23591	Metrology Technician I	22.95	
23592	Metrology Technician II	24.27	
23593	Metrology Technician III	25.57	
23640	Millwright	23.02	
23710	Office Appliance Repairer	21.57	
23760	Painter, Maintenance	20.63	
23790	Pipefitter, Maintenance	22.97	
23810	Plumber, Maintenance	21.59	
23820	Pneudraulic Systems Mechanic	22.95	
23850	Rigger	22.95	
23870	Scale Mechanic	20.19	
23890	Sheet-Metal Worker, Maintenance	20.56	
23910	Small Engine Mechanic	18.37	
23931	Telecommunications Mechanic I	33.53	
23932	Telecommunications Mechanic II	35.45	
23950	Telephone Lineman	26.50	
23960	Welder, Combination, Maintenance	21.42	
23965	Well Driller	22.95	
23970	Woodcraft Worker	22.95	
23980	Woodworker	17.36	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	12.54	***
24570	Child Care Attendant	9.68	***
24580	Child Care Center Clerk	12.08	***
24610	Chore Aide	10.86	***

24620	Family Readiness And Support Services Coordinator	12.54	***
24630	Homemaker	13.42	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	24.76	
25040	Sewage Plant Operator	20.81	
25070	Stationary Engineer	24.76	
25190	Ventilation Equipment Tender	16.62	
25210	Water Treatment Plant Operator	20.81	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	13.09	***
27007	Baggage Inspector	11.89	***
27008	Corrections Officer	15.04	***
27010	Court Security Officer	16.52	
27030	Detection Dog Handler	13.30	***
27040	Detention Officer	15.04	***
27070	Firefighter	16.52	
27101	Guard I	11.89	***
27102	Guard II	13.30	***
27131	Police Officer I	18.57	
27132	Police Officer II	20.64	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.43	***
28042	Carnival Equipment Repairer	16.78	
28043	Carnival Worker	11.41	***
28210	Gate Attendant/Gate Tender	14.18	***
28310	Lifeguard	12.63	***
28350	Park Attendant (Aide)	15.86	***
28510	Recreation Aide/Health Facility Attendant	11.58	***
28515	Recreation Specialist	19.66	
28630	Sports Official	12.63	***
28690	Swimming Pool Operator	20.78	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	21.24	
29020	Hatch Tender	21.24	
29030	Line Handler	21.24	
29041	Stevedore I	19.75	
29042	Stevedore II	22.69	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	14.89	***
30022	Archeological Technician II	16.90	
30023	Archeological Technician III	20.65	
30030	Cartographic Technician	21.34	
30040	Civil Engineering Technician	20.55	
30051	Cryogenic Technician I	21.24	
30052	Cryogenic Technician II	23.46	
30061	Drafter/CAD Operator I	14.89	***
30062	Drafter/CAD Operator II	16.90	
30063	Drafter/CAD Operator III	18.85	
30064	Drafter/CAD Operator IV	22.86	
30081	Engineering Technician I	13.46	***
30082	Engineering Technician II	15.11	***
30083	Engineering Technician III	16.90	
30084	Engineering Technician IV	20.93	
30085	Engineering Technician V	25.61	

30086	Engineering Technician VI	30.98
30090	Environmental Technician	23.03
30095	Evidence Control Specialist	19.18
30210	Laboratory Technician	30.83
30221	Latent Fingerprint Technician I	21.24
30222	Latent Fingerprint Technician II	23.46
30240	Mathematical Technician	20.94
30361	Paralegal/Legal Assistant I	17.70
30362	Paralegal/Legal Assistant II	21.93
30363	Paralegal/Legal Assistant III	26.83
30364	Paralegal/Legal Assistant IV	32.45
30375	Petroleum Supply Specialist	23.46
30390	Photo-Optics Technician	23.03
30395	Radiation Control Technician	23.46
30461	Technical Writer I	20.65
30462	Technical Writer II	25.25
30463	Technical Writer III	30.55
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	23.36
30502	Weather Forecaster II	28.42
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 18.85
30621	Weather Observer, Senior	(see 2) 23.03

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	12.25	***
31030	Bus Driver	17.42	
31043	Driver Courier	14.26	***
31260	Parking and Lot Attendant	10.96	***
31290	Shuttle Bus Driver	15.20	***
31310	Taxi Driver	14.83	***
31361	Truckdriver, Light	15.50	***
31362	Truckdriver, Medium	16.76	
31363	Truckdriver, Heavy	18.75	
31364	Truckdriver, Tractor-Trailer	18.75	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	10.44	***
99050	Desk Clerk	10.59	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	16.48	
99252	Laboratory Animal Caretaker II	17.86	
99260	Marketing Analyst	26.95	
99310	Mortician	26.22	
99410	Pest Controller	17.41	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	15.93	***
99711	Recycling Specialist	19.26	
99730	Refuse Collector	14.22	***
99810	Sales Clerk	12.08	***
99820	School Crossing Guard	13.87	***
99830	Survey Party Chief	19.06	
99831	Surveying Aide	12.38	***
99832	Surveying Technician	17.31	
99840	Vending Machine Attendant	18.79	
99841	Vending Machine Repairer	23.76	
99842	Vending Machine Repairer Helper	18.79	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 11 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4631

States/Territories. : Alabama

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Barbour, Coffee, Dale

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.20	***
01012	Accounting Clerk II	17.06	
01013	Accounting Clerk III	19.08	
01020	Administrative Assistant	31.45	
01035	Court Reporter	17.34	
01041	Customer Service Representative I	13.21	***
01042	Customer Service Representative II	14.41	***
01043	Customer Service Representative III	16.17	***
01051	Data Entry Operator I	12.85	***
01052	Data Entry Operator II	14.02	***
01060	Dispatcher, Motor Vehicle	22.57	
01070	Document Preparation Clerk	13.81	***
01090	Duplicating Machine Operator	13.81	***
01111	General Clerk I	11.47	***
01112	General Clerk II	13.35	***
01113	General Clerk III	15.04	***
01120	Housing Referral Assistant	19.33	
01141	Messenger Courier	11.26	***
01191	Order Clerk I	13.87	***
01192	Order Clerk II	15.13	***
01261	Personnel Assistant (Employment) I	16.26	

01262	Personnel Assistant (Employment) II	18.19	
01263	Personnel Assistant (Employment) III	20.28	
01270	Production Control Clerk	23.14	
01290	Rental Clerk	11.33	***
01300	Scheduler, Maintenance	15.50	***
01311	Secretary I	15.50	***
01312	Secretary II	17.34	
01313	Secretary III	19.33	
01320	Service Order Dispatcher	19.93	
01410	Supply Technician	31.45	
01420	Survey Worker	14.03	***
01460	Switchboard Operator/Receptionist	11.59	***
01531	Travel Clerk I	12.99	***
01532	Travel Clerk II	13.89	***
01533	Travel Clerk III	14.67	***
01611	Word Processor I	13.81	***
01612	Word Processor II	15.50	***
01613	Word Processor III	17.34	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.42	
05010	Automotive Electrician	20.58	
05040	Automotive Glass Installer	19.51	
05070	Automotive Worker	19.51	
05110	Mobile Equipment Servicer	16.97	
05130	Motor Equipment Metal Mechanic	21.69	
05160	Motor Equipment Metal Worker	19.47	
05190	Motor Vehicle Mechanic	21.69	
05220	Motor Vehicle Mechanic Helper	15.72	***
05250	Motor Vehicle Upholstery Worker	18.22	
05280	Motor Vehicle Wrecker	19.51	
05310	Painter, Automotive	20.58	
05340	Radiator Repair Specialist	19.51	
05370	Tire Repairer	13.55	***
05400	Transmission Repair Specialist	21.69	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	12.56	***
07041	Cook I	10.56	***
07042	Cook II	12.14	***
07070	Dishwasher	9.08	***
07130	Food Service Worker	9.87	***
07210	Meat Cutter	15.26	***
07260	Waiter/Waitress	8.95	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	21.34	
09040	Furniture Handler	13.89	***
09080	Furniture Refinisher	21.34	
09090	Furniture Refinisher Helper	16.48	
09110	Furniture Repairer, Minor	19.10	
09130	Upholsterer	21.34	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.46	***
11060	Elevator Operator	11.31	***
11090	Gardener	15.46	***
11122	Housekeeping Aide	11.31	***
11150	Janitor	11.31	***
11210	Laborer, Grounds Maintenance	12.08	***
11240	Maid or Houseman	9.50	***
11260	Pruner	10.99	***
11270	Tractor Operator	14.32	***
11330	Trail Maintenance Worker	12.08	***

11360	Window Cleaner	12.45	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	15.20	***
12011	Breath Alcohol Technician	18.57	
12012	Certified Occupational Therapist Assistant	25.48	
12015	Certified Physical Therapist Assistant	28.47	
12020	Dental Assistant	18.40	
12025	Dental Hygienist	24.44	
12030	EKG Technician	28.14	
12035	Electroneurodiagnostic Technologist	28.14	
12040	Emergency Medical Technician	15.20	***
12071	Licensed Practical Nurse I	16.61	
12072	Licensed Practical Nurse II	18.57	
12073	Licensed Practical Nurse III	20.70	
12100	Medical Assistant	13.61	***
12130	Medical Laboratory Technician	23.84	
12160	Medical Record Clerk	15.94	***
12190	Medical Record Technician	18.14	
12195	Medical Transcriptionist	16.61	
12210	Nuclear Medicine Technologist	40.81	
12221	Nursing Assistant I	11.73	***
12222	Nursing Assistant II	13.18	***
12223	Nursing Assistant III	14.38	***
12224	Nursing Assistant IV	16.16	***
12235	Optical Dispenser	16.74	
12236	Optical Technician	16.61	
12250	Pharmacy Technician	14.19	***
12280	Phlebotomist	13.13	***
12305	Radiologic Technologist	22.96	
12311	Registered Nurse I	23.58	
12312	Registered Nurse II	28.85	
12313	Registered Nurse II, Specialist	28.85	
12314	Registered Nurse III	34.91	
12315	Registered Nurse III, Anesthetist	34.91	
12316	Registered Nurse IV	41.84	
12317	Scheduler (Drug and Alcohol Testing)	23.01	
12320	Substance Abuse Treatment Counselor	21.17	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.65	
13012	Exhibits Specialist II	25.58	
13013	Exhibits Specialist III	31.30	
13041	Illustrator I	20.65	
13042	Illustrator II	25.58	
13043	Illustrator III	31.30	
13047	Librarian	28.33	
13050	Library Aide/Clerk	13.21	***
13054	Library Information Technology Systems Administrator	25.58	
13058	Library Technician	20.31	
13061	Media Specialist I	18.46	
13062	Media Specialist II	20.65	
13063	Media Specialist III	23.02	
13071	Photographer I	18.46	
13072	Photographer II	20.65	
13073	Photographer III	25.58	
13074	Photographer IV	31.30	
13075	Photographer V	37.86	
13090	Technical Order Library Clerk	17.04	
13110	Video Teleconference Technician	18.46	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	15.41	***
14042	Computer Operator II	17.31	
14043	Computer Operator III	20.05	
14044	Computer Operator IV	22.57	

14045	Computer Operator V		24.99
14071	Computer Programmer I	(see 1)	21.01
14072	Computer Programmer II	(see 1)	26.02
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		15.41 ***
14160	Personal Computer Support Technician		23.27
14170	System Support Specialist		24.99

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	30.78	
15020	Aircrew Training Devices Instructor (Rated)	37.23	
15030	Air Crew Training Devices Instructor (Pilot)	44.64	
15050	Computer Based Training Specialist / Instructor	30.78	
15060	Educational Technologist	37.95	
15070	Flight Instructor (Pilot)	44.64	
15080	Graphic Artist	27.57	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	44.64	
15086	Maintenance Test Pilot, Rotary Wing	44.64	
15088	Non-Maintenance Test/Co-Pilot	44.64	
15090	Technical Instructor	24.79	
15095	Technical Instructor/Course Developer	30.33	
15110	Test Proctor	20.03	
15120	Tutor	20.03	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	9.75	***
16030	Counter Attendant	9.75	***
16040	Dry Cleaner	11.82	***
16070	Finisher, Flatwork, Machine	11.28	***
16090	Presser, Hand	9.75	***
16110	Presser, Machine, Drycleaning	9.75	***
16130	Presser, Machine, Shirts	9.75	***
16160	Presser, Machine, Wearing Apparel, Laundry	9.75	***
16190	Sewing Machine Operator	12.52	***
16220	Tailor	13.23	***
16250	Washer, Machine	12.50	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	23.08	
19040	Tool And Die Maker	28.30	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	17.18	
21030	Material Coordinator	23.14	
21040	Material Expediter	23.14	
21050	Material Handling Laborer	14.16	***
21071	Order Filler	13.84	***
21080	Production Line Worker (Food Processing)	17.18	
21110	Shipping Packer	16.58	
21130	Shipping/Receiving Clerk	16.58	
21140	Store Worker I	12.99	***
21150	Stock Clerk	17.37	
21210	Tools And Parts Attendant	17.18	
21410	Warehouse Specialist	17.18	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	27.09	
23019	Aircraft Logs and Records Technician	21.34	

23021	Aircraft Mechanic I	25.73	
23022	Aircraft Mechanic II	27.09	
23023	Aircraft Mechanic III	28.45	
23040	Aircraft Mechanic Helper	18.41	
23050	Aircraft, Painter	24.29	
23060	Aircraft Servicer	21.34	
23070	Aircraft Survival Flight Equipment Technician	24.29	
23080	Aircraft Worker	22.86	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	22.86	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	25.73	
23110	Appliance Mechanic	23.08	
23120	Bicycle Repairer	18.89	
23125	Cable Splicer	34.46	
23130	Carpenter, Maintenance	18.42	
23140	Carpet Layer	21.72	
23160	Electrician, Maintenance	24.20	
23181	Electronics Technician Maintenance I	24.57	
23182	Electronics Technician Maintenance II	27.28	
23183	Electronics Technician Maintenance III	28.90	
23260	Fabric Worker	20.28	
23290	Fire Alarm System Mechanic	22.87	
23310	Fire Extinguisher Repairer	18.89	
23311	Fuel Distribution System Mechanic	22.84	
23312	Fuel Distribution System Operator	17.64	
23370	General Maintenance Worker	17.52	
23380	Ground Support Equipment Mechanic	25.73	
23381	Ground Support Equipment Servicer	21.34	
23382	Ground Support Equipment Worker	22.86	
23391	Gunsmith I	18.89	
23392	Gunsmith II	21.72	
23393	Gunsmith III	24.45	
23410	Heating, Ventilation And Air-Conditioning Mechanic	23.43	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.65	
23430	Heavy Equipment Mechanic	24.66	
23440	Heavy Equipment Operator	17.63	
23460	Instrument Mechanic	24.45	
23465	Laboratory/Shelter Mechanic	23.08	
23470	Laborer	14.16	***
23510	Locksmith	23.08	
23530	Machinery Maintenance Mechanic	22.96	
23550	Machinist, Maintenance	24.73	
23580	Maintenance Trades Helper	15.19	***
23591	Metrology Technician I	24.45	
23592	Metrology Technician II	25.75	
23593	Metrology Technician III	27.04	
23640	Millwright	22.55	
23710	Office Appliance Repairer	26.48	
23760	Painter, Maintenance	17.12	
23790	Pipefitter, Maintenance	20.56	
23810	Plumber, Maintenance	19.41	
23820	Pneudraulic Systems Mechanic	24.45	
23850	Rigger	24.45	
23870	Scale Mechanic	21.72	
23890	Sheet-Metal Worker, Maintenance	23.21	
23910	Small Engine Mechanic	20.67	
23931	Telecommunications Mechanic I	29.00	
23932	Telecommunications Mechanic II	30.55	
23950	Telephone Lineman	23.03	
23960	Welder, Combination, Maintenance	18.18	
23965	Well Driller	24.45	
23970	Woodcraft Worker	24.45	
23980	Woodworker	18.89	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	13.82	***
24570	Child Care Attendant	9.22	***
24580	Child Care Center Clerk	13.29	***
24610	Chore Aide	10.98	***

24620	Family Readiness And Support Services Coordinator	13.82	***
24630	Homemaker	13.82	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.39	
25040	Sewage Plant Operator	18.67	
25070	Stationary Engineer	23.39	
25190	Ventilation Equipment Tender	16.74	
25210	Water Treatment Plant Operator	18.67	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	14.54	***
27007	Baggage Inspector	14.62	***
27008	Corrections Officer	18.55	
27010	Court Security Officer	19.04	
27030	Detection Dog Handler	16.84	
27040	Detention Officer	18.55	
27070	Firefighter	21.70	
27101	Guard I	14.62	***
27102	Guard II	16.84	
27131	Police Officer I	17.87	
27132	Police Officer II	19.86	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.31	***
28042	Carnival Equipment Repairer	14.37	***
28043	Carnival Worker	10.20	***
28210	Gate Attendant/Gate Tender	12.73	***
28310	Lifeguard	11.34	***
28350	Park Attendant (Aide)	14.24	***
28510	Recreation Aide/Health Facility Attendant	11.10	***
28515	Recreation Specialist	16.33	
28630	Sports Official	11.34	***
28690	Swimming Pool Operator	17.45	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	22.86	
29020	Hatch Tender	22.86	
29030	Line Handler	22.86	
29041	Stevedore I	21.34	
29042	Stevedore II	24.29	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	17.94	
30022	Archeological Technician II	20.08	
30023	Archeological Technician III	24.86	
30030	Cartographic Technician	24.86	
30040	Civil Engineering Technician	22.45	
30051	Cryogenic Technician I	27.54	
30052	Cryogenic Technician II	30.42	
30061	Drafter/CAD Operator I	17.94	
30062	Drafter/CAD Operator II	20.08	
30063	Drafter/CAD Operator III	22.38	
30064	Drafter/CAD Operator IV	27.54	
30081	Engineering Technician I	15.98	***
30082	Engineering Technician II	17.94	
30083	Engineering Technician III	20.08	
30084	Engineering Technician IV	24.86	
30085	Engineering Technician V	30.42	

30086	Engineering Technician VI	36.80
30090	Environmental Technician	24.86
30095	Evidence Control Specialist	24.86
30210	Laboratory Technician	22.38
30221	Latent Fingerprint Technician I	27.54
30222	Latent Fingerprint Technician II	30.42
30240	Mathematical Technician	24.86
30361	Paralegal/Legal Assistant I	17.50
30362	Paralegal/Legal Assistant II	21.68
30363	Paralegal/Legal Assistant III	26.53
30364	Paralegal/Legal Assistant IV	32.09
30375	Petroleum Supply Specialist	30.42
30390	Photo-Optics Technician	24.79
30395	Radiation Control Technician	30.42
30461	Technical Writer I	24.86
30462	Technical Writer II	30.42
30463	Technical Writer III	36.80
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	27.54
30502	Weather Forecaster II	33.50
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.38
30621	Weather Observer, Senior	(see 2) 24.86

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	14.67	***
31030	Bus Driver	20.17	
31043	Driver Courier	12.61	***
31260	Parking and Lot Attendant	13.38	***
31290	Shuttle Bus Driver	13.77	***
31310	Taxi Driver	13.87	***
31361	Truckdriver, Light	13.77	***
31362	Truckdriver, Medium	14.20	***
31363	Truckdriver, Heavy	22.33	
31364	Truckdriver, Tractor-Trailer	22.33	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	10.51	***
99050	Desk Clerk	9.91	***
99095	Embalmer	25.60	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	13.74	***
99252	Laboratory Animal Caretaker II	14.83	***
99260	Marketing Analyst	27.82	
99310	Mortician	25.60	
99410	Pest Controller	15.28	***
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	15.53	***
99711	Recycling Specialist	18.43	
99730	Refuse Collector	14.16	***
99810	Sales Clerk	11.63	***
99820	School Crossing Guard	14.41	***
99830	Survey Party Chief	21.84	
99831	Surveying Aide	13.89	***
99832	Surveying Technician	19.04	
99840	Vending Machine Attendant	18.85	
99841	Vending Machine Repairer	23.39	
99842	Vending Machine Repairer Helper	18.85	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 11 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4633

States/Territories. : Alabama

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama County of Covington

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.20	***
01012	Accounting Clerk II	17.06	
01013	Accounting Clerk III	19.08	
01020	Administrative Assistant	31.77	
01035	Court Reporter	17.96	
01041	Customer Service Representative I	13.21	***
01042	Customer Service Representative II	14.41	***
01043	Customer Service Representative III	16.17	***
01051	Data Entry Operator I	12.85	***
01052	Data Entry Operator II	14.02	***
01060	Dispatcher, Motor Vehicle	23.17	
01070	Document Preparation Clerk	13.81	***
01090	Duplicating Machine Operator	13.81	***
01111	General Clerk I	11.79	***
01112	General Clerk II	12.86	***
01113	General Clerk III	14.45	***
01120	Housing Referral Assistant	19.33	
01141	Messenger Courier	11.26	***
01191	Order Clerk I	13.87	***
01192	Order Clerk II	15.13	***
01261	Personnel Assistant (Employment) I	17.24	

01262	Personnel Assistant (Employment) II	20.67	
01263	Personnel Assistant (Employment) III	24.58	
01270	Production Control Clerk	23.85	
01290	Rental Clerk	14.27	***
01300	Scheduler, Maintenance	15.50	***
01311	Secretary I	15.50	***
01312	Secretary II	17.34	
01313	Secretary III	19.33	
01320	Service Order Dispatcher	20.70	
01410	Supply Technician	31.77	
01420	Survey Worker	17.56	
01460	Switchboard Operator/Receptionist	11.59	***
01531	Travel Clerk I	12.99	***
01532	Travel Clerk II	13.89	***
01533	Travel Clerk III	14.67	***
01611	Word Processor I	13.81	***
01612	Word Processor II	15.50	***
01613	Word Processor III	17.34	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.42	
05010	Automotive Electrician	19.43	
05040	Automotive Glass Installer	17.68	
05070	Automotive Worker	17.68	
05110	Mobile Equipment Servicer	15.38	***
05130	Motor Equipment Metal Mechanic	19.91	
05160	Motor Equipment Metal Worker	17.68	
05190	Motor Vehicle Mechanic	19.91	
05220	Motor Vehicle Mechanic Helper	14.44	***
05250	Motor Vehicle Upholstery Worker	17.42	
05280	Motor Vehicle Wrecker	17.68	
05310	Painter, Automotive	19.34	
05340	Radiator Repair Specialist	18.67	
05370	Tire Repairer	13.67	***
05400	Transmission Repair Specialist	19.91	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	12.56	***
07041	Cook I	10.56	***
07042	Cook II	12.14	***
07070	Dishwasher	9.08	***
07130	Food Service Worker	9.87	***
07210	Meat Cutter	22.20	
07260	Waiter/Waitress	8.95	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	20.63	
09040	Furniture Handler	13.89	***
09080	Furniture Refinisher	20.63	
09090	Furniture Refinisher Helper	16.48	
09110	Furniture Repairer, Minor	19.10	
09130	Upholsterer	20.63	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.46	***
11060	Elevator Operator	11.31	***
11090	Gardener	15.46	***
11122	Housekeeping Aide	11.31	***
11150	Janitor	11.31	***
11210	Laborer, Grounds Maintenance	12.08	***
11240	Maid or Houseman	9.50	***
11260	Pruner	12.90	***
11270	Tractor Operator	14.32	***
11330	Trail Maintenance Worker	12.08	***

11360	Window Cleaner	12.45	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	15.51	***
12011	Breath Alcohol Technician	18.57	
12012	Certified Occupational Therapist Assistant	25.48	
12015	Certified Physical Therapist Assistant	28.47	
12020	Dental Assistant	17.73	
12025	Dental Hygienist	30.14	
12030	EKG Technician	28.14	
12035	Electroneurodiagnostic Technologist	28.14	
12040	Emergency Medical Technician	15.51	***
12071	Licensed Practical Nurse I	16.61	
12072	Licensed Practical Nurse II	18.57	
12073	Licensed Practical Nurse III	20.70	
12100	Medical Assistant	13.61	***
12130	Medical Laboratory Technician	22.85	
12160	Medical Record Clerk	15.94	***
12190	Medical Record Technician	18.14	
12195	Medical Transcriptionist	16.61	
12210	Nuclear Medicine Technologist	40.81	
12221	Nursing Assistant I	11.73	***
12222	Nursing Assistant II	13.18	***
12223	Nursing Assistant III	14.38	***
12224	Nursing Assistant IV	16.16	***
12235	Optical Dispenser	16.74	
12236	Optical Technician	16.61	
12250	Pharmacy Technician	14.75	***
12280	Phlebotomist	13.05	***
12305	Radiologic Technologist	22.72	
12311	Registered Nurse I	23.58	
12312	Registered Nurse II	28.85	
12313	Registered Nurse II, Specialist	28.85	
12314	Registered Nurse III	34.91	
12315	Registered Nurse III, Anesthetist	34.91	
12316	Registered Nurse IV	41.84	
12317	Scheduler (Drug and Alcohol Testing)	23.01	
12320	Substance Abuse Treatment Counselor	21.17	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.65	
13012	Exhibits Specialist II	25.58	
13013	Exhibits Specialist III	31.30	
13041	Illustrator I	20.65	
13042	Illustrator II	25.58	
13043	Illustrator III	31.30	
13047	Librarian	28.33	
13050	Library Aide/Clerk	10.84	***
13054	Library Information Technology Systems Administrator	25.58	
13058	Library Technician	20.26	
13061	Media Specialist I	18.46	
13062	Media Specialist II	20.65	
13063	Media Specialist III	23.02	
13071	Photographer I	18.46	
13072	Photographer II	20.65	
13073	Photographer III	25.58	
13074	Photographer IV	31.30	
13075	Photographer V	37.86	
13090	Technical Order Library Clerk	17.04	
13110	Video Teleconference Technician	18.46	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	14.45	***
14042	Computer Operator II	16.16	***
14043	Computer Operator III	18.02	
14044	Computer Operator IV	20.01	

14045	Computer Operator V		22.18
14071	Computer Programmer I	(see 1)	21.01
14072	Computer Programmer II	(see 1)	26.02
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		14.45 ***
14160	Personal Computer Support Technician		20.01
14170	System Support Specialist		22.18

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	30.78	
15020	Aircrew Training Devices Instructor (Rated)	37.23	
15030	Air Crew Training Devices Instructor (Pilot)	44.64	
15050	Computer Based Training Specialist / Instructor	30.78	
15060	Educational Technologist	37.29	
15070	Flight Instructor (Pilot)	44.64	
15080	Graphic Artist	25.29	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	44.64	
15086	Maintenance Test Pilot, Rotary Wing	44.64	
15088	Non-Maintenance Test/Co-Pilot	44.64	
15090	Technical Instructor	23.80	
15095	Technical Instructor/Course Developer	29.12	
15110	Test Proctor	19.51	
15120	Tutor	19.51	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	9.75	***
16030	Counter Attendant	9.75	***
16040	Dry Cleaner	11.82	***
16070	Finisher, Flatwork, Machine	9.75	***
16090	Presser, Hand	9.75	***
16110	Presser, Machine, Drycleaning	9.75	***
16130	Presser, Machine, Shirts	9.75	***
16160	Presser, Machine, Wearing Apparel, Laundry	9.75	***
16190	Sewing Machine Operator	12.52	***
16220	Tailor	13.23	***
16250	Washer, Machine	10.45	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	23.08	
19040	Tool And Die Maker	28.30	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	17.30	
21030	Material Coordinator	23.14	
21040	Material Expediter	23.14	
21050	Material Handling Laborer	14.16	***
21071	Order Filler	13.88	***
21080	Production Line Worker (Food Processing)	17.30	
21110	Shipping Packer	16.58	
21130	Shipping/Receiving Clerk	16.58	
21140	Store Worker I	12.99	***
21150	Stock Clerk	17.37	
21210	Tools And Parts Attendant	17.30	
21410	Warehouse Specialist	17.30	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	27.09	
23019	Aircraft Logs and Records Technician	21.34	

23021	Aircraft Mechanic I	25.73	
23022	Aircraft Mechanic II	27.09	
23023	Aircraft Mechanic III	28.45	
23040	Aircraft Mechanic Helper	18.41	
23050	Aircraft, Painter	24.29	
23060	Aircraft Servicer	21.34	
23070	Aircraft Survival Flight Equipment Technician	24.29	
23080	Aircraft Worker	22.86	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	22.86	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	25.73	
23110	Appliance Mechanic	23.08	
23120	Bicycle Repairer	18.89	
23125	Cable Splicer	34.46	
23130	Carpenter, Maintenance	18.42	
23140	Carpet Layer	21.72	
23160	Electrician, Maintenance	24.20	
23181	Electronics Technician Maintenance I	25.68	
23182	Electronics Technician Maintenance II	27.28	
23183	Electronics Technician Maintenance III	28.90	
23260	Fabric Worker	20.28	
23290	Fire Alarm System Mechanic	24.45	
23310	Fire Extinguisher Repairer	18.89	
23311	Fuel Distribution System Mechanic	22.94	
23312	Fuel Distribution System Operator	17.72	
23370	General Maintenance Worker	17.52	
23380	Ground Support Equipment Mechanic	25.73	
23381	Ground Support Equipment Servicer	21.34	
23382	Ground Support Equipment Worker	22.86	
23391	Gunsmith I	18.89	
23392	Gunsmith II	21.72	
23393	Gunsmith III	24.45	
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.32	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.69	
23430	Heavy Equipment Mechanic	24.66	
23440	Heavy Equipment Operator	17.63	
23460	Instrument Mechanic	24.45	
23465	Laboratory/Shelter Mechanic	23.08	
23470	Laborer	14.16	***
23510	Locksmith	23.08	
23530	Machinery Maintenance Mechanic	22.96	
23550	Machinist, Maintenance	24.88	
23580	Maintenance Trades Helper	14.98	***
23591	Metrology Technician I	24.45	
23592	Metrology Technician II	25.75	
23593	Metrology Technician III	27.04	
23640	Millwright	22.55	
23710	Office Appliance Repairer	26.60	
23760	Painter, Maintenance	17.12	
23790	Pipefitter, Maintenance	20.56	
23810	Plumber, Maintenance	18.85	
23820	Pneudraulic Systems Mechanic	24.45	
23850	Rigger	24.45	
23870	Scale Mechanic	21.72	
23890	Sheet-Metal Worker, Maintenance	23.21	
23910	Small Engine Mechanic	20.67	
23931	Telecommunications Mechanic I	29.00	
23932	Telecommunications Mechanic II	30.55	
23950	Telephone Lineman	23.03	
23960	Welder, Combination, Maintenance	18.18	
23965	Well Driller	24.45	
23970	Woodcraft Worker	24.45	
23980	Woodworker	18.89	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.56	***
24570	Child Care Attendant	8.94	***
24580	Child Care Center Clerk	12.46	***
24610	Chore Aide	9.50	***

24620	Family Readiness And Support Services Coordinator	14.56	***
24630	Homemaker	14.56	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.39	
25040	Sewage Plant Operator	18.67	
25070	Stationary Engineer	23.39	
25190	Ventilation Equipment Tender	16.74	
25210	Water Treatment Plant Operator	18.67	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	14.34	***
27007	Baggage Inspector	14.62	***
27008	Corrections Officer	18.55	
27010	Court Security Officer	19.04	
27030	Detection Dog Handler	16.49	
27040	Detention Officer	18.55	
27070	Firefighter	21.70	
27101	Guard I	14.62	***
27102	Guard II	16.49	
27131	Police Officer I	17.87	
27132	Police Officer II	19.86	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.31	***
28042	Carnival Equipment Repairer	14.37	***
28043	Carnival Worker	10.20	***
28210	Gate Attendant/Gate Tender	12.73	***
28310	Lifeguard	10.82	***
28350	Park Attendant (Aide)	14.24	***
28510	Recreation Aide/Health Facility Attendant	10.39	***
28515	Recreation Specialist	16.33	
28630	Sports Official	11.34	***
28690	Swimming Pool Operator	18.67	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	24.06	
29020	Hatch Tender	24.06	
29030	Line Handler	24.06	
29041	Stevedore I	22.47	
29042	Stevedore II	25.56	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	17.94	
30022	Archeological Technician II	20.08	
30023	Archeological Technician III	24.86	
30030	Cartographic Technician	24.86	
30040	Civil Engineering Technician	23.07	
30051	Cryogenic Technician I	27.54	
30052	Cryogenic Technician II	30.42	
30061	Drafter/CAD Operator I	17.94	
30062	Drafter/CAD Operator II	20.08	
30063	Drafter/CAD Operator III	22.38	
30064	Drafter/CAD Operator IV	27.54	
30081	Engineering Technician I	16.87	
30082	Engineering Technician II	18.93	
30083	Engineering Technician III	21.17	
30084	Engineering Technician IV	26.24	
30085	Engineering Technician V	32.10	

30086	Engineering Technician VI	38.83
30090	Environmental Technician	24.86
30095	Evidence Control Specialist	24.86
30210	Laboratory Technician	23.09
30221	Latent Fingerprint Technician I	27.54
30222	Latent Fingerprint Technician II	30.42
30240	Mathematical Technician	26.22
30361	Paralegal/Legal Assistant I	17.50
30362	Paralegal/Legal Assistant II	21.68
30363	Paralegal/Legal Assistant III	26.53
30364	Paralegal/Legal Assistant IV	32.09
30375	Petroleum Supply Specialist	30.42
30390	Photo-Optics Technician	24.86
30395	Radiation Control Technician	30.42
30461	Technical Writer I	24.86
30462	Technical Writer II	30.42
30463	Technical Writer III	36.80
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	27.54
30502	Weather Forecaster II	33.50
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.65
30621	Weather Observer, Senior	(see 2) 24.86

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	12.82	***
31030	Bus Driver	18.71	
31043	Driver Courier	12.12	***
31260	Parking and Lot Attendant	12.72	***
31290	Shuttle Bus Driver	13.26	***
31310	Taxi Driver	10.85	***
31361	Truckdriver, Light	13.26	***
31362	Truckdriver, Medium	15.27	***
31363	Truckdriver, Heavy	22.33	
31364	Truckdriver, Tractor-Trailer	22.33	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	10.51	***
99050	Desk Clerk	9.91	***
99095	Embalmer	25.36	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	13.74	***
99252	Laboratory Animal Caretaker II	14.83	***
99260	Marketing Analyst	27.82	
99310	Mortician	25.36	
99410	Pest Controller	15.28	***
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	15.58	***
99711	Recycling Specialist	18.56	
99730	Refuse Collector	14.16	***
99810	Sales Clerk	12.37	***
99820	School Crossing Guard	14.41	***
99830	Survey Party Chief	21.51	
99831	Surveying Aide	13.90	***
99832	Surveying Technician	19.04	
99840	Vending Machine Attendant	18.85	
99841	Vending Machine Repairer	23.39	
99842	Vending Machine Repairer Helper	18.85	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 11 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4635

States/Territories. : Alabama

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Bullock, Butler, Crenshaw, Macon, Pike

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.20	***
01012	Accounting Clerk II	17.06	
01013	Accounting Clerk III	19.08	
01020	Administrative Assistant	31.77	
01035	Court Reporter	19.67	
01041	Customer Service Representative I	13.21	***
01042	Customer Service Representative II	14.41	***
01043	Customer Service Representative III	16.17	***
01051	Data Entry Operator I	12.85	***
01052	Data Entry Operator II	14.02	***
01060	Dispatcher, Motor Vehicle	23.17	
01070	Document Preparation Clerk	13.81	***
01090	Duplicating Machine Operator	13.81	***
01111	General Clerk I	11.47	***
01112	General Clerk II	12.51	***
01113	General Clerk III	14.04	***
01120	Housing Referral Assistant	19.33	
01141	Messenger Courier	11.26	***
01191	Order Clerk I	13.87	***
01192	Order Clerk II	15.13	***
01261	Personnel Assistant (Employment) I	16.90	

01262	Personnel Assistant (Employment) II	20.67	
01263	Personnel Assistant (Employment) III	24.58	
01270	Production Control Clerk	24.41	
01290	Rental Clerk	11.33	***
01300	Scheduler, Maintenance	15.50	***
01311	Secretary I	15.50	***
01312	Secretary II	17.34	
01313	Secretary III	19.33	
01320	Service Order Dispatcher	20.70	
01410	Supply Technician	31.77	
01420	Survey Worker	15.86	***
01460	Switchboard Operator/Receptionist	11.59	***
01531	Travel Clerk I	12.99	***
01532	Travel Clerk II	13.89	***
01533	Travel Clerk III	14.67	***
01611	Word Processor I	13.81	***
01612	Word Processor II	15.50	***
01613	Word Processor III	17.34	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.42	
05010	Automotive Electrician	19.16	
05040	Automotive Glass Installer	19.51	
05070	Automotive Worker	18.07	
05110	Mobile Equipment Servicer	15.83	***
05130	Motor Equipment Metal Mechanic	20.28	
05160	Motor Equipment Metal Worker	18.07	
05190	Motor Vehicle Mechanic	20.28	
05220	Motor Vehicle Mechanic Helper	15.14	***
05250	Motor Vehicle Upholstery Worker	17.01	
05280	Motor Vehicle Wrecker	18.07	
05310	Painter, Automotive	19.16	
05340	Radiator Repair Specialist	18.07	
05370	Tire Repairer	12.73	***
05400	Transmission Repair Specialist	20.28	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	12.56	***
07041	Cook I	10.56	***
07042	Cook II	12.14	***
07070	Dishwasher	9.08	***
07130	Food Service Worker	9.87	***
07210	Meat Cutter	15.26	***
07260	Waiter/Waitress	8.95	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	20.23	
09040	Furniture Handler	13.89	***
09080	Furniture Refinisher	20.23	
09090	Furniture Refinisher Helper	16.31	
09110	Furniture Repairer, Minor	18.15	
09130	Upholsterer	20.23	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.46	***
11060	Elevator Operator	11.31	***
11090	Gardener	15.46	***
11122	Housekeeping Aide	11.31	***
11150	Janitor	11.31	***
11210	Laborer, Grounds Maintenance	12.08	***
11240	Maid or Houseman	9.50	***
11260	Pruner	10.99	***
11270	Tractor Operator	14.32	***
11330	Trail Maintenance Worker	12.08	***

11360	Window Cleaner	12.45	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	16.23	
12011	Breath Alcohol Technician	18.57	
12012	Certified Occupational Therapist Assistant	25.48	
12015	Certified Physical Therapist Assistant	28.47	
12020	Dental Assistant	17.73	
12025	Dental Hygienist	30.67	
12030	EKG Technician	28.14	
12035	Electroneurodiagnostic Technologist	28.14	
12040	Emergency Medical Technician	16.23	
12071	Licensed Practical Nurse I	16.61	
12072	Licensed Practical Nurse II	18.57	
12073	Licensed Practical Nurse III	20.70	
12100	Medical Assistant	13.61	***
12130	Medical Laboratory Technician	22.85	
12160	Medical Record Clerk	15.94	***
12190	Medical Record Technician	18.14	
12195	Medical Transcriptionist	16.61	
12210	Nuclear Medicine Technologist	40.81	
12221	Nursing Assistant I	11.73	***
12222	Nursing Assistant II	13.18	***
12223	Nursing Assistant III	14.38	***
12224	Nursing Assistant IV	16.16	***
12235	Optical Dispenser	17.08	
12236	Optical Technician	16.61	
12250	Pharmacy Technician	14.19	***
12280	Phlebotomist	13.33	***
12305	Radiologic Technologist	22.72	
12311	Registered Nurse I	23.58	
12312	Registered Nurse II	28.85	
12313	Registered Nurse II, Specialist	28.85	
12314	Registered Nurse III	34.91	
12315	Registered Nurse III, Anesthetist	34.91	
12316	Registered Nurse IV	41.84	
12317	Scheduler (Drug and Alcohol Testing)	23.01	
12320	Substance Abuse Treatment Counselor	21.17	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.65	
13012	Exhibits Specialist II	25.58	
13013	Exhibits Specialist III	31.30	
13041	Illustrator I	20.65	
13042	Illustrator II	25.58	
13043	Illustrator III	31.30	
13047	Librarian	28.33	
13050	Library Aide/Clerk	10.84	***
13054	Library Information Technology Systems Administrator	25.58	
13058	Library Technician	20.26	
13061	Media Specialist I	18.46	
13062	Media Specialist II	20.65	
13063	Media Specialist III	23.02	
13071	Photographer I	18.46	
13072	Photographer II	20.65	
13073	Photographer III	25.58	
13074	Photographer IV	31.30	
13075	Photographer V	37.86	
13090	Technical Order Library Clerk	17.04	
13110	Video Teleconference Technician	18.46	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	15.17	***
14042	Computer Operator II	16.97	
14043	Computer Operator III	18.92	
14044	Computer Operator IV	21.02	

14045	Computer Operator V		23.28
14071	Computer Programmer I	(see 1)	21.65
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		15.17 ***
14160	Personal Computer Support Technician		21.80
14170	System Support Specialist		23.28

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	30.78	
15020	Aircrew Training Devices Instructor (Rated)	37.23	
15030	Air Crew Training Devices Instructor (Pilot)	44.64	
15050	Computer Based Training Specialist / Instructor	30.78	
15060	Educational Technologist	37.95	
15070	Flight Instructor (Pilot)	44.64	
15080	Graphic Artist	25.07	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	44.64	
15086	Maintenance Test Pilot, Rotary Wing	44.64	
15088	Non-Maintenance Test/Co-Pilot	44.64	
15090	Technical Instructor	24.79	
15095	Technical Instructor/Course Developer	30.84	
15110	Test Proctor	20.03	
15120	Tutor	20.03	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	9.75	***
16030	Counter Attendant	9.75	***
16040	Dry Cleaner	11.82	***
16070	Finisher, Flatwork, Machine	9.75	***
16090	Presser, Hand	9.75	***
16110	Presser, Machine, Drycleaning	9.75	***
16130	Presser, Machine, Shirts	9.75	***
16160	Presser, Machine, Wearing Apparel, Laundry	9.75	***
16190	Sewing Machine Operator	12.52	***
16220	Tailor	13.23	***
16250	Washer, Machine	10.45	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	23.08	
19040	Tool And Die Maker	28.30	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	17.18	
21030	Material Coordinator	23.24	
21040	Material Expediter	23.24	
21050	Material Handling Laborer	14.16	***
21071	Order Filler	13.88	***
21080	Production Line Worker (Food Processing)	17.18	
21110	Shipping Packer	16.58	
21130	Shipping/Receiving Clerk	16.58	
21140	Store Worker I	12.99	***
21150	Stock Clerk	17.37	
21210	Tools And Parts Attendant	17.18	
21410	Warehouse Specialist	17.18	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	30.44	
23019	Aircraft Logs and Records Technician	24.85	

23021	Aircraft Mechanic I	29.13	
23022	Aircraft Mechanic II	30.44	
23023	Aircraft Mechanic III	31.69	
23040	Aircraft Mechanic Helper	22.24	
23050	Aircraft, Painter	27.43	
23060	Aircraft Servicer	24.85	
23070	Aircraft Survival Flight Equipment Technician	27.43	
23080	Aircraft Worker	26.14	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	26.14	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.13	
23110	Appliance Mechanic	23.08	
23120	Bicycle Repairer	18.89	
23125	Cable Splicer	34.46	
23130	Carpenter, Maintenance	18.42	
23140	Carpet Layer	21.72	
23160	Electrician, Maintenance	24.20	
23181	Electronics Technician Maintenance I	25.68	
23182	Electronics Technician Maintenance II	27.28	
23183	Electronics Technician Maintenance III	28.90	
23260	Fabric Worker	20.28	
23290	Fire Alarm System Mechanic	22.87	
23310	Fire Extinguisher Repairer	18.89	
23311	Fuel Distribution System Mechanic	22.84	
23312	Fuel Distribution System Operator	17.72	
23370	General Maintenance Worker	17.52	
23380	Ground Support Equipment Mechanic	29.13	
23381	Ground Support Equipment Servicer	24.85	
23382	Ground Support Equipment Worker	26.14	
23391	Gunsmith I	18.89	
23392	Gunsmith II	21.72	
23393	Gunsmith III	24.45	
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.32	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.69	
23430	Heavy Equipment Mechanic	24.66	
23440	Heavy Equipment Operator	17.63	
23460	Instrument Mechanic	24.45	
23465	Laboratory/Shelter Mechanic	23.08	
23470	Laborer	14.16	***
23510	Locksmith	23.08	
23530	Machinery Maintenance Mechanic	22.96	
23550	Machinist, Maintenance	24.73	
23580	Maintenance Trades Helper	14.98	***
23591	Metrology Technician I	24.45	
23592	Metrology Technician II	25.75	
23593	Metrology Technician III	27.04	
23640	Millwright	22.55	
23710	Office Appliance Repairer	26.72	
23760	Painter, Maintenance	16.46	
23790	Pipefitter, Maintenance	20.56	
23810	Plumber, Maintenance	18.48	
23820	Pneudraulic Systems Mechanic	24.45	
23850	Rigger	24.45	
23870	Scale Mechanic	21.72	
23890	Sheet-Metal Worker, Maintenance	23.21	
23910	Small Engine Mechanic	20.67	
23931	Telecommunications Mechanic I	29.00	
23932	Telecommunications Mechanic II	30.55	
23950	Telephone Lineman	23.03	
23960	Welder, Combination, Maintenance	17.67	
23965	Well Driller	24.45	
23970	Woodcraft Worker	24.45	
23980	Woodworker	18.89	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.27	***
24570	Child Care Attendant	10.31	***
24580	Child Care Center Clerk	13.33	***
24610	Chore Aide	9.93	***

24620	Family Readiness And Support Services Coordinator	14.27	***
24630	Homemaker	16.50	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.39	
25040	Sewage Plant Operator	18.67	
25070	Stationary Engineer	23.39	
25190	Ventilation Equipment Tender	16.74	
25210	Water Treatment Plant Operator	18.67	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	14.54	***
27007	Baggage Inspector	13.96	***
27008	Corrections Officer	18.55	
27010	Court Security Officer	19.04	
27030	Detection Dog Handler	16.36	
27040	Detention Officer	18.55	
27070	Firefighter	21.70	
27101	Guard I	13.96	***
27102	Guard II	16.36	
27131	Police Officer I	18.83	
27132	Police Officer II	20.91	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.31	***
28042	Carnival Equipment Repairer	14.37	***
28043	Carnival Worker	10.20	***
28210	Gate Attendant/Gate Tender	14.46	***
28310	Lifeguard	11.40	***
28350	Park Attendant (Aide)	16.18	***
28510	Recreation Aide/Health Facility Attendant	11.81	***
28515	Recreation Specialist	16.33	
28630	Sports Official	12.89	***
28690	Swimming Pool Operator	16.93	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	22.86	
29020	Hatch Tender	22.86	
29030	Line Handler	22.86	
29041	Stevedore I	21.34	
29042	Stevedore II	24.29	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	17.94	
30022	Archeological Technician II	20.08	
30023	Archeological Technician III	24.92	
30030	Cartographic Technician	24.92	
30040	Civil Engineering Technician	23.07	
30051	Cryogenic Technician I	27.54	
30052	Cryogenic Technician II	30.42	
30061	Drafter/CAD Operator I	17.94	
30062	Drafter/CAD Operator II	20.08	
30063	Drafter/CAD Operator III	22.44	
30064	Drafter/CAD Operator IV	27.61	
30081	Engineering Technician I	15.98	***
30082	Engineering Technician II	17.94	
30083	Engineering Technician III	20.74	
30084	Engineering Technician IV	24.86	
30085	Engineering Technician V	30.42	

30086	Engineering Technician VI	36.80
30090	Environmental Technician	24.86
30095	Evidence Control Specialist	24.86
30210	Laboratory Technician	22.38
30221	Latent Fingerprint Technician I	27.54
30222	Latent Fingerprint Technician II	30.42
30240	Mathematical Technician	24.92
30361	Paralegal/Legal Assistant I	17.89
30362	Paralegal/Legal Assistant II	23.06
30363	Paralegal/Legal Assistant III	28.20
30364	Paralegal/Legal Assistant IV	34.12
30375	Petroleum Supply Specialist	30.42
30390	Photo-Optics Technician	24.92
30395	Radiation Control Technician	30.42
30461	Technical Writer I	24.86
30462	Technical Writer II	30.42
30463	Technical Writer III	36.80
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	27.54
30502	Weather Forecaster II	33.50
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.44
30621	Weather Observer, Senior	(see 2) 24.86

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	14.67	***
31030	Bus Driver	19.68	
31043	Driver Courier	12.25	***
31260	Parking and Lot Attendant	13.38	***
31290	Shuttle Bus Driver	12.95	***
31310	Taxi Driver	10.89	***
31361	Truckdriver, Light	12.95	***
31362	Truckdriver, Medium	15.42	***
31363	Truckdriver, Heavy	22.33	
31364	Truckdriver, Tractor-Trailer	22.33	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	10.51	***
99050	Desk Clerk	10.27	***
99095	Embalmer	25.60	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	13.74	***
99252	Laboratory Animal Caretaker II	14.83	***
99260	Marketing Analyst	27.82	
99310	Mortician	25.60	
99410	Pest Controller	15.28	***
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	15.64	***
99711	Recycling Specialist	18.56	
99730	Refuse Collector	14.22	***
99810	Sales Clerk	12.37	***
99820	School Crossing Guard	14.41	***
99830	Survey Party Chief	20.93	
99831	Surveying Aide	13.93	***
99832	Surveying Technician	19.04	
99840	Vending Machine Attendant	18.85	
99841	Vending Machine Repairer	23.13	
99842	Vending Machine Repairer Helper	18.18	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 11 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5717

States/Territories. : Alabama

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama County of Baldwin

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.62	***
01012	Accounting Clerk II	16.42	
01013	Accounting Clerk III	18.36	
01020	Administrative Assistant	26.10	
01035	Court Reporter	18.33	
01041	Customer Service Representative I	13.29	***
01042	Customer Service Representative II	14.72	***
01043	Customer Service Representative III	16.30	
01051	Data Entry Operator I	15.02	***
01052	Data Entry Operator II	16.38	
01060	Dispatcher, Motor Vehicle	20.99	
01070	Document Preparation Clerk	14.59	***
01090	Duplicating Machine Operator	14.59	***
01111	General Clerk I	12.00	***
01112	General Clerk II	13.09	***
01113	General Clerk III	14.69	***
01120	Housing Referral Assistant	20.43	
01141	Messenger Courier	13.40	***
01191	Order Clerk I	13.46	***
01192	Order Clerk II	14.69	***
01261	Personnel Assistant (Employment) I	17.24	

01262	Personnel Assistant (Employment) II	20.67	
01263	Personnel Assistant (Employment) III	24.58	
01270	Production Control Clerk	22.63	
01290	Rental Clerk	15.43	***
01300	Scheduler, Maintenance	16.38	
01311	Secretary I	16.38	
01312	Secretary II	18.33	
01313	Secretary III	20.43	
01320	Service Order Dispatcher	18.76	
01410	Supply Technician	26.10	
01420	Survey Worker	17.56	
01460	Switchboard Operator/Receptionist	13.70	***
01531	Travel Clerk I	13.04	***
01532	Travel Clerk II	13.85	***
01533	Travel Clerk III	14.50	***
01611	Word Processor I	14.59	***
01612	Word Processor II	16.38	
01613	Word Processor III	18.33	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	23.00	
05010	Automotive Electrician	17.64	
05040	Automotive Glass Installer	16.44	
05070	Automotive Worker	16.44	
05110	Mobile Equipment Servicer	14.03	***
05130	Motor Equipment Metal Mechanic	18.81	
05160	Motor Equipment Metal Worker	16.44	
05190	Motor Vehicle Mechanic	18.81	
05220	Motor Vehicle Mechanic Helper	12.82	***
05250	Motor Vehicle Upholstery Worker	15.22	***
05280	Motor Vehicle Wrecker	16.44	
05310	Painter, Automotive	17.64	
05340	Radiator Repair Specialist	16.44	
05370	Tire Repairer	13.82	***
05400	Transmission Repair Specialist	18.81	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	12.85	***
07041	Cook I	11.39	***
07042	Cook II	13.34	***
07070	Dishwasher	11.25	***
07130	Food Service Worker	11.14	***
07210	Meat Cutter	22.20	
07260	Waiter/Waitress	9.58	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	19.04	
09040	Furniture Handler	11.27	***
09080	Furniture Refinisher	19.04	
09090	Furniture Refinisher Helper	13.84	***
09110	Furniture Repairer, Minor	16.43	
09130	Upholsterer	19.04	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.46	***
11060	Elevator Operator	11.71	***
11090	Gardener	19.20	
11122	Housekeeping Aide	13.18	***
11150	Janitor	13.18	***
11210	Laborer, Grounds Maintenance	14.29	***
11240	Maid or Houseman	12.08	***
11260	Pruner	12.90	***
11270	Tractor Operator	17.55	
11330	Trail Maintenance Worker	14.29	***

11360	Window Cleaner	14.88	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	16.09	***
12011	Breath Alcohol Technician	19.29	
12012	Certified Occupational Therapist Assistant	27.20	
12015	Certified Physical Therapist Assistant	29.80	
12020	Dental Assistant	17.63	
12025	Dental Hygienist	27.40	
12030	EKG Technician	27.31	
12035	Electroneurodiagnostic Technologist	27.31	
12040	Emergency Medical Technician	16.09	***
12071	Licensed Practical Nurse I	17.72	
12072	Licensed Practical Nurse II	19.83	
12073	Licensed Practical Nurse III	22.10	
12100	Medical Assistant	14.68	***
12130	Medical Laboratory Technician	20.71	
12160	Medical Record Clerk	15.56	***
12190	Medical Record Technician	17.41	
12195	Medical Transcriptionist	17.72	
12210	Nuclear Medicine Technologist	43.56	
12221	Nursing Assistant I	12.21	***
12222	Nursing Assistant II	13.73	***
12223	Nursing Assistant III	14.98	***
12224	Nursing Assistant IV	16.81	
12235	Optical Dispenser	18.43	
12236	Optical Technician	17.72	
12250	Pharmacy Technician	14.75	***
12280	Phlebotomist	17.35	
12305	Radiologic Technologist	23.87	
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	42.05	
12317	Scheduler (Drug and Alcohol Testing)	23.89	
12320	Substance Abuse Treatment Counselor	22.33	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.17	
13012	Exhibits Specialist II	26.23	
13013	Exhibits Specialist III	32.08	
13041	Illustrator I	21.17	
13042	Illustrator II	26.23	
13043	Illustrator III	32.08	
13047	Librarian	29.04	
13050	Library Aide/Clerk	11.72	***
13054	Library Information Technology Systems Administrator	26.23	
13058	Library Technician	16.19	***
13061	Media Specialist I	18.92	
13062	Media Specialist II	21.17	
13063	Media Specialist III	23.60	
13071	Photographer I	18.92	
13072	Photographer II	21.17	
13073	Photographer III	26.23	
13074	Photographer IV	32.08	
13075	Photographer V	38.81	
13090	Technical Order Library Clerk	15.74	***
13110	Video Teleconference Technician	18.85	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	15.90	***
14042	Computer Operator II	17.78	
14043	Computer Operator III	19.82	
14044	Computer Operator IV	22.01	

14045	Computer Operator V		24.40
14071	Computer Programmer I	(see 1)	26.41
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		15.90 ***
14160	Personal Computer Support Technician		22.01
14170	System Support Specialist		24.40

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	27.79	
15020	Aircrew Training Devices Instructor (Rated)	33.42	
15030	Air Crew Training Devices Instructor (Pilot)	38.60	
15050	Computer Based Training Specialist / Instructor	27.79	
15060	Educational Technologist	25.23	
15070	Flight Instructor (Pilot)	38.60	
15080	Graphic Artist	20.90	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	38.60	
15086	Maintenance Test Pilot, Rotary Wing	38.60	
15088	Non-Maintenance Test/Co-Pilot	38.60	
15090	Technical Instructor	21.26	
15095	Technical Instructor/Course Developer	26.02	
15110	Test Proctor	17.17	
15120	Tutor	17.17	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	10.61	***
16030	Counter Attendant	10.61	***
16040	Dry Cleaner	12.29	***
16070	Finisher, Flatwork, Machine	10.61	***
16090	Presser, Hand	10.61	***
16110	Presser, Machine, Drycleaning	10.61	***
16130	Presser, Machine, Shirts	10.61	***
16160	Presser, Machine, Wearing Apparel, Laundry	10.61	***
16190	Sewing Machine Operator	13.01	***
16220	Tailor	13.78	***
16250	Washer, Machine	11.08	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	22.72	
19040	Tool And Die Maker	28.05	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	17.35	
21030	Material Coordinator	22.63	
21040	Material Expediter	22.63	
21050	Material Handling Laborer	14.33	***
21071	Order Filler	13.86	***
21080	Production Line Worker (Food Processing)	17.35	
21110	Shipping Packer	17.22	
21130	Shipping/Receiving Clerk	17.22	
21140	Store Worker I	12.72	***
21150	Stock Clerk	18.74	
21210	Tools And Parts Attendant	17.35	
21410	Warehouse Specialist	17.35	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	27.49	
23019	Aircraft Logs and Records Technician	21.51	

23021	Aircraft Mechanic I	26.13	
23022	Aircraft Mechanic II	27.49	
23023	Aircraft Mechanic III	28.88	
23040	Aircraft Mechanic Helper	18.12	
23050	Aircraft, Painter	24.49	
23060	Aircraft Servicer	21.51	
23070	Aircraft Survival Flight Equipment Technician	24.49	
23080	Aircraft Worker	23.07	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	23.07	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	26.13	
23110	Appliance Mechanic	22.72	
23120	Bicycle Repairer	18.07	
23125	Cable Splicer	34.19	
23130	Carpenter, Maintenance	17.79	
23140	Carpet Layer	21.18	
23160	Electrician, Maintenance	24.39	
23181	Electronics Technician Maintenance I	21.31	
23182	Electronics Technician Maintenance II	22.86	
23183	Electronics Technician Maintenance III	24.38	
23260	Fabric Worker	19.60	
23290	Fire Alarm System Mechanic	23.27	
23310	Fire Extinguisher Repairer	18.07	
23311	Fuel Distribution System Mechanic	24.23	
23312	Fuel Distribution System Operator	18.07	
23370	General Maintenance Worker	17.63	
23380	Ground Support Equipment Mechanic	26.13	
23381	Ground Support Equipment Servicer	21.51	
23382	Ground Support Equipment Worker	23.07	
23391	Gunsmith I	18.07	
23392	Gunsmith II	21.18	
23393	Gunsmith III	24.23	
23410	Heating, Ventilation And Air-Conditioning Mechanic	18.36	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19.32	
23430	Heavy Equipment Mechanic	23.39	
23440	Heavy Equipment Operator	17.97	
23460	Instrument Mechanic	24.23	
23465	Laboratory/Shelter Mechanic	22.72	
23470	Laborer	14.33	***
23510	Locksmith	22.72	
23530	Machinery Maintenance Mechanic	24.32	
23550	Machinist, Maintenance	22.89	
23580	Maintenance Trades Helper	13.78	***
23591	Metrology Technician I	24.23	
23592	Metrology Technician II	25.49	
23593	Metrology Technician III	26.77	
23640	Millwright	24.23	
23710	Office Appliance Repairer	20.72	
23760	Painter, Maintenance	17.95	
23790	Pipefitter, Maintenance	23.71	
23810	Plumber, Maintenance	22.23	
23820	Pneudraulic Systems Mechanic	24.23	
23850	Rigger	24.23	
23870	Scale Mechanic	21.18	
23890	Sheet-Metal Worker, Maintenance	24.23	
23910	Small Engine Mechanic	20.64	
23931	Telecommunications Mechanic I	30.25	
23932	Telecommunications Mechanic II	31.83	
23950	Telephone Lineman	24.23	
23960	Welder, Combination, Maintenance	22.62	
23965	Well Driller	24.23	
23970	Woodcraft Worker	24.23	
23980	Woodworker	18.07	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.40	***
24570	Child Care Attendant	9.10	***
24580	Child Care Center Clerk	12.96	***
24610	Chore Aide	10.64	***

24620	Family Readiness And Support Services Coordinator	14.40	***
24630	Homemaker	14.40	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.60	
25040	Sewage Plant Operator	22.13	
25070	Stationary Engineer	23.60	
25190	Ventilation Equipment Tender	16.08	***
25210	Water Treatment Plant Operator	22.13	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.88	
27007	Baggage Inspector	11.49	***
27008	Corrections Officer	19.29	
27010	Court Security Officer	19.29	
27030	Detection Dog Handler	12.85	***
27040	Detention Officer	19.29	
27070	Firefighter	19.29	
27101	Guard I	11.49	***
27102	Guard II	12.85	***
27131	Police Officer I	22.23	
27132	Police Officer II	24.71	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.81	***
28042	Carnival Equipment Repairer	16.20	
28043	Carnival Worker	10.66	***
28210	Gate Attendant/Gate Tender	17.72	
28310	Lifeguard	14.55	***
28350	Park Attendant (Aide)	19.82	
28510	Recreation Aide/Health Facility Attendant	14.47	***
28515	Recreation Specialist	24.56	
28630	Sports Official	15.79	***
28690	Swimming Pool Operator	18.98	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	22.47	
29020	Hatch Tender	22.47	
29030	Line Handler	22.47	
29041	Stevedore I	20.81	
29042	Stevedore II	24.10	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.90	
30022	Archeological Technician II	21.14	
30023	Archeological Technician III	26.20	
30030	Cartographic Technician	26.20	
30040	Civil Engineering Technician	24.41	
30051	Cryogenic Technician I	29.01	
30052	Cryogenic Technician II	32.05	
30061	Drafter/CAD Operator I	18.90	
30062	Drafter/CAD Operator II	21.14	
30063	Drafter/CAD Operator III	23.57	
30064	Drafter/CAD Operator IV	29.01	
30081	Engineering Technician I	16.87	
30082	Engineering Technician II	18.93	
30083	Engineering Technician III	21.17	
30084	Engineering Technician IV	26.24	
30085	Engineering Technician V	32.10	

30086	Engineering Technician VI	38.83
30090	Environmental Technician	24.67
30095	Evidence Control Specialist	26.20
30210	Laboratory Technician	23.57
30221	Latent Fingerprint Technician I	29.01
30222	Latent Fingerprint Technician II	32.05
30240	Mathematical Technician	26.22
30361	Paralegal/Legal Assistant I	19.30
30362	Paralegal/Legal Assistant II	23.91
30363	Paralegal/Legal Assistant III	29.25
30364	Paralegal/Legal Assistant IV	35.39
30375	Petroleum Supply Specialist	32.05
30390	Photo-Optics Technician	26.20
30395	Radiation Control Technician	32.05
30461	Technical Writer I	26.20
30462	Technical Writer II	32.05
30463	Technical Writer III	38.76
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	29.01
30502	Weather Forecaster II	35.28
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.57
30621	Weather Observer, Senior	(see 2) 26.20

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	10.72	***
31030	Bus Driver	15.63	***
31043	Driver Courier	13.54	***
31260	Parking and Lot Attendant	10.45	***
31290	Shuttle Bus Driver	13.75	***
31310	Taxi Driver	10.94	***
31361	Truckdriver, Light	14.82	***
31362	Truckdriver, Medium	16.08	***
31363	Truckdriver, Heavy	19.13	
31364	Truckdriver, Tractor-Trailer	19.13	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.12	***
99050	Desk Clerk	11.81	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	15.51	***
99252	Laboratory Animal Caretaker II	19.18	
99260	Marketing Analyst	23.00	
99310	Mortician	26.22	
99410	Pest Controller	18.28	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	18.35	
99711	Recycling Specialist	22.53	
99730	Refuse Collector	16.18	***
99810	Sales Clerk	12.37	***
99820	School Crossing Guard	14.79	***
99830	Survey Party Chief	24.92	
99831	Surveying Aide	16.20	
99832	Surveying Technician	22.19	
99840	Vending Machine Attendant	20.69	
99841	Vending Machine Repairer	25.93	
99842	Vending Machine Repairer Helper	20.69	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 11 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5681

States/Territories. : Alaska

Revision No. : 17

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alaska

Area: Alaska Boroughs of Anchorage, Matanuska-Susit

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	18.55	
01012	Accounting Clerk II	20.84	
01013	Accounting Clerk III	23.30	
01020	Administrative Assistant	29.41	
01035	Court Reporter	20.98	
01041	Customer Service Representative I	15.13	***
01042	Customer Service Representative II	16.76	
01043	Customer Service Representative III	18.55	
01051	Data Entry Operator I	17.64	
01052	Data Entry Operator II	19.25	
01060	Dispatcher, Motor Vehicle	25.20	
01070	Document Preparation Clerk	18.95	
01090	Duplicating Machine Operator	18.95	
01111	General Clerk I	18.19	
01112	General Clerk II	19.84	
01113	General Clerk III	22.27	
01120	Housing Referral Assistant	23.38	
01141	Messenger Courier	17.98	
01191	Order Clerk I	17.73	
01192	Order Clerk II	19.35	
01261	Personnel Assistant (Employment) I	19.07	

01262	Personnel Assistant (Employment) II	21.33
01263	Personnel Assistant (Employment) III	23.79
01270	Production Control Clerk	26.24
01290	Rental Clerk	16.84
01300	Scheduler, Maintenance	18.76
01311	Secretary I	18.76
01312	Secretary II	20.98
01313	Secretary III	23.38
01320	Service Order Dispatcher	22.54
01410	Supply Technician	29.41
01420	Survey Worker	20.98
01460	Switchboard Operator/Receptionist	17.46
01531	Travel Clerk I	17.63
01532	Travel Clerk II	19.47
01533	Travel Clerk III	21.53
01611	Word Processor I	18.62
01612	Word Processor II	20.90
01613	Word Processor III	23.38

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	29.42	
05010	Automotive Electrician	26.04	
05040	Automotive Glass Installer	24.45	
05070	Automotive Worker	24.45	
05110	Mobile Equipment Servicer	21.58	
05130	Motor Equipment Metal Mechanic	27.64	
05160	Motor Equipment Metal Worker	24.45	
05190	Motor Vehicle Mechanic	27.64	
05220	Motor Vehicle Mechanic Helper	20.38	
05250	Motor Vehicle Upholstery Worker	23.74	
05280	Motor Vehicle Wrecker	24.45	
05310	Painter, Automotive	26.04	
05340	Radiator Repair Specialist	24.45	
05370	Tire Repairer	17.78	
05400	Transmission Repair Specialist	27.64	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	18.33	
07041	Cook I	19.24	
07042	Cook II	22.14	
07070	Dishwasher	12.87	***
07130	Food Service Worker	14.44	***
07210	Meat Cutter	23.75	
07260	Waiter/Waitress	13.10	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	31.38	
09040	Furniture Handler	19.93	
09080	Furniture Refinisher	31.38	
09090	Furniture Refinisher Helper	23.69	
09110	Furniture Repairer, Minor	27.51	
09130	Upholsterer	31.38	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.30	***
11060	Elevator Operator	16.10	***
11090	Gardener	23.56	
11122	Housekeeping Aide	16.10	***
11150	Janitor	16.10	***
11210	Laborer, Grounds Maintenance	18.26	
11240	Maid or Houseman	14.77	***
11260	Pruner	16.49	
11270	Tractor Operator	21.79	
11330	Trail Maintenance Worker	18.26	

11360	Window Cleaner	17.82
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	27.42	
12011	Breath Alcohol Technician	29.71	
12012	Certified Occupational Therapist Assistant	39.88	
12015	Certified Physical Therapist Assistant	31.99	
12020	Dental Assistant	22.83	
12025	Dental Hygienist	60.50	
12030	EKG Technician	44.16	
12035	Electroneurodiagnostic Technologist	44.16	
12040	Emergency Medical Technician	27.42	
12071	Licensed Practical Nurse I	26.57	
12072	Licensed Practical Nurse II	29.71	
12073	Licensed Practical Nurse III	33.11	
12100	Medical Assistant	22.71	
12130	Medical Laboratory Technician	32.47	
12160	Medical Record Clerk	23.58	
12190	Medical Record Technician	26.37	
12195	Medical Transcriptionist	24.70	
12210	Nuclear Medicine Technologist	63.99	
12221	Nursing Assistant I	13.74	***
12222	Nursing Assistant II	15.44	***
12223	Nursing Assistant III	16.85	
12224	Nursing Assistant IV	18.93	
12235	Optical Dispenser	26.73	
12236	Optical Technician	26.57	
12250	Pharmacy Technician	22.33	
12280	Phlebotomist	20.45	
12305	Radiologic Technologist	36.90	
12311	Registered Nurse I	28.98	
12312	Registered Nurse II	35.45	
12313	Registered Nurse II, Specialist	35.45	
12314	Registered Nurse III	42.88	
12315	Registered Nurse III, Anesthetist	42.88	
12316	Registered Nurse IV	51.40	
12317	Scheduler (Drug and Alcohol Testing)	36.80	
12320	Substance Abuse Treatment Counselor	29.25	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	28.07	
13012	Exhibits Specialist II	34.77	
13013	Exhibits Specialist III	42.53	
13041	Illustrator I	28.07	
13042	Illustrator II	34.77	
13043	Illustrator III	42.53	
13047	Librarian	38.51	
13050	Library Aide/Clerk	18.74	
13054	Library Information Technology Systems Administrator	34.77	
13058	Library Technician	22.11	
13061	Media Specialist I	25.08	
13062	Media Specialist II	28.07	
13063	Media Specialist III	31.29	
13071	Photographer I	21.47	
13072	Photographer II	26.20	
13073	Photographer III	29.76	
13074	Photographer IV	36.40	
13075	Photographer V	44.05	
13090	Technical Order Library Clerk	22.41	
13110	Video Teleconference Technician	23.49	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	19.92	
14042	Computer Operator II	22.29	
14043	Computer Operator III	24.86	
14044	Computer Operator IV	27.62	

14045	Computer Operator V		30.59
14071	Computer Programmer I	(see 1)	nan
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		19.92
14160	Personal Computer Support Technician		27.62
14170	System Support Specialist		35.49

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		34.09	
15020	Aircrew Training Devices Instructor (Rated)		41.24	
15030	Air Crew Training Devices Instructor (Pilot)		49.42	
15050	Computer Based Training Specialist / Instructor		34.09	
15060	Educational Technologist		36.99	
15070	Flight Instructor (Pilot)		49.42	
15080	Graphic Artist		32.69	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		48.67	
15086	Maintenance Test Pilot, Rotary Wing		48.67	
15088	Non-Maintenance Test/Co-Pilot		48.67	
15090	Technical Instructor		28.50	
15095	Technical Instructor/Course Developer		34.88	
15110	Test Proctor		23.13	
15120	Tutor		23.13	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		13.11	***
16030	Counter Attendant		13.11	***
16040	Dry Cleaner		16.70	
16070	Finisher, Flatwork, Machine		13.11	***
16090	Presser, Hand		13.11	***
16110	Presser, Machine, Drycleaning		13.11	***
16130	Presser, Machine, Shirts		13.11	***
16160	Presser, Machine, Wearing Apparel, Laundry		13.11	***
16190	Sewing Machine Operator		17.88	
16220	Tailor		19.10	
16250	Washer, Machine		14.33	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		33.95	
19040	Tool And Die Maker		42.31	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		23.22	
21030	Material Coordinator		26.24	
21040	Material Expediter		26.24	
21050	Material Handling Laborer		17.59	
21071	Order Filler		17.34	
21080	Production Line Worker (Food Processing)		23.22	
21110	Shipping Packer		21.63	
21130	Shipping/Receiving Clerk		21.63	
21140	Store Worker I		17.11	
21150	Stock Clerk		23.32	
21210	Tools And Parts Attendant		23.22	
21410	Warehouse Specialist		23.22	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		38.45	
23019	Aircraft Logs and Records Technician		30.05	

23021	Aircraft Mechanic I	36.37
23022	Aircraft Mechanic II	38.45
23023	Aircraft Mechanic III	40.57
23040	Aircraft Mechanic Helper	25.86
23050	Aircraft, Painter	34.25
23060	Aircraft Servicer	30.05
23070	Aircraft Survival Flight Equipment Technician	34.25
23080	Aircraft Worker	32.18
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	32.18
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	36.37
23110	Appliance Mechanic	27.15
23120	Bicycle Repairer	26.18
23125	Cable Splicer	47.72
23130	Carpenter, Maintenance	33.10
23140	Carpet Layer	31.89
23160	Electrician, Maintenance	37.18
23181	Electronics Technician Maintenance I	35.75
23182	Electronics Technician Maintenance II	38.06
23183	Electronics Technician Maintenance III	40.41
23260	Fabric Worker	29.79
23290	Fire Alarm System Mechanic	36.26
23310	Fire Extinguisher Repairer	27.71
23311	Fuel Distribution System Mechanic	36.04
23312	Fuel Distribution System Operator	29.95
23370	General Maintenance Worker	23.46
23380	Ground Support Equipment Mechanic	36.37
23381	Ground Support Equipment Servicer	30.05
23382	Ground Support Equipment Worker	32.18
23391	Gunsmith I	27.71
23392	Gunsmith II	31.89
23393	Gunsmith III	36.04
23410	Heating, Ventilation And Air-Conditioning Mechanic	36.66
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	38.76
23430	Heavy Equipment Mechanic	37.33
23440	Heavy Equipment Operator	36.57
23460	Instrument Mechanic	36.04
23465	Laboratory/Shelter Mechanic	33.95
23470	Laborer	17.59
23510	Locksmith	33.95
23530	Machinery Maintenance Mechanic	36.22
23550	Machinist, Maintenance	33.39
23580	Maintenance Trades Helper	19.42
23591	Metrology Technician I	36.04
23592	Metrology Technician II	38.11
23593	Metrology Technician III	40.21
23640	Millwright	33.90
23710	Office Appliance Repairer	23.58
23760	Painter, Maintenance	27.65
23790	Pipefitter, Maintenance	43.35
23810	Plumber, Maintenance	40.83
23820	Pneudraulic Systems Mechanic	36.04
23850	Rigger	36.04
23870	Scale Mechanic	31.89
23890	Sheet-Metal Worker, Maintenance	40.24
23910	Small Engine Mechanic	30.12
23931	Telecommunications Mechanic I	40.47
23932	Telecommunications Mechanic II	42.79
23950	Telephone Lineman	36.98
23960	Welder, Combination, Maintenance	36.31
23965	Well Driller	28.44
23970	Woodcraft Worker	36.04
23980	Woodworker	27.71

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	20.81	
24570	Child Care Attendant	13.80	***
24580	Child Care Center Clerk	17.21	
24610	Chore Aide	17.33	

24620	Family Readiness And Support Services Coordinator	20.81
24630	Homemaker	20.81

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	37.45	
25040	Sewage Plant Operator	38.59	
25070	Stationary Engineer	37.45	
25190	Ventilation Equipment Tender	26.64	
25210	Water Treatment Plant Operator	38.59	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	34.92	
27007	Baggage Inspector	18.27	
27008	Corrections Officer	34.66	
27010	Court Security Officer	34.66	
27030	Detection Dog Handler	20.44	
27040	Detention Officer	34.66	
27070	Firefighter	29.00	
27101	Guard I	18.27	
27102	Guard II	20.44	
27131	Police Officer I	42.63	
27132	Police Officer II	47.38	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	19.60	
28042	Carnival Equipment Repairer	21.21	
28043	Carnival Worker	14.84	***
28210	Gate Attendant/Gate Tender	21.50	
28310	Lifeguard	17.56	
28350	Park Attendant (Aide)	24.05	
28510	Recreation Aide/Health Facility Attendant	17.56	
28515	Recreation Specialist	31.70	
28630	Sports Official	19.16	
28690	Swimming Pool Operator	24.39	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	31.89	
29020	Hatch Tender	31.89	
29030	Line Handler	31.89	
29041	Stevedore I	30.24	
29042	Stevedore II	33.95	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.31	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.93	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.16	
30021	Archeological Technician I	24.06	
30022	Archeological Technician II	27.28	
30023	Archeological Technician III	33.35	
30030	Cartographic Technician	33.35	
30040	Civil Engineering Technician	37.09	
30051	Cryogenic Technician I	36.93	
30052	Cryogenic Technician II	40.80	
30061	Drafter/CAD Operator I	24.06	
30062	Drafter/CAD Operator II	27.28	
30063	Drafter/CAD Operator III	30.01	
30064	Drafter/CAD Operator IV	36.93	
30081	Engineering Technician I	22.72	
30082	Engineering Technician II	26.56	
30083	Engineering Technician III	29.74	
30084	Engineering Technician IV	33.02	
30085	Engineering Technician V	38.08	

30086	Engineering Technician VI	45.77
30090	Environmental Technician	29.52
30095	Evidence Control Specialist	33.35
30210	Laboratory Technician	30.01
30221	Latent Fingerprint Technician I	36.93
30222	Latent Fingerprint Technician II	40.80
30240	Mathematical Technician	35.13
30361	Paralegal/Legal Assistant I	22.33
30362	Paralegal/Legal Assistant II	27.66
30363	Paralegal/Legal Assistant III	33.84
30364	Paralegal/Legal Assistant IV	40.95
30375	Petroleum Supply Specialist	40.80
30390	Photo-Optics Technician	33.35
30395	Radiation Control Technician	40.80
30461	Technical Writer I	25.55
30462	Technical Writer II	31.26
30463	Technical Writer III	37.83
30491	Unexploded Ordnance (UXO) Technician I	29.43
30492	Unexploded Ordnance (UXO) Technician II	35.61
30493	Unexploded Ordnance (UXO) Technician III	42.68
30494	Unexploded (UXO) Safety Escort	29.43
30495	Unexploded (UXO) Sweep Personnel	29.43
30501	Weather Forecaster I	36.93
30502	Weather Forecaster II	44.92
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 30.01
30621	Weather Observer, Senior	(see 2) 33.35

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.61	
31020	Bus Aide	20.03	
31030	Bus Driver	27.78	
31043	Driver Courier	21.73	
31260	Parking and Lot Attendant	14.53	***
31290	Shuttle Bus Driver	22.25	
31310	Taxi Driver	19.04	
31361	Truckdriver, Light	23.49	
31362	Truckdriver, Medium	25.25	
31363	Truckdriver, Heavy	28.03	
31364	Truckdriver, Tractor-Trailer	28.03	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.36	
99030	Cashier	14.04	***
99050	Desk Clerk	14.94	***
99095	Embalmer	29.43	
99130	Flight Follower	29.43	
99251	Laboratory Animal Caretaker I	16.95	
99252	Laboratory Animal Caretaker II	20.92	
99260	Marketing Analyst	32.86	
99310	Mortician	29.43	
99410	Pest Controller	29.46	
99510	Photofinishing Worker	15.92	***
99710	Recycling Laborer	31.73	
99711	Recycling Specialist	37.86	
99730	Refuse Collector	28.65	
99810	Sales Clerk	14.57	***
99820	School Crossing Guard	21.71	
99830	Survey Party Chief	34.74	
99831	Surveying Aide	23.14	
99832	Surveying Technician	31.60	
99840	Vending Machine Attendant	25.36	
99841	Vending Machine Repairer	31.54	
99842	Vending Machine Repairer Helper	25.36	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5683

States/Territories. : Alaska

Revision No. : 17

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alaska

Area: Alaska Borough of Fairbanks North

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	18.89	
01012	Accounting Clerk II	21.22	
01013	Accounting Clerk III	23.73	
01020	Administrative Assistant	29.41	
01035	Court Reporter	20.45	
01041	Customer Service Representative I	14.81	***
01042	Customer Service Representative II	16.28	
01043	Customer Service Representative III	18.14	
01051	Data Entry Operator I	14.92	***
01052	Data Entry Operator II	17.86	
01060	Dispatcher, Motor Vehicle	26.36	
01070	Document Preparation Clerk	16.29	
01090	Duplicating Machine Operator	16.29	
01111	General Clerk I	18.02	
01112	General Clerk II	19.65	
01113	General Clerk III	22.07	
01120	Housing Referral Assistant	22.80	
01141	Messenger Courier	15.60	***
01191	Order Clerk I	17.00	
01192	Order Clerk II	18.55	
01261	Personnel Assistant (Employment) I	19.07	

01262	Personnel Assistant (Employment) II	21.33
01263	Personnel Assistant (Employment) III	23.79
01270	Production Control Clerk	29.72
01290	Rental Clerk	21.02
01300	Scheduler, Maintenance	18.27
01311	Secretary I	18.27
01312	Secretary II	20.45
01313	Secretary III	22.80
01320	Service Order Dispatcher	23.57
01410	Supply Technician	29.41
01420	Survey Worker	20.45
01460	Switchboard Operator/Receptionist	17.51
01531	Travel Clerk I	17.35
01532	Travel Clerk II	19.15
01533	Travel Clerk III	21.15
01611	Word Processor I	16.29
01612	Word Processor II	18.27
01613	Word Processor III	20.45

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	29.33	
05010	Automotive Electrician	30.22	
05040	Automotive Glass Installer	28.38	
05070	Automotive Worker	28.38	
05110	Mobile Equipment Servicer	24.66	
05130	Motor Equipment Metal Mechanic	32.08	
05160	Motor Equipment Metal Worker	28.38	
05190	Motor Vehicle Mechanic	32.08	
05220	Motor Vehicle Mechanic Helper	22.82	
05250	Motor Vehicle Upholstery Worker	26.51	
05280	Motor Vehicle Wrecker	28.38	
05310	Painter, Automotive	30.22	
05340	Radiator Repair Specialist	28.38	
05370	Tire Repairer	17.78	
05400	Transmission Repair Specialist	32.08	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	23.40	
07041	Cook I	22.00	
07042	Cook II	25.31	
07070	Dishwasher	14.30	***
07130	Food Service Worker	15.13	***
07210	Meat Cutter	23.38	
07260	Waiter/Waitress	11.91	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	35.41	
09040	Furniture Handler	22.40	
09080	Furniture Refinisher	35.41	
09090	Furniture Refinisher Helper	26.73	
09110	Furniture Repairer, Minor	31.06	
09130	Upholsterer	35.41	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.52	***
11060	Elevator Operator	17.23	
11090	Gardener	27.74	
11122	Housekeeping Aide	17.23	
11150	Janitor	17.23	
11210	Laborer, Grounds Maintenance	21.50	
11240	Maid or Houseman	15.31	***
11260	Pruner	19.42	
11270	Tractor Operator	25.66	
11330	Trail Maintenance Worker	21.50	

11360	Window Cleaner	19.07
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	26.51	
12011	Breath Alcohol Technician	26.51	
12012	Certified Occupational Therapist Assistant	36.37	
12015	Certified Physical Therapist Assistant	36.37	
12020	Dental Assistant	23.78	
12025	Dental Hygienist	58.05	
12030	EKG Technician	40.18	
12035	Electroneurodiagnostic Technologist	40.18	
12040	Emergency Medical Technician	26.51	
12071	Licensed Practical Nurse I	23.69	
12072	Licensed Practical Nurse II	26.51	
12073	Licensed Practical Nurse III	29.55	
12100	Medical Assistant	22.38	
12130	Medical Laboratory Technician	33.84	
12160	Medical Record Clerk	22.08	
12190	Medical Record Technician	24.69	
12195	Medical Transcriptionist	23.69	
12210	Nuclear Medicine Technologist	58.26	
12221	Nursing Assistant I	15.55	***
12222	Nursing Assistant II	17.49	
12223	Nursing Assistant III	19.09	
12224	Nursing Assistant IV	21.42	
12235	Optical Dispenser	26.51	
12236	Optical Technician	23.69	
12250	Pharmacy Technician	22.38	
12280	Phlebotomist	21.99	
12305	Radiologic Technologist	38.72	
12311	Registered Nurse I	32.84	
12312	Registered Nurse II	40.18	
12313	Registered Nurse II, Specialist	40.18	
12314	Registered Nurse III	48.60	
12315	Registered Nurse III, Anesthetist	48.60	
12316	Registered Nurse IV	58.26	
12317	Scheduler (Drug and Alcohol Testing)	32.84	
12320	Substance Abuse Treatment Counselor	29.86	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	27.00	
13012	Exhibits Specialist II	33.44	
13013	Exhibits Specialist III	40.90	
13041	Illustrator I	27.00	
13042	Illustrator II	33.44	
13043	Illustrator III	40.90	
13047	Librarian	36.07	
13050	Library Aide/Clerk	17.56	
13054	Library Information Technology Systems Administrator	32.56	
13058	Library Technician	24.59	
13061	Media Specialist I	23.50	
13062	Media Specialist II	26.29	
13063	Media Specialist III	29.31	
13071	Photographer I	24.13	
13072	Photographer II	27.00	
13073	Photographer III	33.44	
13074	Photographer IV	40.90	
13075	Photographer V	48.19	
13090	Technical Order Library Clerk	21.87	
13110	Video Teleconference Technician	24.13	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	19.44	
14042	Computer Operator II	21.75	
14043	Computer Operator III	24.47	
14044	Computer Operator IV	27.20	

14045	Computer Operator V		30.12
14071	Computer Programmer I	(see 1)	nan
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		19.62
14160	Personal Computer Support Technician		27.62
14170	System Support Specialist		30.12

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		34.09	
15020	Aircrew Training Devices Instructor (Rated)		41.24	
15030	Air Crew Training Devices Instructor (Pilot)		49.42	
15050	Computer Based Training Specialist / Instructor		34.09	
15060	Educational Technologist		38.26	
15070	Flight Instructor (Pilot)		49.42	
15080	Graphic Artist		42.39	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		49.42	
15086	Maintenance Test Pilot, Rotary Wing		49.42	
15088	Non-Maintenance Test/Co-Pilot		49.42	
15090	Technical Instructor		34.65	
15095	Technical Instructor/Course Developer		42.39	
15110	Test Proctor		27.97	
15120	Tutor		27.97	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		13.11	***
16030	Counter Attendant		13.11	***
16040	Dry Cleaner		16.70	
16070	Finisher, Flatwork, Machine		13.11	***
16090	Presser, Hand		13.11	***
16110	Presser, Machine, Drycleaning		13.11	***
16130	Presser, Machine, Shirts		13.11	***
16160	Presser, Machine, Wearing Apparel, Laundry		13.11	***
16190	Sewing Machine Operator		17.88	
16220	Tailor		19.10	
16250	Washer, Machine		14.33	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		37.74	
19040	Tool And Die Maker		47.04	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		21.52	
21030	Material Coordinator		29.72	
21040	Material Expediter		29.72	
21050	Material Handling Laborer		19.00	
21071	Order Filler		17.45	
21080	Production Line Worker (Food Processing)		21.52	
21110	Shipping Packer		26.34	
21130	Shipping/Receiving Clerk		26.34	
21140	Store Worker I		17.11	
21150	Stock Clerk		23.32	
21210	Tools And Parts Attendant		21.52	
21410	Warehouse Specialist		21.52	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		37.37	
23019	Aircraft Logs and Records Technician		29.21	

23021	Aircraft Mechanic I	35.35
23022	Aircraft Mechanic II	37.37
23023	Aircraft Mechanic III	39.44
23040	Aircraft Mechanic Helper	25.15
23050	Aircraft, Painter	33.30
23060	Aircraft Servicer	29.21
23070	Aircraft Survival Flight Equipment Technician	33.30
23080	Aircraft Worker	31.27
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	31.27
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	35.35
23110	Appliance Mechanic	35.41
23120	Bicycle Repairer	30.81
23125	Cable Splicer	41.35
23130	Carpenter, Maintenance	33.22
23140	Carpet Layer	35.45
23160	Electrician, Maintenance	38.30
23181	Electronics Technician Maintenance I	36.35
23182	Electronics Technician Maintenance II	38.70
23183	Electronics Technician Maintenance III	41.09
23260	Fabric Worker	33.11
23290	Fire Alarm System Mechanic	40.07
23310	Fire Extinguisher Repairer	30.81
23311	Fuel Distribution System Mechanic	40.07
23312	Fuel Distribution System Operator	30.81
23370	General Maintenance Worker	26.75
23380	Ground Support Equipment Mechanic	35.35
23381	Ground Support Equipment Servicer	29.21
23382	Ground Support Equipment Worker	31.27
23391	Gunsmith I	30.81
23392	Gunsmith II	35.45
23393	Gunsmith III	40.07
23410	Heating, Ventilation And Air-Conditioning Mechanic	36.82
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	38.93
23430	Heavy Equipment Mechanic	43.31
23440	Heavy Equipment Operator	36.05
23460	Instrument Mechanic	40.07
23465	Laboratory/Shelter Mechanic	37.74
23470	Laborer	19.00
23510	Locksmith	37.74
23530	Machinery Maintenance Mechanic	39.25
23550	Machinist, Maintenance	39.22
23580	Maintenance Trades Helper	19.42
23591	Metrology Technician I	40.07
23592	Metrology Technician II	42.36
23593	Metrology Technician III	44.70
23640	Millwright	40.07
23710	Office Appliance Repairer	37.74
23760	Painter, Maintenance	33.19
23790	Pipefitter, Maintenance	41.75
23810	Plumber, Maintenance	39.32
23820	Pneudraulic Systems Mechanic	40.07
23850	Rigger	40.07
23870	Scale Mechanic	35.45
23890	Sheet-Metal Worker, Maintenance	43.27
23910	Small Engine Mechanic	35.45
23931	Telecommunications Mechanic I	39.23
23932	Telecommunications Mechanic II	41.77
23950	Telephone Lineman	40.07
23960	Welder, Combination, Maintenance	36.98
23965	Well Driller	37.59
23970	Woodcraft Worker	40.07
23980	Woodworker	30.81

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	21.59	
24570	Child Care Attendant	17.74	
24580	Child Care Center Clerk	22.13	
24610	Chore Aide	17.45	

24620	Family Readiness And Support Services Coordinator	21.59	
24630	Homemaker	21.59	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	38.68	
25040	Sewage Plant Operator	37.27	
25070	Stationary Engineer	38.68	
25190	Ventilation Equipment Tender	27.51	
25210	Water Treatment Plant Operator	37.27	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	24.62	
27007	Baggage Inspector	20.01	
27008	Corrections Officer	27.17	
27010	Court Security Officer	27.13	
27030	Detection Dog Handler	22.38	
27040	Detention Officer	27.17	
27070	Firefighter	27.13	
27101	Guard I	20.01	
27102	Guard II	22.38	
27131	Police Officer I	38.74	
27132	Police Officer II	43.06	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	17.66	
28042	Carnival Equipment Repairer	18.72	
28043	Carnival Worker	13.54	***
28210	Gate Attendant/Gate Tender	28.91	
28310	Lifeguard	24.31	
28350	Park Attendant (Aide)	32.34	
28510	Recreation Aide/Health Facility Attendant	23.61	
28515	Recreation Specialist	43.96	
28630	Sports Official	25.76	
28690	Swimming Pool Operator	26.94	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	35.45	
29020	Hatch Tender	35.45	
29030	Line Handler	35.45	
29041	Stevedore I	33.11	
29042	Stevedore II	37.74	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.31	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.93	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.16	
30021	Archeological Technician I	23.41	
30022	Archeological Technician II	27.28	
30023	Archeological Technician III	29.46	
30030	Cartographic Technician	31.78	
30040	Civil Engineering Technician	32.97	
30051	Cryogenic Technician I	28.14	
30052	Cryogenic Technician II	31.08	
30061	Drafter/CAD Operator I	23.41	
30062	Drafter/CAD Operator II	27.28	
30063	Drafter/CAD Operator III	29.19	
30064	Drafter/CAD Operator IV	34.79	
30081	Engineering Technician I	22.72	
30082	Engineering Technician II	26.56	
30083	Engineering Technician III	29.74	
30084	Engineering Technician IV	33.02	
30085	Engineering Technician V	38.08	

30086	Engineering Technician VI	45.77
30090	Environmental Technician	26.77
30095	Evidence Control Specialist	25.41
30210	Laboratory Technician	26.61
30221	Latent Fingerprint Technician I	28.14
30222	Latent Fingerprint Technician II	31.08
30240	Mathematical Technician	32.95
30361	Paralegal/Legal Assistant I	23.18
30362	Paralegal/Legal Assistant II	28.72
30363	Paralegal/Legal Assistant III	35.13
30364	Paralegal/Legal Assistant IV	42.50
30375	Petroleum Supply Specialist	31.08
30390	Photo-Optics Technician	32.95
30395	Radiation Control Technician	31.08
30461	Technical Writer I	25.37
30462	Technical Writer II	31.03
30463	Technical Writer III	41.12
30491	Unexploded Ordnance (UXO) Technician I	29.43
30492	Unexploded Ordnance (UXO) Technician II	35.61
30493	Unexploded Ordnance (UXO) Technician III	42.68
30494	Unexploded (UXO) Safety Escort	29.43
30495	Unexploded (UXO) Sweep Personnel	29.43
30501	Weather Forecaster I	34.79
30502	Weather Forecaster II	42.32
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 29.19
30621	Weather Observer, Senior	(see 2) 32.42

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.61	
31020	Bus Aide	21.31	
31030	Bus Driver	30.25	
31043	Driver Courier	21.23	
31260	Parking and Lot Attendant	17.49	
31290	Shuttle Bus Driver	21.91	
31310	Taxi Driver	20.94	
31361	Truckdriver, Light	22.95	
31362	Truckdriver, Medium	24.67	
31363	Truckdriver, Heavy	29.61	
31364	Truckdriver, Tractor-Trailer	29.61	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.36	
99030	Cashier	14.75	***
99050	Desk Clerk	15.59	***
99095	Embalmer	29.43	
99130	Flight Follower	29.43	
99251	Laboratory Animal Caretaker I	19.87	
99252	Laboratory Animal Caretaker II	27.41	
99260	Marketing Analyst	28.00	
99310	Mortician	29.43	
99410	Pest Controller	29.46	
99510	Photofinishing Worker	15.47	***
99710	Recycling Laborer	25.38	
99711	Recycling Specialist	30.29	
99730	Refuse Collector	22.92	
99810	Sales Clerk	14.47	***
99820	School Crossing Guard	19.19	
99830	Survey Party Chief	34.96	
99831	Surveying Aide	23.28	
99832	Surveying Technician	31.78	
99840	Vending Machine Attendant	25.36	
99841	Vending Machine Repairer	31.54	
99842	Vending Machine Repairer Helper	25.36	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5685

States/Territories. : Alaska

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alaska

Area: Alaska Boroughs of Haines, Juneau, Ketchikan Gateway, Prince of Wales, Sitka, Skagway-Yakutat, Wrangell-Peters

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	18.57	
01012	Accounting Clerk II	20.84	
01013	Accounting Clerk III	23.32	
01020	Administrative Assistant	29.59	
01035	Court Reporter	20.36	
01041	Customer Service Representative I	15.96	***
01042	Customer Service Representative II	17.95	
01043	Customer Service Representative III	19.58	
01051	Data Entry Operator I	16.94	
01052	Data Entry Operator II	18.83	
01060	Dispatcher, Motor Vehicle	31.63	
01070	Document Preparation Clerk	17.83	
01090	Duplicating Machine Operator	17.83	
01111	General Clerk I	18.35	
01112	General Clerk II	20.01	
01113	General Clerk III	22.46	
01120	Housing Referral Assistant	22.69	
01141	Messenger Courier	15.60	***
01191	Order Clerk I	18.70	
01192	Order Clerk II	20.41	

01261	Personnel Assistant (Employment) I	19.91
01262	Personnel Assistant (Employment) II	22.28
01263	Personnel Assistant (Employment) III	24.83
01270	Production Control Clerk	25.42
01290	Rental Clerk	18.04
01300	Scheduler, Maintenance	18.21
01311	Secretary I	18.21
01312	Secretary II	20.36
01313	Secretary III	22.69
01320	Service Order Dispatcher	25.64
01410	Supply Technician	29.59
01420	Survey Worker	20.36
01460	Switchboard Operator/Receptionist	18.28
01531	Travel Clerk I	17.35
01532	Travel Clerk II	19.15
01533	Travel Clerk III	21.15
01611	Word Processor I	16.21
01612	Word Processor II	18.21
01613	Word Processor III	20.36

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	28.73	
05010	Automotive Electrician	27.39	
05040	Automotive Glass Installer	25.72	
05070	Automotive Worker	25.72	
05110	Mobile Equipment Servicer	22.35	
05130	Motor Equipment Metal Mechanic	29.07	
05160	Motor Equipment Metal Worker	25.72	
05190	Motor Vehicle Mechanic	29.07	
05220	Motor Vehicle Mechanic Helper	20.67	
05250	Motor Vehicle Upholstery Worker	24.03	
05280	Motor Vehicle Wrecker	25.72	
05310	Painter, Automotive	27.39	
05340	Radiator Repair Specialist	25.72	
05370	Tire Repairer	20.58	
05400	Transmission Repair Specialist	29.07	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	16.67	
07041	Cook I	19.29	
07042	Cook II	22.20	
07070	Dishwasher	11.94	***
07130	Food Service Worker	15.24	***
07210	Meat Cutter	24.61	
07260	Waiter/Waitress	12.86	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	32.47	
09040	Furniture Handler	20.55	
09080	Furniture Refinisher	32.47	
09090	Furniture Refinisher Helper	24.52	
09110	Furniture Repairer, Minor	28.49	
09130	Upholsterer	32.47	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	15.07	***
11060	Elevator Operator	17.72	
11090	Gardener	24.30	
11122	Housekeeping Aide	17.86	
11150	Janitor	17.86	
11210	Laborer, Grounds Maintenance	18.84	
11240	Maid or Houseman	16.02	***
11260	Pruner	17.02	
11270	Tractor Operator	22.49	

11330	Trail Maintenance Worker	18.84
11360	Window Cleaner	19.77

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	28.25	
12011	Breath Alcohol Technician	30.28	
12012	Certified Occupational Therapist Assistant	39.88	
12015	Certified Physical Therapist Assistant	38.81	
12020	Dental Assistant	25.59	
12025	Dental Hygienist	61.27	
12030	EKG Technician	45.89	
12035	Electroneurodiagnostic Technologist	45.89	
12040	Emergency Medical Technician	28.25	
12071	Licensed Practical Nurse I	27.08	
12072	Licensed Practical Nurse II	30.28	
12073	Licensed Practical Nurse III	33.75	
12100	Medical Assistant	23.01	
12130	Medical Laboratory Technician	28.87	
12160	Medical Record Clerk	24.83	
12190	Medical Record Technician	27.77	
12195	Medical Transcriptionist	27.08	
12210	Nuclear Medicine Technologist	66.54	
12221	Nursing Assistant I	16.53	
12222	Nursing Assistant II	18.58	
12223	Nursing Assistant III	20.27	
12224	Nursing Assistant IV	22.75	
12235	Optical Dispenser	30.28	
12236	Optical Technician	27.08	
12250	Pharmacy Technician	23.57	
12280	Phlebotomist	25.08	
12305	Radiologic Technologist	43.19	
12311	Registered Nurse I	28.98	
12312	Registered Nurse II	35.45	
12313	Registered Nurse II, Specialist	35.45	
12314	Registered Nurse III	42.88	
12315	Registered Nurse III, Anesthetist	42.88	
12316	Registered Nurse IV	51.40	
12317	Scheduler (Drug and Alcohol Testing)	37.51	
12320	Substance Abuse Treatment Counselor	30.52	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	24.17	
13012	Exhibits Specialist II	29.93	
13013	Exhibits Specialist III	36.62	
13041	Illustrator I	24.17	
13042	Illustrator II	29.93	
13043	Illustrator III	36.62	
13047	Librarian	33.14	
13050	Library Aide/Clerk	18.00	
13054	Library Information Technology Systems Administrator	29.92	
13058	Library Technician	22.56	
13061	Media Specialist I	21.59	
13062	Media Specialist II	24.17	
13063	Media Specialist III	26.93	
13071	Photographer I	21.59	
13072	Photographer II	24.29	
13073	Photographer III	29.93	
13074	Photographer IV	36.62	
13075	Photographer V	44.30	
13090	Technical Order Library Clerk	22.61	
13110	Video Teleconference Technician	21.59	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	20.68	
14042	Computer Operator II	23.13	
14043	Computer Operator III	29.10	

14044	Computer Operator IV		31.44
14045	Computer Operator V		33.42
14071	Computer Programmer I	(see 1)	nan
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		22.19
14160	Personal Computer Support Technician		32.35
14170	System Support Specialist		35.82

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		34.09	
15020	Aircrew Training Devices Instructor (Rated)		41.24	
15030	Air Crew Training Devices Instructor (Pilot)		49.42	
15050	Computer Based Training Specialist / Instructor		34.09	
15060	Educational Technologist		35.27	
15070	Flight Instructor (Pilot)		49.42	
15080	Graphic Artist		33.62	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		49.42	
15086	Maintenance Test Pilot, Rotary Wing		49.42	
15088	Non-Maintenance Test/Co-Pilot		49.42	
15090	Technical Instructor		31.12	
15095	Technical Instructor/Course Developer		38.07	
15110	Test Proctor		25.14	
15120	Tutor		25.14	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		13.11	***
16030	Counter Attendant		13.11	***
16040	Dry Cleaner		16.70	
16070	Finisher, Flatwork, Machine		13.11	***
16090	Presser, Hand		13.11	***
16110	Presser, Machine, Drycleaning		13.11	***
16130	Presser, Machine, Shirts		13.11	***
16160	Presser, Machine, Wearing Apparel, Laundry		13.11	***
16190	Sewing Machine Operator		17.88	
16220	Tailor		19.10	
16250	Washer, Machine		14.33	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		35.56	
19040	Tool And Die Maker		44.32	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		29.24	
21030	Material Coordinator		30.07	
21040	Material Expediter		30.07	
21050	Material Handling Laborer		22.41	
21071	Order Filler		17.68	
21080	Production Line Worker (Food Processing)		29.24	
21110	Shipping Packer		21.54	
21130	Shipping/Receiving Clerk		21.54	
21140	Store Worker I		17.11	
21150	Stock Clerk		23.32	
21210	Tools And Parts Attendant		29.24	
21410	Warehouse Specialist		29.24	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		39.41	

23019	Aircraft Logs and Records Technician	30.81
23021	Aircraft Mechanic I	37.28
23022	Aircraft Mechanic II	39.41
23023	Aircraft Mechanic III	41.59
23040	Aircraft Mechanic Helper	26.52
23050	Aircraft, Painter	35.12
23060	Aircraft Servicer	30.81
23070	Aircraft Survival Flight Equipment Technician	35.12
23080	Aircraft Worker	32.98
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	32.98
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	37.28
23110	Appliance Mechanic	35.56
23120	Bicycle Repairer	29.03
23125	Cable Splicer	46.25
23130	Carpenter, Maintenance	36.18
23140	Carpet Layer	33.40
23160	Electrician, Maintenance	38.65
23181	Electronics Technician Maintenance I	36.25
23182	Electronics Technician Maintenance II	40.68
23183	Electronics Technician Maintenance III	43.19
23260	Fabric Worker	31.20
23290	Fire Alarm System Mechanic	37.76
23310	Fire Extinguisher Repairer	29.03
23311	Fuel Distribution System Mechanic	37.68
23312	Fuel Distribution System Operator	28.97
23370	General Maintenance Worker	24.93
23380	Ground Support Equipment Mechanic	37.28
23381	Ground Support Equipment Servicer	30.81
23382	Ground Support Equipment Worker	32.98
23391	Gunsmith I	29.03
23392	Gunsmith II	33.40
23393	Gunsmith III	37.76
23410	Heating, Ventilation And Air-Conditioning Mechanic	36.51
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	38.60
23430	Heavy Equipment Mechanic	36.76
23440	Heavy Equipment Operator	33.10
23460	Instrument Mechanic	37.76
23465	Laboratory/Shelter Mechanic	35.56
23470	Laborer	22.41
23510	Locksmith	35.56
23530	Machinery Maintenance Mechanic	33.20
23550	Machinist, Maintenance	36.88
23580	Maintenance Trades Helper	21.36
23591	Metrology Technician I	37.76
23592	Metrology Technician II	39.92
23593	Metrology Technician III	42.12
23640	Millwright	37.76
23710	Office Appliance Repairer	30.93
23760	Painter, Maintenance	30.30
23790	Pipefitter, Maintenance	39.77
23810	Plumber, Maintenance	37.46
23820	Pneudraulic Systems Mechanic	37.76
23850	Rigger	37.24
23870	Scale Mechanic	33.40
23890	Sheet-Metal Worker, Maintenance	37.76
23910	Small Engine Mechanic	30.50
23931	Telecommunications Mechanic I	36.38
23932	Telecommunications Mechanic II	38.46
23950	Telephone Lineman	43.59
23960	Welder, Combination, Maintenance	35.29
23965	Well Driller	36.01
23970	Woodcraft Worker	37.76
23980	Woodworker	29.03

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	22.47	
24570	Child Care Attendant	14.17	***
24580	Child Care Center Clerk	17.66	

24610	Chore Aide	17.90	
24620	Family Readiness And Support Services Coordinator	22.47	
24630	Homemaker	22.47	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	34.84	
25040	Sewage Plant Operator	29.06	
25070	Stationary Engineer	34.84	
25190	Ventilation Equipment Tender	24.78	
25210	Water Treatment Plant Operator	29.06	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	24.62	
27007	Baggage Inspector	20.35	
27008	Corrections Officer	33.49	
27010	Court Security Officer	31.22	
27030	Detection Dog Handler	22.77	
27040	Detention Officer	33.49	
27070	Firefighter	30.67	
27101	Guard I	20.35	
27102	Guard II	22.77	
27131	Police Officer I	35.19	
27132	Police Officer II	39.09	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	18.12	
28042	Carnival Equipment Repairer	19.59	
28043	Carnival Worker	14.22	***
28210	Gate Attendant/Gate Tender	23.08	
28310	Lifeguard	18.68	
28350	Park Attendant (Aide)	25.81	
28510	Recreation Aide/Health Facility Attendant	18.83	
28515	Recreation Specialist	31.97	
28630	Sports Official	20.55	
28690	Swimming Pool Operator	26.50	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	34.02	
29020	Hatch Tender	34.02	
29030	Line Handler	34.02	
29041	Stevedore I	31.77	
29042	Stevedore II	36.22	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.31	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.93	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.16	
30021	Archeological Technician I	23.41	
30022	Archeological Technician II	27.28	
30023	Archeological Technician III	29.85	
30030	Cartographic Technician	31.78	
30040	Civil Engineering Technician	35.56	
30051	Cryogenic Technician I	33.06	
30052	Cryogenic Technician II	36.52	
30061	Drafter/CAD Operator I	23.41	
30062	Drafter/CAD Operator II	27.28	
30063	Drafter/CAD Operator III	29.19	
30064	Drafter/CAD Operator IV	34.79	
30081	Engineering Technician I	22.72	
30082	Engineering Technician II	26.56	
30083	Engineering Technician III	29.74	
30084	Engineering Technician IV	33.02	

30085	Engineering Technician V	38.08
30086	Engineering Technician VI	45.77
30090	Environmental Technician	27.62
30095	Evidence Control Specialist	29.85
30210	Laboratory Technician	37.27
30221	Latent Fingerprint Technician I	33.06
30222	Latent Fingerprint Technician II	36.52
30240	Mathematical Technician	35.75
30361	Paralegal/Legal Assistant I	23.01
30362	Paralegal/Legal Assistant II	28.50
30363	Paralegal/Legal Assistant III	34.86
30364	Paralegal/Legal Assistant IV	42.19
30375	Petroleum Supply Specialist	36.52
30390	Photo-Optics Technician	32.95
30395	Radiation Control Technician	36.52
30461	Technical Writer I	24.86
30462	Technical Writer II	30.41
30463	Technical Writer III	41.12
30491	Unexploded Ordnance (UXO) Technician I	29.43
30492	Unexploded Ordnance (UXO) Technician II	35.61
30493	Unexploded Ordnance (UXO) Technician III	42.68
30494	Unexploded (UXO) Safety Escort	29.43
30495	Unexploded (UXO) Sweep Personnel	29.43
30501	Weather Forecaster I	34.79
30502	Weather Forecaster II	42.32
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 29.19
30621	Weather Observer, Senior	(see 2) 32.42

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.61	
31020	Bus Aide	19.72	
31030	Bus Driver	27.34	
31043	Driver Courier	19.41	
31260	Parking and Lot Attendant	16.30	
31290	Shuttle Bus Driver	21.13	
31310	Taxi Driver	21.63	
31361	Truckdriver, Light	20.98	
31362	Truckdriver, Medium	22.55	
31363	Truckdriver, Heavy	28.75	
31364	Truckdriver, Tractor-Trailer	28.75	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.36	
99030	Cashier	14.01	***
99050	Desk Clerk	16.06	***
99095	Embalmer	29.43	
99130	Flight Follower	29.43	
99251	Laboratory Animal Caretaker I	17.98	
99252	Laboratory Animal Caretaker II	25.20	
99260	Marketing Analyst	29.68	
99310	Mortician	29.43	
99410	Pest Controller	29.46	
99510	Photofinishing Worker	15.47	***
99710	Recycling Laborer	25.38	
99711	Recycling Specialist	30.29	
99730	Refuse Collector	22.92	
99810	Sales Clerk	14.54	***
99820	School Crossing Guard	19.19	
99830	Survey Party Chief	31.98	
99831	Surveying Aide	21.29	
99832	Surveying Technician	29.08	
99840	Vending Machine Attendant	25.36	
99841	Vending Machine Repairer	31.54	
99842	Vending Machine Repairer Helper	25.36	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5687

States/Territories. : Alaska

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alaska

Area: Alaska Boroughs of Aleutian Island, Bethel, Bristol Bay, Dillingham, Kenai Peninsula, Kodiak Island, Nome, North Slope, Southeast Fairb, Valdez-Cordova, Wade Hampton, Yukon-Koyukuk

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	18.53	
01012	Accounting Clerk II	20.82	
01013	Accounting Clerk III	23.28	
01020	Administrative Assistant	31.06	
01035	Court Reporter	20.36	
01041	Customer Service Representative I	16.59	
01042	Customer Service Representative II	18.63	
01043	Customer Service Representative III	20.33	
01051	Data Entry Operator I	17.26	
01052	Data Entry Operator II	18.83	
01060	Dispatcher, Motor Vehicle	31.63	
01070	Document Preparation Clerk	17.83	
01090	Duplicating Machine Operator	17.83	
01111	General Clerk I	18.76	
01112	General Clerk II	20.47	
01113	General Clerk III	22.97	
01120	Housing Referral Assistant	22.69	
01141	Messenger Courier	15.77	***
01191	Order Clerk I	18.70	

01192	Order Clerk II	20.41
01261	Personnel Assistant (Employment) I	19.88
01262	Personnel Assistant (Employment) II	22.23
01263	Personnel Assistant (Employment) III	24.78
01270	Production Control Clerk	27.66
01290	Rental Clerk	18.04
01300	Scheduler, Maintenance	18.21
01311	Secretary I	18.21
01312	Secretary II	20.36
01313	Secretary III	22.69
01320	Service Order Dispatcher	28.26
01410	Supply Technician	31.06
01420	Survey Worker	20.36
01460	Switchboard Operator/Receptionist	18.28
01531	Travel Clerk I	17.35
01532	Travel Clerk II	19.15
01533	Travel Clerk III	21.15
01611	Word Processor I	16.21
01612	Word Processor II	18.21
01613	Word Processor III	20.36

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	28.80	
05010	Automotive Electrician	27.39	
05040	Automotive Glass Installer	25.72	
05070	Automotive Worker	25.72	
05110	Mobile Equipment Servicer	22.35	
05130	Motor Equipment Metal Mechanic	29.07	
05160	Motor Equipment Metal Worker	25.72	
05190	Motor Vehicle Mechanic	29.07	
05220	Motor Vehicle Mechanic Helper	20.67	
05250	Motor Vehicle Upholstery Worker	24.03	
05280	Motor Vehicle Wrecker	25.72	
05310	Painter, Automotive	27.39	
05340	Radiator Repair Specialist	25.72	
05370	Tire Repairer	17.78	
05400	Transmission Repair Specialist	29.07	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	16.84	
07041	Cook I	19.29	
07042	Cook II	22.20	
07070	Dishwasher	11.94	***
07130	Food Service Worker	15.24	***
07210	Meat Cutter	25.12	
07260	Waiter/Waitress	12.31	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	32.47	
09040	Furniture Handler	20.55	
09080	Furniture Refinisher	32.47	
09090	Furniture Refinisher Helper	24.52	
09110	Furniture Repairer, Minor	28.49	
09130	Upholsterer	32.47	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	17.11	
11060	Elevator Operator	17.86	
11090	Gardener	23.31	
11122	Housekeeping Aide	17.86	
11150	Janitor	17.86	
11210	Laborer, Grounds Maintenance	18.07	
11240	Maid or Houseman	15.85	***
11260	Pruner	16.32	

11270	Tractor Operator	21.56
11330	Trail Maintenance Worker	18.07
11360	Window Cleaner	19.77

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	28.25	
12011	Breath Alcohol Technician	30.28	
12012	Certified Occupational Therapist Assistant	39.88	
12015	Certified Physical Therapist Assistant	38.81	
12020	Dental Assistant	25.59	
12025	Dental Hygienist	61.27	
12030	EKG Technician	45.89	
12035	Electroneurodiagnostic Technologist	45.89	
12040	Emergency Medical Technician	28.25	
12071	Licensed Practical Nurse I	27.08	
12072	Licensed Practical Nurse II	30.28	
12073	Licensed Practical Nurse III	33.75	
12100	Medical Assistant	23.01	
12130	Medical Laboratory Technician	28.87	
12160	Medical Record Clerk	21.34	
12190	Medical Record Technician	32.95	
12195	Medical Transcriptionist	27.08	
12210	Nuclear Medicine Technologist	66.54	
12221	Nursing Assistant I	16.53	
12222	Nursing Assistant II	18.58	
12223	Nursing Assistant III	20.27	
12224	Nursing Assistant IV	22.75	
12235	Optical Dispenser	30.28	
12236	Optical Technician	27.08	
12250	Pharmacy Technician	23.57	
12280	Phlebotomist	24.32	
12305	Radiologic Technologist	43.19	
12311	Registered Nurse I	28.98	
12312	Registered Nurse II	35.45	
12313	Registered Nurse II, Specialist	35.45	
12314	Registered Nurse III	42.88	
12315	Registered Nurse III, Anesthetist	42.88	
12316	Registered Nurse IV	51.40	
12317	Scheduler (Drug and Alcohol Testing)	37.51	
12320	Substance Abuse Treatment Counselor	30.45	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.09	
13012	Exhibits Specialist II	25.29	
13013	Exhibits Specialist III	30.90	
13041	Illustrator I	21.09	
13042	Illustrator II	25.29	
13043	Illustrator III	30.90	
13047	Librarian	26.42	
13050	Library Aide/Clerk	18.00	
13054	Library Information Technology Systems Administrator	23.86	
13058	Library Technician	22.56	
13061	Media Specialist I	17.22	
13062	Media Specialist II	19.26	
13063	Media Specialist III	21.47	
13071	Photographer I	19.50	
13072	Photographer II	23.82	
13073	Photographer III	27.01	
13074	Photographer IV	33.05	
13075	Photographer V	35.31	
13090	Technical Order Library Clerk	22.61	
13110	Video Teleconference Technician	18.43	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	20.68	
14042	Computer Operator II	23.13	

14043	Computer Operator III	29.10
14044	Computer Operator IV	31.44
14045	Computer Operator V	33.42
14071	Computer Programmer I	(see 1) nan
14072	Computer Programmer II	(see 1) nan
14073	Computer Programmer III	(see 1) nan
14074	Computer Programmer IV	(see 1) nan
14101	Computer Systems Analyst I	(see 1) nan
14102	Computer Systems Analyst II	(see 1) nan
14103	Computer Systems Analyst III	(see 1) nan
14150	Peripheral Equipment Operator	22.19
14160	Personal Computer Support Technician	32.35
14170	System Support Specialist	35.82

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	34.09	
15020	Aircrew Training Devices Instructor (Rated)	41.24	
15030	Air Crew Training Devices Instructor (Pilot)	49.42	
15050	Computer Based Training Specialist / Instructor	34.09	
15060	Educational Technologist	32.18	
15070	Flight Instructor (Pilot)	49.42	
15080	Graphic Artist	33.62	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	47.04	
15086	Maintenance Test Pilot, Rotary Wing	47.04	
15088	Non-Maintenance Test/Co-Pilot	47.04	
15090	Technical Instructor	28.51	
15095	Technical Instructor/Course Developer	34.88	
15110	Test Proctor	23.13	
15120	Tutor	23.13	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	13.11	***
16030	Counter Attendant	13.11	***
16040	Dry Cleaner	16.70	
16070	Finisher, Flatwork, Machine	13.11	***
16090	Presser, Hand	13.11	***
16110	Presser, Machine, Drycleaning	13.11	***
16130	Presser, Machine, Shirts	13.11	***
16160	Presser, Machine, Wearing Apparel, Laundry	13.11	***
16190	Sewing Machine Operator	17.88	
16220	Tailor	19.10	
16250	Washer, Machine	14.33	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	35.56	
19040	Tool And Die Maker	44.32	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	29.24	
21030	Material Coordinator	27.66	
21040	Material Expediter	27.66	
21050	Material Handling Laborer	22.41	
21071	Order Filler	17.04	
21080	Production Line Worker (Food Processing)	29.24	
21110	Shipping Packer	21.54	
21130	Shipping/Receiving Clerk	21.54	
21140	Store Worker I	17.11	
21150	Stock Clerk	23.32	
21210	Tools And Parts Attendant	29.24	
21410	Warehouse Specialist	29.24	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
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23010	Aerospace Structural Welder	39.41
23019	Aircraft Logs and Records Technician	30.81
23021	Aircraft Mechanic I	37.28
23022	Aircraft Mechanic II	39.41
23023	Aircraft Mechanic III	41.59
23040	Aircraft Mechanic Helper	26.52
23050	Aircraft, Painter	35.12
23060	Aircraft Servicer	30.81
23070	Aircraft Survival Flight Equipment Technician	35.12
23080	Aircraft Worker	32.98
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	32.98
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	37.28
23110	Appliance Mechanic	35.56
23120	Bicycle Repairer	29.03
23125	Cable Splicer	46.25
23130	Carpenter, Maintenance	33.02
23140	Carpet Layer	33.40
23160	Electrician, Maintenance	40.24
23181	Electronics Technician Maintenance I	36.26
23182	Electronics Technician Maintenance II	40.68
23183	Electronics Technician Maintenance III	43.19
23260	Fabric Worker	31.20
23290	Fire Alarm System Mechanic	37.76
23310	Fire Extinguisher Repairer	29.03
23311	Fuel Distribution System Mechanic	37.68
23312	Fuel Distribution System Operator	28.97
23370	General Maintenance Worker	25.83
23380	Ground Support Equipment Mechanic	37.28
23381	Ground Support Equipment Servicer	30.81
23382	Ground Support Equipment Worker	32.98
23391	Gunsmith I	29.03
23392	Gunsmith II	33.40
23393	Gunsmith III	37.76
23410	Heating, Ventilation And Air-Conditioning Mechanic	36.53
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	38.62
23430	Heavy Equipment Mechanic	36.76
23440	Heavy Equipment Operator	32.31
23460	Instrument Mechanic	37.76
23465	Laboratory/Shelter Mechanic	35.56
23470	Laborer	22.41
23510	Locksmith	35.56
23530	Machinery Maintenance Mechanic	33.20
23550	Machinist, Maintenance	36.88
23580	Maintenance Trades Helper	23.13
23591	Metrology Technician I	37.76
23592	Metrology Technician II	39.92
23593	Metrology Technician III	42.12
23640	Millwright	37.76
23710	Office Appliance Repairer	35.56
23760	Painter, Maintenance	30.30
23790	Pipefitter, Maintenance	39.77
23810	Plumber, Maintenance	37.46
23820	Pneudraulic Systems Mechanic	37.76
23850	Rigger	37.05
23870	Scale Mechanic	33.40
23890	Sheet-Metal Worker, Maintenance	37.76
23910	Small Engine Mechanic	30.50
23931	Telecommunications Mechanic I	36.38
23932	Telecommunications Mechanic II	38.46
23950	Telephone Lineman	43.59
23960	Welder, Combination, Maintenance	35.29
23965	Well Driller	32.84
23970	Woodcraft Worker	37.76
23980	Woodworker	29.03

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	22.47	
24570	Child Care Attendant	14.17	***

24580	Child Care Center Clerk	17.66
24610	Chore Aide	17.90
24620	Family Readiness And Support Services Coordinator	22.47
24630	Homemaker	22.47

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	38.95	
25040	Sewage Plant Operator	29.06	
25070	Stationary Engineer	38.95	
25190	Ventilation Equipment Tender	28.83	
25210	Water Treatment Plant Operator	29.06	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	24.49	
27007	Baggage Inspector	20.35	
27008	Corrections Officer	33.49	
27010	Court Security Officer	31.22	
27030	Detection Dog Handler	22.77	
27040	Detention Officer	33.49	
27070	Firefighter	30.67	
27101	Guard I	20.35	
27102	Guard II	22.77	
27131	Police Officer I	35.19	
27132	Police Officer II	39.09	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	18.79	
28042	Carnival Equipment Repairer	20.31	
28043	Carnival Worker	14.51	***
28210	Gate Attendant/Gate Tender	23.08	
28310	Lifeguard	18.68	
28350	Park Attendant (Aide)	25.81	
28510	Recreation Aide/Health Facility Attendant	18.83	
28515	Recreation Specialist	31.97	
28630	Sports Official	20.55	
28690	Swimming Pool Operator	26.50	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	34.02	
29020	Hatch Tender	34.02	
29030	Line Handler	34.02	
29041	Stevedore I	31.77	
29042	Stevedore II	36.22	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.31	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.93	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.16	
30021	Archeological Technician I	23.41	
30022	Archeological Technician II	27.28	
30023	Archeological Technician III	29.85	
30030	Cartographic Technician	31.78	
30040	Civil Engineering Technician	32.59	
30051	Cryogenic Technician I	28.14	
30052	Cryogenic Technician II	31.08	
30061	Drafter/CAD Operator I	23.41	
30062	Drafter/CAD Operator II	27.28	
30063	Drafter/CAD Operator III	29.19	
30064	Drafter/CAD Operator IV	34.79	
30081	Engineering Technician I	22.72	
30082	Engineering Technician II	26.56	
30083	Engineering Technician III	29.74	

30084	Engineering Technician IV	33.02
30085	Engineering Technician V	38.08
30086	Engineering Technician VI	45.77
30090	Environmental Technician	27.62
30095	Evidence Control Specialist	25.41
30210	Laboratory Technician	37.27
30221	Latent Fingerprint Technician I	28.14
30222	Latent Fingerprint Technician II	31.08
30240	Mathematical Technician	35.75
30361	Paralegal/Legal Assistant I	23.01
30362	Paralegal/Legal Assistant II	28.50
30363	Paralegal/Legal Assistant III	34.86
30364	Paralegal/Legal Assistant IV	42.19
30375	Petroleum Supply Specialist	31.08
30390	Photo-Optics Technician	32.95
30395	Radiation Control Technician	31.08
30461	Technical Writer I	24.86
30462	Technical Writer II	30.41
30463	Technical Writer III	37.38
30491	Unexploded Ordnance (UXO) Technician I	29.43
30492	Unexploded Ordnance (UXO) Technician II	35.61
30493	Unexploded Ordnance (UXO) Technician III	42.68
30494	Unexploded (UXO) Safety Escort	29.43
30495	Unexploded (UXO) Sweep Personnel	29.43
30501	Weather Forecaster I	34.79
30502	Weather Forecaster II	42.32
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 29.19
30621	Weather Observer, Senior	(see 2) 32.42

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.61	
31020	Bus Aide	18.61	
31030	Bus Driver	26.84	
31043	Driver Courier	21.39	
31260	Parking and Lot Attendant	16.30	
31290	Shuttle Bus Driver	23.12	
31310	Taxi Driver	21.60	
31361	Truckdriver, Light	23.12	
31362	Truckdriver, Medium	24.85	
31363	Truckdriver, Heavy	28.75	
31364	Truckdriver, Tractor-Trailer	28.75	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.36	
99030	Cashier	14.01	***
99050	Desk Clerk	16.06	***
99095	Embalmer	29.43	
99130	Flight Follower	29.43	
99251	Laboratory Animal Caretaker I	17.98	
99252	Laboratory Animal Caretaker II	25.20	
99260	Marketing Analyst	29.04	
99310	Mortician	29.43	
99410	Pest Controller	29.46	
99510	Photofinishing Worker	15.47	***
99710	Recycling Laborer	25.38	
99711	Recycling Specialist	30.29	
99730	Refuse Collector	22.92	
99810	Sales Clerk	14.54	***
99820	School Crossing Guard	19.19	
99830	Survey Party Chief	31.98	
99831	Surveying Aide	21.29	
99832	Surveying Technician	29.08	
99840	Vending Machine Attendant	25.36	
99841	Vending Machine Repairer	31.54	
99842	Vending Machine Repairer Helper	25.36	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined

in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dyeing, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence

of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR

4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5689

States/Territories. : American Samoa

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

States: American Samoa, Hawaii, Johnston Island

Area: American Samoa Statewide

Hawaii County of Honolulu

Johnston Island Statewide

OCCUPATION NOTE:

STEVEDORING AND LONGSHOREMEN: Wage rates and fringe benefits can be found on Wage Determination 2000-0085

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	17.99	
01012	Accounting Clerk II	20.19	
01013	Accounting Clerk III	22.59	
01020	Administrative Assistant	35.70	
01035	Court Reporter	22.50	
01041	Customer Service Representative I	15.07	***
01042	Customer Service Representative II	16.44	
01043	Customer Service Representative III	18.47	
01051	Data Entry Operator I	15.35	***
01052	Data Entry Operator II	16.75	
01060	Dispatcher, Motor Vehicle	22.50	
01070	Document Preparation Clerk	17.64	
01090	Duplicating Machine Operator	17.64	
01111	General Clerk I	14.71	***
01112	General Clerk II	16.05	***
01113	General Clerk III	18.01	

01120	Housing Referral Assistant	23.77	
01141	Messenger Courier	17.59	
01191	Order Clerk I	16.59	
01192	Order Clerk II	18.10	
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	25.86	
01290	Rental Clerk	18.15	
01300	Scheduler, Maintenance	19.05	
01311	Secretary I	19.05	
01312	Secretary II	21.31	
01313	Secretary III	23.77	
01320	Service Order Dispatcher	20.10	
01410	Supply Technician	35.70	
01420	Survey Worker	22.58	
01460	Switchboard Operator/Receptionist	17.56	
01531	Travel Clerk I	19.60	
01532	Travel Clerk II	21.18	
01533	Travel Clerk III	22.70	
01611	Word Processor I	14.71	***
01612	Word Processor II	16.52	
01613	Word Processor III	18.47	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	26.31	
05010	Automotive Electrician	25.13	
05040	Automotive Glass Installer	23.51	
05070	Automotive Worker	23.51	
05110	Mobile Equipment Servicer	20.16	
05130	Motor Equipment Metal Mechanic	26.76	
05160	Motor Equipment Metal Worker	23.51	
05190	Motor Vehicle Mechanic	26.76	
05220	Motor Vehicle Mechanic Helper	18.46	
05250	Motor Vehicle Upholstery Worker	21.87	
05280	Motor Vehicle Wrecker	23.51	
05310	Painter, Automotive	25.13	
05340	Radiator Repair Specialist	23.51	
05370	Tire Repairer	20.00	
05400	Transmission Repair Specialist	26.76	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.11	
07041	Cook I	19.22	
07042	Cook II	22.40	
07070	Dishwasher	13.98	***
07130	Food Service Worker	14.73	***
07210	Meat Cutter	23.02	
07260	Waiter/Waitress	19.34	

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	23.63	
09040	Furniture Handler	15.12	***
09080	Furniture Refinisher	24.93	
09090	Furniture Refinisher Helper	18.31	
09110	Furniture Repairer, Minor	21.70	
09130	Upholsterer	24.83	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.50	***
11060	Elevator Operator	15.74	***
11090	Gardener	23.62	
11122	Housekeeping Aide	15.74	***
11150	Janitor	15.74	***

11210	Laborer, Grounds Maintenance	17.85	
11240	Maid or Houseman	21.78	
11260	Pruner	15.97	***
11270	Tractor Operator	21.62	
11330	Trail Maintenance Worker	17.85	
11360	Window Cleaner	17.58	

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	28.19	
12011	Breath Alcohol Technician	28.19	
12012	Certified Occupational Therapist Assistant	30.36	
12015	Certified Physical Therapist Assistant	29.86	
12020	Dental Assistant	18.52	
12025	Dental Hygienist	41.00	
12030	EKG Technician	34.63	
12035	Electroneurodiagnostic Technologist	34.63	
12040	Emergency Medical Technician	28.19	
12071	Licensed Practical Nurse I	22.01	
12072	Licensed Practical Nurse II	24.62	
12073	Licensed Practical Nurse III	27.45	
12100	Medical Assistant	20.60	
12130	Medical Laboratory Technician	29.41	
12160	Medical Record Clerk	22.17	
12190	Medical Record Technician	24.79	
12195	Medical Transcriptionist	21.71	
12210	Nuclear Medicine Technologist	51.68	
12221	Nursing Assistant I	13.27	***
12222	Nursing Assistant II	14.91	***
12223	Nursing Assistant III	16.27	
12224	Nursing Assistant IV	18.28	
12235	Optical Dispenser	24.14	
12236	Optical Technician	22.01	
12250	Pharmacy Technician	20.15	
12280	Phlebotomist	22.01	
12305	Radiologic Technologist	41.89	
12311	Registered Nurse I	32.58	
12312	Registered Nurse II	39.86	
12313	Registered Nurse II, Specialist	39.86	
12314	Registered Nurse III	48.21	
12315	Registered Nurse III, Anesthetist	48.21	
12316	Registered Nurse IV	57.80	
12317	Scheduler (Drug and Alcohol Testing)	34.93	
12320	Substance Abuse Treatment Counselor	26.28	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	25.41	
13012	Exhibits Specialist II	31.48	
13013	Exhibits Specialist III	38.50	
13041	Illustrator I	25.27	
13042	Illustrator II	31.29	
13043	Illustrator III	38.28	
13047	Librarian	34.86	
13050	Library Aide/Clerk	17.87	
13054	Library Information Technology Systems Administrator	31.48	
13058	Library Technician	23.21	
13061	Media Specialist I	22.72	
13062	Media Specialist II	25.41	
13063	Media Specialist III	28.32	
13071	Photographer I	17.83	
13072	Photographer II	19.94	
13073	Photographer III	23.73	
13074	Photographer IV	30.21	
13075	Photographer V	36.55	
13090	Technical Order Library Clerk	22.44	
13110	Video Teleconference Technician	29.86	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	21.22	
14042	Computer Operator II	23.74	
14043	Computer Operator III	27.59	
14044	Computer Operator IV	30.02	
14045	Computer Operator V	33.22	
14071	Computer Programmer I	(see 1)	nan
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator	21.22	
14160	Personal Computer Support Technician	30.02	
14170	System Support Specialist	35.82	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	31.68	
15020	Aircrew Training Devices Instructor (Rated)	38.32	
15030	Air Crew Training Devices Instructor (Pilot)	45.94	
15050	Computer Based Training Specialist / Instructor	31.68	
15060	Educational Technologist	34.63	
15070	Flight Instructor (Pilot)	45.94	
15080	Graphic Artist	27.59	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	44.92	
15086	Maintenance Test Pilot, Rotary Wing	44.92	
15088	Non-Maintenance Test/Co-Pilot	44.92	
15090	Technical Instructor	26.09	
15095	Technical Instructor/Course Developer	31.91	
15110	Test Proctor	21.18	
15120	Tutor	21.18	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	13.48	***
16030	Counter Attendant	13.48	***
16040	Dry Cleaner	16.68	
16070	Finisher, Flatwork, Machine	13.48	***
16090	Presser, Hand	13.48	***
16110	Presser, Machine, Drycleaning	13.48	***
16130	Presser, Machine, Shirts	13.48	***
16160	Presser, Machine, Wearing Apparel, Laundry	13.48	***
16190	Sewing Machine Operator	17.75	
16220	Tailor	18.70	
16250	Washer, Machine	14.56	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	34.13	
19040	Tool And Die Maker	42.91	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	27.14	
21030	Material Coordinator	25.86	
21040	Material Expediter	25.86	
21050	Material Handling Laborer	17.71	
21071	Order Filler	15.15	***
21080	Production Line Worker (Food Processing)	27.14	
21110	Shipping Packer	18.69	
21130	Shipping/Receiving Clerk	18.69	
21140	Store Worker I	15.38	***
21150	Stock Clerk	21.62	
21210	Tools And Parts Attendant	27.14	
21410	Warehouse Specialist	27.14	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	39.92	
23019	Aircraft Logs and Records Technician	30.69	
23021	Aircraft Mechanic I	37.54	
23022	Aircraft Mechanic II	39.92	
23023	Aircraft Mechanic III	42.27	
23040	Aircraft Mechanic Helper	25.89	
23050	Aircraft, Painter	35.27	
23060	Aircraft Servicer	30.69	
23070	Aircraft Survival Flight Equipment Technician	35.27	
23080	Aircraft Worker	32.98	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	32.98	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	37.54	
23110	Appliance Mechanic	26.54	
23120	Bicycle Repairer	27.38	
23125	Cable Splicer	48.83	
23130	Carpenter, Maintenance	40.26	
23140	Carpet Layer	34.72	
23160	Electrician, Maintenance	37.92	
23181	Electronics Technician Maintenance I	33.05	
23182	Electronics Technician Maintenance II	35.33	
23183	Electronics Technician Maintenance III	37.62	
23260	Fabric Worker	29.71	
23290	Fire Alarm System Mechanic	24.13	
23310	Fire Extinguisher Repairer	27.38	
23311	Fuel Distribution System Mechanic	37.95	
23312	Fuel Distribution System Operator	28.60	
23370	General Maintenance Worker	23.19	
23380	Ground Support Equipment Mechanic	37.54	
23381	Ground Support Equipment Servicer	30.69	
23382	Ground Support Equipment Worker	32.98	
23391	Gunsmith I	27.38	
23392	Gunsmith II	31.92	
23393	Gunsmith III	36.34	
23410	Heating, Ventilation And Air-Conditioning Mechanic	31.06	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	33.04	
23430	Heavy Equipment Mechanic	36.95	
23440	Heavy Equipment Operator	46.36	
23460	Instrument Mechanic	38.09	
23465	Laboratory/Shelter Mechanic	34.13	
23470	Laborer	17.71	
23510	Locksmith	32.16	
23530	Machinery Maintenance Mechanic	38.09	
23550	Machinist, Maintenance	34.01	
23580	Maintenance Trades Helper	22.65	
23591	Metrology Technician I	38.09	
23592	Metrology Technician II	40.52	
23593	Metrology Technician III	42.90	
23640	Millwright	36.34	
23710	Office Appliance Repairer	22.58	
23760	Painter, Maintenance	28.93	
23790	Pipefitter, Maintenance	36.72	
23810	Plumber, Maintenance	34.49	
23820	Pneudraulic Systems Mechanic	36.34	
23850	Rigger	34.66	
23870	Scale Mechanic	31.92	
23890	Sheet-Metal Worker, Maintenance	41.36	
23910	Small Engine Mechanic	25.71	
23931	Telecommunications Mechanic I	30.42	
23932	Telecommunications Mechanic II	32.34	
23950	Telephone Lineman	38.12	
23960	Welder, Combination, Maintenance	32.52	
23965	Well Driller	36.34	
23970	Woodcraft Worker	36.34	
23980	Woodworker	27.38	

14. Personal Needs Occupations

Code	Title	Rate	Note
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24550	Case Manager	17.90	
24570	Child Care Attendant	13.79	***
24580	Child Care Center Clerk	17.20	
24610	Chore Aide	14.32	***
24620	Family Readiness And Support Services Coordinator	17.90	
24630	Homemaker	20.11	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	34.94	
25040	Sewage Plant Operator	29.52	
25070	Stationary Engineer	34.94	
25190	Ventilation Equipment Tender	24.10	
25210	Water Treatment Plant Operator	29.52	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	22.92	
27007	Baggage Inspector	17.59	
27008	Corrections Officer	32.24	
27010	Court Security Officer	32.24	
27030	Detection Dog Handler	19.68	
27040	Detention Officer	32.24	
27070	Firefighter	32.24	
27101	Guard I	17.59	
27102	Guard II	19.68	
27131	Police Officer I	35.02	
27132	Police Officer II	38.92	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	16.44	
28042	Carnival Equipment Repairer	17.95	
28043	Carnival Worker	12.14	***
28210	Gate Attendant/Gate Tender	17.47	
28310	Lifeguard	22.53	
28350	Park Attendant (Aide)	19.53	
28510	Recreation Aide/Health Facility Attendant	14.35	***
28515	Recreation Specialist	24.20	
28630	Sports Official	15.55	***
28690	Swimming Pool Operator	20.93	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	nan	
29020	Hatch Tender	nan	
29030	Line Handler	nan	
29041	Stevedore I	nan	
29042	Stevedore II	nan	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	42.76	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	29.48	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.47	
30021	Archeological Technician I	19.10	
30022	Archeological Technician II	21.37	
30023	Archeological Technician III	26.48	
30030	Cartographic Technician	26.48	
30040	Civil Engineering Technician	29.07	
30051	Cryogenic Technician I	29.32	
30052	Cryogenic Technician II	32.39	
30061	Drafter/CAD Operator I	19.10	
30062	Drafter/CAD Operator II	21.37	
30063	Drafter/CAD Operator III	23.82	
30064	Drafter/CAD Operator IV	29.32	
30081	Engineering Technician I	17.80	

30082	Engineering Technician II	19.97
30083	Engineering Technician III	22.50
30084	Engineering Technician IV	29.74
30085	Engineering Technician V	33.87
30086	Engineering Technician VI	40.97
30090	Environmental Technician	28.13
30095	Evidence Control Specialist	26.48
30210	Laboratory Technician	29.24
30221	Latent Fingerprint Technician I	28.49
30222	Latent Fingerprint Technician II	31.47
30240	Mathematical Technician	28.36
30361	Paralegal/Legal Assistant I	20.49
30362	Paralegal/Legal Assistant II	25.38
30363	Paralegal/Legal Assistant III	31.05
30364	Paralegal/Legal Assistant IV	37.57
30375	Petroleum Supply Specialist	32.39
30390	Photo-Optics Technician	26.48
30395	Radiation Control Technician	32.39
30461	Technical Writer I	26.16
30462	Technical Writer II	32.00
30463	Technical Writer III	38.72
30491	Unexploded Ordnance (UXO) Technician I	27.17
30492	Unexploded Ordnance (UXO) Technician II	32.87
30493	Unexploded Ordnance (UXO) Technician III	39.40
30494	Unexploded (UXO) Safety Escort	27.17
30495	Unexploded (UXO) Sweep Personnel	27.17
30501	Weather Forecaster I	29.32
30502	Weather Forecaster II	35.66
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.82
30621	Weather Observer, Senior	(see 2) 26.48

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	32.87	
31020	Bus Aide	19.38	
31030	Bus Driver	27.83	
31043	Driver Courier	16.74	
31260	Parking and Lot Attendant	13.28	***
31290	Shuttle Bus Driver	16.75	
31310	Taxi Driver	15.59	***
31361	Truckdriver, Light	18.29	
31362	Truckdriver, Medium	19.84	
31363	Truckdriver, Heavy	24.19	
31364	Truckdriver, Tractor-Trailer	24.19	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.03	***
99030	Cashier	13.94	***
99050	Desk Clerk	23.76	
99095	Embalmer	24.89	
99130	Flight Follower	27.17	
99251	Laboratory Animal Caretaker I	17.44	
99252	Laboratory Animal Caretaker II	19.05	
99260	Marketing Analyst	29.31	
99310	Mortician	24.89	
99410	Pest Controller	19.04	
99510	Photofinishing Worker	14.28	***
99710	Recycling Laborer	26.77	
99711	Recycling Specialist	32.45	
99730	Refuse Collector	23.97	
99810	Sales Clerk	14.75	***
99820	School Crossing Guard	17.45	
99830	Survey Party Chief	30.12	
99831	Surveying Aide	16.46	
99832	Surveying Technician	22.56	
99840	Vending Machine Attendant	13.95	***
99841	Vending Machine Repairer	17.74	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: (Hawaii): \$2.04 per hour, up to 40 hours per week, or \$81.60 per week, or \$353.60 per month for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be \$4.80 per hour, up to 40 hours per week.

HEALTH & WELFARE (Hawaii) EO 13706: \$1.65 per hour up to 40 hours per week, or \$66.00 per week, or \$286.00 per month for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be \$4.41 per hour, up to 40 hours per week. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off

with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

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

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

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5465

States/Territories. : Arizona

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona County of Coconino

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.41	***
01012	Accounting Clerk II	17.30	
01013	Accounting Clerk III	19.35	
01020	Administrative Assistant	25.36	
01035	Court Reporter	18.40	
01041	Customer Service Representative I	14.09	***
01042	Customer Service Representative II	15.37	***
01043	Customer Service Representative III	17.26	
01051	Data Entry Operator I	15.58	***
01052	Data Entry Operator II	16.98	
01060	Dispatcher, Motor Vehicle	22.58	
01070	Document Preparation Clerk	14.36	***
01090	Duplicating Machine Operator	14.36	***
01111	General Clerk I	15.69	***
01112	General Clerk II	17.12	
01113	General Clerk III	19.23	
01120	Housing Referral Assistant	20.78	
01141	Messenger Courier	12.95	***
01191	Order Clerk I	13.17	***
01192	Order Clerk II	14.86	***
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	24.52	
01290	Rental Clerk	16.47	
01300	Scheduler, Maintenance	16.66	
01311	Secretary I	16.66	
01312	Secretary II	18.64	
01313	Secretary III	20.78	
01320	Service Order Dispatcher	20.18	
01410	Supply Technician	25.36	
01420	Survey Worker	18.29	
01460	Switchboard Operator/Receptionist	14.93	***
01531	Travel Clerk I	15.37	***
01532	Travel Clerk II	16.59	
01533	Travel Clerk III	17.86	
01611	Word Processor I	14.36	***
01612	Word Processor II	16.12	***
01613	Word Processor III	18.04	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	23.09	
05010	Automotive Electrician	21.25	
05040	Automotive Glass Installer	19.80	
05070	Automotive Worker	19.80	
05110	Mobile Equipment Servicer	16.96	
05130	Motor Equipment Metal Mechanic	22.69	
05160	Motor Equipment Metal Worker	19.80	
05190	Motor Vehicle Mechanic	22.65	
05220	Motor Vehicle Mechanic Helper	15.52	***
05250	Motor Vehicle Upholstery Worker	18.38	
05280	Motor Vehicle Wrecker	19.80	
05310	Painter, Automotive	22.12	
05340	Radiator Repair Specialist	19.80	
05370	Tire Repairer	14.21	***
05400	Transmission Repair Specialist	22.65	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.82	***
07041	Cook I	15.86	***
07042	Cook II	18.51	
07070	Dishwasher	13.59	***
07130	Food Service Worker	14.51	***
07210	Meat Cutter	17.57	
07260	Waiter/Waitress	13.67	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	24.22	
09040	Furniture Handler	14.92	***
09080	Furniture Refinisher	24.22	
09090	Furniture Refinisher Helper	17.81	
09110	Furniture Repairer, Minor	21.37	
09130	Upholsterer	24.22	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.20	***
11060	Elevator Operator	14.20	***
11090	Gardener	19.18	
11122	Housekeeping Aide	14.73	***
11150	Janitor	14.73	***
11210	Laborer, Grounds Maintenance	15.05	***
11240	Maid or Houseman	13.99	***
11260	Pruner	14.36	***
11270	Tractor Operator	17.56	
11330	Trail Maintenance Worker	15.05	***

11360	Window Cleaner	15.43	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	23.57	
12011	Breath Alcohol Technician	26.10	
12012	Certified Occupational Therapist Assistant	35.81	
12015	Certified Physical Therapist Assistant	30.49	
12020	Dental Assistant	18.34	
12025	Dental Hygienist	43.09	
12030	EKG Technician	39.57	
12035	Electroneurodiagnostic Technologist	39.57	
12040	Emergency Medical Technician	23.57	
12071	Licensed Practical Nurse I	23.33	
12072	Licensed Practical Nurse II	26.10	
12073	Licensed Practical Nurse III	29.10	
12100	Medical Assistant	18.11	
12130	Medical Laboratory Technician	23.33	
12160	Medical Record Clerk	20.05	
12190	Medical Record Technician	22.43	
12195	Medical Transcriptionist	23.33	
12210	Nuclear Medicine Technologist	57.38	
12221	Nursing Assistant I	12.66	***
12222	Nursing Assistant II	14.23	***
12223	Nursing Assistant III	15.53	***
12224	Nursing Assistant IV	17.44	
12235	Optical Dispenser	26.10	
12236	Optical Technician	23.33	
12250	Pharmacy Technician	20.04	
12280	Phlebotomist	18.42	
12305	Radiologic Technologist	39.57	
12311	Registered Nurse I	32.34	
12312	Registered Nurse II	39.57	
12313	Registered Nurse II, Specialist	39.57	
12314	Registered Nurse III	47.86	
12315	Registered Nurse III, Anesthetist	47.86	
12316	Registered Nurse IV	57.38	
12317	Scheduler (Drug and Alcohol Testing)	32.34	
12320	Substance Abuse Treatment Counselor	26.33	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	19.94	
13012	Exhibits Specialist II	24.69	
13013	Exhibits Specialist III	30.21	
13041	Illustrator I	20.15	
13042	Illustrator II	24.95	
13043	Illustrator III	30.53	
13047	Librarian	27.35	
13050	Library Aide/Clerk	15.44	***
13054	Library Information Technology Systems Administrator	24.69	
13058	Library Technician	20.19	
13061	Media Specialist I	17.82	
13062	Media Specialist II	19.94	
13063	Media Specialist III	22.23	
13071	Photographer I	17.05	
13072	Photographer II	19.07	
13073	Photographer III	23.62	
13074	Photographer IV	28.90	
13075	Photographer V	34.97	
13090	Technical Order Library Clerk	19.39	
13110	Video Teleconference Technician	18.35	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.54	
14042	Computer Operator II	18.51	
14043	Computer Operator III	20.64	
14044	Computer Operator IV	22.93	

14045	Computer Operator V		25.40
14071	Computer Programmer I	(see 1)	25.41
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		16.54
14160	Personal Computer Support Technician		22.93
14170	System Support Specialist		27.43

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	31.33	
15020	Aircrew Training Devices Instructor (Rated)	37.89	
15030	Air Crew Training Devices Instructor (Pilot)	45.43	
15050	Computer Based Training Specialist / Instructor	31.33	
15060	Educational Technologist	28.85	
15070	Flight Instructor (Pilot)	45.43	
15080	Graphic Artist	24.21	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	45.43	
15086	Maintenance Test Pilot, Rotary Wing	45.43	
15088	Non-Maintenance Test/Co-Pilot	45.43	
15090	Technical Instructor	24.93	
15095	Technical Instructor/Course Developer	30.50	
15110	Test Proctor	20.12	
15120	Tutor	20.12	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	16.41	
16030	Counter Attendant	16.41	
16040	Dry Cleaner	19.39	
16070	Finisher, Flatwork, Machine	16.41	
16090	Presser, Hand	16.41	
16110	Presser, Machine, Drycleaning	16.41	
16130	Presser, Machine, Shirts	16.41	
16160	Presser, Machine, Wearing Apparel, Laundry	16.41	
16190	Sewing Machine Operator	20.20	
16220	Tailor	21.01	
16250	Washer, Machine	17.77	

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	24.51	
19040	Tool And Die Maker	31.81	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	20.80	
21030	Material Coordinator	24.21	
21040	Material Expediter	24.21	
21050	Material Handling Laborer	15.00	***
21071	Order Filler	14.55	***
21080	Production Line Worker (Food Processing)	20.80	
21110	Shipping Packer	16.62	
21130	Shipping/Receiving Clerk	16.62	
21140	Store Worker I	16.15	***
21150	Stock Clerk	18.61	
21210	Tools And Parts Attendant	20.80	
21410	Warehouse Specialist	20.80	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	32.32	
23019	Aircraft Logs and Records Technician	25.00	

23021	Aircraft Mechanic I	30.82	
23022	Aircraft Mechanic II	32.32	
23023	Aircraft Mechanic III	34.29	
23040	Aircraft Mechanic Helper	21.12	
23050	Aircraft, Painter	28.92	
23060	Aircraft Servicer	25.00	
23070	Aircraft Survival Flight Equipment Technician	28.92	
23080	Aircraft Worker	26.94	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	26.94	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	30.82	
23110	Appliance Mechanic	25.35	
23120	Bicycle Repairer	19.33	
23125	Cable Splicer	35.41	
23130	Carpenter, Maintenance	21.30	
23140	Carpet Layer	22.88	
23160	Electrician, Maintenance	23.44	
23181	Electronics Technician Maintenance I	23.62	
23182	Electronics Technician Maintenance II	25.35	
23183	Electronics Technician Maintenance III	27.02	
23260	Fabric Worker	21.53	
23290	Fire Alarm System Mechanic	27.02	
23310	Fire Extinguisher Repairer	20.23	
23311	Fuel Distribution System Mechanic	30.26	
23312	Fuel Distribution System Operator	22.65	
23370	General Maintenance Worker	17.96	
23380	Ground Support Equipment Mechanic	30.82	
23381	Ground Support Equipment Servicer	25.00	
23382	Ground Support Equipment Worker	26.94	
23391	Gunsmith I	20.23	
23392	Gunsmith II	23.62	
23393	Gunsmith III	27.02	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.94	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.06	
23430	Heavy Equipment Mechanic	26.41	
23440	Heavy Equipment Operator	24.62	
23460	Instrument Mechanic	27.02	
23465	Laboratory/Shelter Mechanic	25.35	
23470	Laborer	15.00	***
23510	Locksmith	25.35	
23530	Machinery Maintenance Mechanic	31.02	
23550	Machinist, Maintenance	24.03	
23580	Maintenance Trades Helper	17.30	
23591	Metrology Technician I	27.02	
23592	Metrology Technician II	28.33	
23593	Metrology Technician III	30.05	
23640	Millwright	27.02	
23710	Office Appliance Repairer	25.35	
23760	Painter, Maintenance	18.68	
23790	Pipefitter, Maintenance	25.46	
23810	Plumber, Maintenance	23.89	
23820	Pneudraulic Systems Mechanic	27.02	
23850	Rigger	27.02	
23870	Scale Mechanic	23.62	
23890	Sheet-Metal Worker, Maintenance	26.35	
23910	Small Engine Mechanic	21.06	
23931	Telecommunications Mechanic I	35.65	
23932	Telecommunications Mechanic II	37.39	
23950	Telephone Lineman	26.70	
23960	Welder, Combination, Maintenance	23.12	
23965	Well Driller	27.02	
23970	Woodcraft Worker	27.02	
23980	Woodworker	20.23	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	18.33	
24570	Child Care Attendant	13.86	***
24580	Child Care Center Clerk	17.51	
24610	Chore Aide	14.11	***

24620	Family Readiness And Support Services Coordinator	18.33
24630	Homemaker	18.38

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	27.66	
25040	Sewage Plant Operator	22.85	
25070	Stationary Engineer	27.66	
25190	Ventilation Equipment Tender	18.95	
25210	Water Treatment Plant Operator	22.85	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	22.40	
27007	Baggage Inspector	15.86	***
27008	Corrections Officer	22.28	
27010	Court Security Officer	22.40	
27030	Detection Dog Handler	17.74	
27040	Detention Officer	22.28	
27070	Firefighter	22.40	
27101	Guard I	15.86	***
27102	Guard II	17.74	
27131	Police Officer I	25.98	
27132	Police Officer II	28.87	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	16.83	
28042	Carnival Equipment Repairer	18.39	
28043	Carnival Worker	13.84	***
28210	Gate Attendant/Gate Tender	16.89	
28310	Lifeguard	15.03	***
28350	Park Attendant (Aide)	18.88	
28510	Recreation Aide/Health Facility Attendant	13.77	***
28515	Recreation Specialist	23.39	
28630	Sports Official	15.03	***
28690	Swimming Pool Operator	21.46	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.62	
29020	Hatch Tender	23.62	
29030	Line Handler	23.62	
29041	Stevedore I	21.91	
29042	Stevedore II	25.35	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	17.49	
30022	Archeological Technician II	19.84	
30023	Archeological Technician III	24.25	
30030	Cartographic Technician	24.59	
30040	Civil Engineering Technician	23.57	
30051	Cryogenic Technician I	26.82	
30052	Cryogenic Technician II	29.62	
30061	Drafter/CAD Operator I	17.49	
30062	Drafter/CAD Operator II	19.84	
30063	Drafter/CAD Operator III	22.12	
30064	Drafter/CAD Operator IV	26.82	
30081	Engineering Technician I	16.02	***
30082	Engineering Technician II	17.98	
30083	Engineering Technician III	21.48	
30084	Engineering Technician IV	25.33	
30085	Engineering Technician V	30.27	

30086	Engineering Technician VI	34.88
30090	Environmental Technician	23.57
30095	Evidence Control Specialist	25.33
30210	Laboratory Technician	22.92
30221	Latent Fingerprint Technician I	31.60
30222	Latent Fingerprint Technician II	34.91
30240	Mathematical Technician	24.69
30361	Paralegal/Legal Assistant I	21.19
30362	Paralegal/Legal Assistant II	25.09
30363	Paralegal/Legal Assistant III	30.61
30364	Paralegal/Legal Assistant IV	37.15
30375	Petroleum Supply Specialist	30.27
30390	Photo-Optics Technician	24.69
30395	Radiation Control Technician	30.27
30461	Technical Writer I	23.57
30462	Technical Writer II	28.83
30463	Technical Writer III	34.88
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	26.82
30502	Weather Forecaster II	32.62
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.12
30621	Weather Observer, Senior	(see 2) 24.69

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	14.83	***
31030	Bus Driver	21.86	
31043	Driver Courier	18.32	
31260	Parking and Lot Attendant	14.41	***
31290	Shuttle Bus Driver	16.54	
31310	Taxi Driver	13.92	***
31361	Truckdriver, Light	20.01	
31362	Truckdriver, Medium	22.64	
31363	Truckdriver, Heavy	23.42	
31364	Truckdriver, Tractor-Trailer	23.42	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	14.20	***
99050	Desk Clerk	14.16	***
99095	Embalmer	28.19	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	18.73	
99252	Laboratory Animal Caretaker II	22.30	
99260	Marketing Analyst	27.60	
99310	Mortician	28.19	
99410	Pest Controller	24.41	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	19.35	
99711	Recycling Specialist	23.74	
99730	Refuse Collector	17.29	
99810	Sales Clerk	14.33	***
99820	School Crossing Guard	16.94	
99830	Survey Party Chief	32.11	
99831	Surveying Aide	19.35	
99832	Surveying Technician	27.26	
99840	Vending Machine Attendant	20.62	
99841	Vending Machine Repairer	26.30	
99842	Vending Machine Repairer Helper	20.62	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5467

States/Territories. : Arizona

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona County of Mohave

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.05	***
01012	Accounting Clerk II	16.91	
01013	Accounting Clerk III	18.91	
01020	Administrative Assistant	27.91	
01035	Court Reporter	19.97	
01041	Customer Service Representative I	13.12	***
01042	Customer Service Representative II	14.47	***
01043	Customer Service Representative III	16.07	***
01051	Data Entry Operator I	14.21	***
01052	Data Entry Operator II	15.64	***
01060	Dispatcher, Motor Vehicle	17.92	
01070	Document Preparation Clerk	13.37	***
01090	Duplicating Machine Operator	13.37	***
01111	General Clerk I	14.19	***
01112	General Clerk II	15.49	***
01113	General Clerk III	17.38	
01120	Housing Referral Assistant	20.62	
01141	Messenger Courier	12.63	***
01191	Order Clerk I	13.28	***
01192	Order Clerk II	14.49	***
01261	Personnel Assistant (Employment) I	16.53	

01262	Personnel Assistant (Employment) II	18.49	
01263	Personnel Assistant (Employment) III	20.62	
01270	Production Control Clerk	21.13	
01290	Rental Clerk	15.64	***
01300	Scheduler, Maintenance	16.53	
01311	Secretary I	16.53	
01312	Secretary II	18.49	
01313	Secretary III	20.62	
01320	Service Order Dispatcher	16.02	***
01410	Supply Technician	27.91	
01420	Survey Worker	18.52	
01460	Switchboard Operator/Receptionist	13.87	***
01531	Travel Clerk I	15.09	***
01532	Travel Clerk II	16.13	***
01533	Travel Clerk III	17.27	
01611	Word Processor I	14.01	***
01612	Word Processor II	16.53	
01613	Word Processor III	18.49	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	23.42	
05010	Automotive Electrician	20.80	
05040	Automotive Glass Installer	19.74	
05070	Automotive Worker	19.74	
05110	Mobile Equipment Servicer	17.78	
05130	Motor Equipment Metal Mechanic	21.83	
05160	Motor Equipment Metal Worker	19.74	
05190	Motor Vehicle Mechanic	21.70	
05220	Motor Vehicle Mechanic Helper	16.80	
05250	Motor Vehicle Upholstery Worker	18.76	
05280	Motor Vehicle Wrecker	19.74	
05310	Painter, Automotive	20.80	
05340	Radiator Repair Specialist	19.74	
05370	Tire Repairer	15.78	***
05400	Transmission Repair Specialist	21.83	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.83	***
07041	Cook I	14.54	***
07042	Cook II	16.14	***
07070	Dishwasher	13.44	***
07130	Food Service Worker	13.50	***
07210	Meat Cutter	18.59	
07260	Waiter/Waitress	14.22	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	20.30	
09040	Furniture Handler	15.34	***
09080	Furniture Refinisher	19.17	
09090	Furniture Refinisher Helper	16.15	***
09110	Furniture Repairer, Minor	18.22	
09130	Upholsterer	20.46	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.35	***
11060	Elevator Operator	13.35	***
11090	Gardener	17.35	
11122	Housekeeping Aide	13.75	***
11150	Janitor	13.75	***
11210	Laborer, Grounds Maintenance	14.37	***
11240	Maid or Houseman	13.61	***
11260	Pruner	13.28	***
11270	Tractor Operator	16.39	
11330	Trail Maintenance Worker	14.37	***

11360	Window Cleaner	14.88	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.15	
12011	Breath Alcohol Technician	23.17	
12012	Certified Occupational Therapist Assistant	28.89	
12015	Certified Physical Therapist Assistant	28.77	
12020	Dental Assistant	18.43	
12025	Dental Hygienist	42.09	
12030	EKG Technician	31.41	
12035	Electroneurodiagnostic Technologist	31.41	
12040	Emergency Medical Technician	19.15	
12071	Licensed Practical Nurse I	20.70	
12072	Licensed Practical Nurse II	23.17	
12073	Licensed Practical Nurse III	25.83	
12100	Medical Assistant	16.83	
12130	Medical Laboratory Technician	26.52	
12160	Medical Record Clerk	17.05	
12190	Medical Record Technician	19.08	
12195	Medical Transcriptionist	20.60	
12210	Nuclear Medicine Technologist	50.91	
12221	Nursing Assistant I	11.76	***
12222	Nursing Assistant II	13.21	***
12223	Nursing Assistant III	14.42	***
12224	Nursing Assistant IV	16.20	
12235	Optical Dispenser	24.25	
12236	Optical Technician	20.38	
12250	Pharmacy Technician	17.72	
12280	Phlebotomist	18.53	
12305	Radiologic Technologist	32.35	
12311	Registered Nurse I	28.00	
12312	Registered Nurse II	34.26	
12313	Registered Nurse II, Specialist	34.26	
12314	Registered Nurse III	41.45	
12315	Registered Nurse III, Anesthetist	41.45	
12316	Registered Nurse IV	49.67	
12317	Scheduler (Drug and Alcohol Testing)	28.70	
12320	Substance Abuse Treatment Counselor	22.70	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	22.20	
13012	Exhibits Specialist II	27.51	
13013	Exhibits Specialist III	29.18	
13041	Illustrator I	20.20	
13042	Illustrator II	25.05	
13043	Illustrator III	27.64	
13047	Librarian	30.46	
13050	Library Aide/Clerk	15.52	***
13054	Library Information Technology Systems Administrator	27.51	
13058	Library Technician	18.72	
13061	Media Specialist I	19.85	
13062	Media Specialist II	22.20	
13063	Media Specialist III	24.76	
13071	Photographer I	15.64	***
13072	Photographer II	17.49	
13073	Photographer III	21.68	
13074	Photographer IV	26.51	
13075	Photographer V	32.08	
13090	Technical Order Library Clerk	17.92	
13110	Video Teleconference Technician	25.69	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.25	
14042	Computer Operator II	19.48	
14043	Computer Operator III	21.51	
14044	Computer Operator IV	23.91	

14045	Computer Operator V		26.47
14071	Computer Programmer I	(see 1)	24.59
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		17.25
14160	Personal Computer Support Technician		23.91
14170	System Support Specialist		26.47

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		29.80	
15020	Aircrew Training Devices Instructor (Rated)		36.05	
15030	Air Crew Training Devices Instructor (Pilot)		43.22	
15050	Computer Based Training Specialist / Instructor		29.80	
15060	Educational Technologist		28.55	
15070	Flight Instructor (Pilot)		43.22	
15080	Graphic Artist		23.97	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		43.22	
15086	Maintenance Test Pilot, Rotary Wing		43.22	
15088	Non-Maintenance Test/Co-Pilot		43.22	
15090	Technical Instructor		19.87	
15095	Technical Instructor/Course Developer		24.31	
15110	Test Proctor		16.04	***
15120	Tutor		16.04	***

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		13.80	***
16030	Counter Attendant		13.80	***
16040	Dry Cleaner		17.83	
16070	Finisher, Flatwork, Machine		13.80	***
16090	Presser, Hand		13.80	***
16110	Presser, Machine, Drycleaning		13.80	***
16130	Presser, Machine, Shirts		13.80	***
16160	Presser, Machine, Wearing Apparel, Laundry		13.80	***
16190	Sewing Machine Operator		19.12	
16220	Tailor		20.45	
16250	Washer, Machine		15.13	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		24.22	
19040	Tool And Die Maker		28.59	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		18.10	
21030	Material Coordinator		21.13	
21040	Material Expediter		21.13	
21050	Material Handling Laborer		15.28	***
21071	Order Filler		14.29	***
21080	Production Line Worker (Food Processing)		18.10	
21110	Shipping Packer		17.48	
21130	Shipping/Receiving Clerk		17.48	
21140	Store Worker I		18.37	
21150	Stock Clerk		23.03	
21210	Tools And Parts Attendant		18.10	
21410	Warehouse Specialist		18.10	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		30.67	
23019	Aircraft Logs and Records Technician		25.19	

23021	Aircraft Mechanic I	29.30	
23022	Aircraft Mechanic II	30.67	
23023	Aircraft Mechanic III	31.82	
23040	Aircraft Mechanic Helper	22.55	
23050	Aircraft, Painter	27.91	
23060	Aircraft Servicer	25.19	
23070	Aircraft Survival Flight Equipment Technician	27.91	
23080	Aircraft Worker	26.50	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	26.50	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.30	
23110	Appliance Mechanic	24.30	
23120	Bicycle Repairer	20.71	
23125	Cable Splicer	46.46	
23130	Carpenter, Maintenance	23.90	
23140	Carpet Layer	22.99	
23160	Electrician, Maintenance	27.33	
23181	Electronics Technician Maintenance I	22.99	
23182	Electronics Technician Maintenance II	28.30	
23183	Electronics Technician Maintenance III	29.71	
23260	Fabric Worker	21.86	
23290	Fire Alarm System Mechanic	24.75	
23310	Fire Extinguisher Repairer	20.71	
23311	Fuel Distribution System Mechanic	31.02	
23312	Fuel Distribution System Operator	26.30	
23370	General Maintenance Worker	20.17	
23380	Ground Support Equipment Mechanic	29.30	
23381	Ground Support Equipment Servicer	25.19	
23382	Ground Support Equipment Worker	26.50	
23391	Gunsmith I	20.71	
23392	Gunsmith II	22.99	
23393	Gunsmith III	25.42	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.53	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.58	
23430	Heavy Equipment Mechanic	25.77	
23440	Heavy Equipment Operator	26.66	
23460	Instrument Mechanic	25.42	
23465	Laboratory/Shelter Mechanic	24.22	
23470	Laborer	15.28	***
23510	Locksmith	24.22	
23530	Machinery Maintenance Mechanic	29.74	
23550	Machinist, Maintenance	22.74	
23580	Maintenance Trades Helper	20.86	
23591	Metrology Technician I	25.42	
23592	Metrology Technician II	26.61	
23593	Metrology Technician III	27.61	
23640	Millwright	25.42	
23710	Office Appliance Repairer	24.22	
23760	Painter, Maintenance	22.10	
23790	Pipefitter, Maintenance	29.03	
23810	Plumber, Maintenance	27.66	
23820	Pneudraulic Systems Mechanic	25.42	
23850	Rigger	28.15	
23870	Scale Mechanic	22.99	
23890	Sheet-Metal Worker, Maintenance	28.32	
23910	Small Engine Mechanic	22.99	
23931	Telecommunications Mechanic I	29.59	
23932	Telecommunications Mechanic II	30.99	
23950	Telephone Lineman	25.42	
23960	Welder, Combination, Maintenance	20.67	
23965	Well Driller	25.42	
23970	Woodcraft Worker	25.42	
23980	Woodworker	20.71	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	16.13	***
24570	Child Care Attendant	13.16	***
24580	Child Care Center Clerk	17.75	
24610	Chore Aide	13.54	***

24620	Family Readiness And Support Services Coordinator	16.13	***
24630	Homemaker	19.78	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	28.14	
25040	Sewage Plant Operator	30.12	
25070	Stationary Engineer	28.14	
25190	Ventilation Equipment Tender	22.77	
25210	Water Treatment Plant Operator	30.12	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	22.53	
27007	Baggage Inspector	14.33	***
27008	Corrections Officer	28.25	
27010	Court Security Officer	28.63	
27030	Detection Dog Handler	20.45	
27040	Detention Officer	28.25	
27070	Firefighter	26.62	
27101	Guard I	14.33	***
27102	Guard II	20.45	
27131	Police Officer I	28.20	
27132	Police Officer II	31.34	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	16.41	
28042	Carnival Equipment Repairer	17.37	
28043	Carnival Worker	13.30	***
28210	Gate Attendant/Gate Tender	17.02	
28310	Lifeguard	13.88	***
28350	Park Attendant (Aide)	19.03	
28510	Recreation Aide/Health Facility Attendant	13.88	***
28515	Recreation Specialist	23.57	
28630	Sports Official	15.15	***
28690	Swimming Pool Operator	24.56	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	29.18	
29020	Hatch Tender	29.18	
29030	Line Handler	29.21	
29041	Stevedore I	28.02	
29042	Stevedore II	33.40	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.99	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.95	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.89	
30021	Archeological Technician I	20.33	
30022	Archeological Technician II	22.74	
30023	Archeological Technician III	26.16	
30030	Cartographic Technician	28.17	
30040	Civil Engineering Technician	26.82	
30051	Cryogenic Technician I	26.63	
30052	Cryogenic Technician II	29.41	
30061	Drafter/CAD Operator I	20.33	
30062	Drafter/CAD Operator II	22.74	
30063	Drafter/CAD Operator III	25.36	
30064	Drafter/CAD Operator IV	30.87	
30081	Engineering Technician I	16.94	
30082	Engineering Technician II	19.03	
30083	Engineering Technician III	23.33	
30084	Engineering Technician IV	26.37	
30085	Engineering Technician V	32.26	

30086	Engineering Technician VI	39.04
30090	Environmental Technician	24.04
30095	Evidence Control Specialist	24.04
30210	Laboratory Technician	23.26
30221	Latent Fingerprint Technician I	26.63
30222	Latent Fingerprint Technician II	29.41
30240	Mathematical Technician	28.17
30361	Paralegal/Legal Assistant I	19.96
30362	Paralegal/Legal Assistant II	24.72
30363	Paralegal/Legal Assistant III	30.24
30364	Paralegal/Legal Assistant IV	36.59
30375	Petroleum Supply Specialist	29.41
30390	Photo-Optics Technician	28.17
30395	Radiation Control Technician	29.41
30461	Technical Writer I	24.04
30462	Technical Writer II	29.41
30463	Technical Writer III	35.58
30491	Unexploded Ordnance (UXO) Technician I	26.69
30492	Unexploded Ordnance (UXO) Technician II	32.29
30493	Unexploded Ordnance (UXO) Technician III	38.70
30494	Unexploded (UXO) Safety Escort	26.69
30495	Unexploded (UXO) Sweep Personnel	26.69
30501	Weather Forecaster I	26.63
30502	Weather Forecaster II	32.39
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 25.36
30621	Weather Observer, Senior	(see 2) 27.49

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	32.29	
31020	Bus Aide	15.62	***
31030	Bus Driver	19.90	
31043	Driver Courier	17.58	
31260	Parking and Lot Attendant	15.60	***
31290	Shuttle Bus Driver	16.91	
31310	Taxi Driver	14.44	***
31361	Truckdriver, Light	18.60	
31362	Truckdriver, Medium	19.64	
31363	Truckdriver, Heavy	22.62	
31364	Truckdriver, Tractor-Trailer	22.62	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.74	***
99030	Cashier	13.47	***
99050	Desk Clerk	13.86	***
99095	Embalmer	30.13	
99130	Flight Follower	26.69	
99251	Laboratory Animal Caretaker I	14.49	***
99252	Laboratory Animal Caretaker II	15.34	***
99260	Marketing Analyst	17.26	
99310	Mortician	30.13	
99410	Pest Controller	18.09	
99510	Photofinishing Worker	16.36	
99710	Recycling Laborer	21.52	
99711	Recycling Specialist	24.54	
99730	Refuse Collector	19.89	
99810	Sales Clerk	13.91	***
99820	School Crossing Guard	19.89	
99830	Survey Party Chief	31.79	
99831	Surveying Aide	18.08	
99832	Surveying Technician	24.80	
99840	Vending Machine Attendant	24.54	
99841	Vending Machine Repairer	28.84	
99842	Vending Machine Repairer Helper	24.54	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5469

States/Territories. : Arizona

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona Counties of Maricopa, Pinal

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	17.96	
01012	Accounting Clerk II	20.16	
01013	Accounting Clerk III	22.55	
01020	Administrative Assistant	29.71	
01035	Court Reporter	29.63	
01041	Customer Service Representative I	14.98	***
01042	Customer Service Representative II	16.85	
01043	Customer Service Representative III	18.38	
01051	Data Entry Operator I	16.38	
01052	Data Entry Operator II	17.87	
01060	Dispatcher, Motor Vehicle	18.79	
01070	Document Preparation Clerk	16.53	
01090	Duplicating Machine Operator	16.53	
01111	General Clerk I	15.11	***
01112	General Clerk II	16.49	
01113	General Clerk III	18.52	
01120	Housing Referral Assistant	22.65	
01141	Messenger Courier	14.82	***
01191	Order Clerk I	15.91	***
01192	Order Clerk II	17.36	
01261	Personnel Assistant (Employment) I	18.08	

01262	Personnel Assistant (Employment) II	20.23	
01263	Personnel Assistant (Employment) III	22.55	
01270	Production Control Clerk	22.89	
01290	Rental Clerk	16.85	
01300	Scheduler, Maintenance	18.17	
01311	Secretary I	18.17	
01312	Secretary II	20.33	
01313	Secretary III	22.65	
01320	Service Order Dispatcher	16.79	
01410	Supply Technician	29.71	
01420	Survey Worker	17.72	
01460	Switchboard Operator/Receptionist	15.35	***
01531	Travel Clerk I	19.76	
01532	Travel Clerk II	21.43	
01533	Travel Clerk III	23.04	
01611	Word Processor I	17.76	
01612	Word Processor II	19.93	
01613	Word Processor III	22.30	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	23.09	
05010	Automotive Electrician	21.02	
05040	Automotive Glass Installer	19.46	
05070	Automotive Worker	19.46	
05110	Mobile Equipment Servicer	16.62	
05130	Motor Equipment Metal Mechanic	22.69	
05160	Motor Equipment Metal Worker	19.62	
05190	Motor Vehicle Mechanic	22.55	
05220	Motor Vehicle Mechanic Helper	15.12	***
05250	Motor Vehicle Upholstery Worker	18.14	
05280	Motor Vehicle Wrecker	19.62	
05310	Painter, Automotive	22.12	
05340	Radiator Repair Specialist	19.58	
05370	Tire Repairer	14.48	***
05400	Transmission Repair Specialist	22.55	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.40	***
07041	Cook I	14.85	***
07042	Cook II	17.73	
07070	Dishwasher	13.79	***
07130	Food Service Worker	14.05	***
07210	Meat Cutter	18.16	
07260	Waiter/Waitress	14.65	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	18.05	
09040	Furniture Handler	10.88	***
09080	Furniture Refinisher	17.38	
09090	Furniture Refinisher Helper	12.16	***
09110	Furniture Repairer, Minor	14.77	***
09130	Upholsterer	18.05	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.93	***
11060	Elevator Operator	13.93	***
11090	Gardener	20.80	
11122	Housekeeping Aide	14.24	***
11150	Janitor	14.24	***
11210	Laborer, Grounds Maintenance	14.70	***
11240	Maid or Houseman	13.83	***
11260	Pruner	13.83	***
11270	Tractor Operator	18.75	
11330	Trail Maintenance Worker	14.70	***

11360	Window Cleaner	15.14	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.68	
12011	Breath Alcohol Technician	26.03	
12012	Certified Occupational Therapist Assistant	33.53	
12015	Certified Physical Therapist Assistant	23.58	
12020	Dental Assistant	22.70	
12025	Dental Hygienist	43.88	
12030	EKG Technician	26.86	
12035	Electroneurodiagnostic Technologist	26.86	
12040	Emergency Medical Technician	17.68	
12071	Licensed Practical Nurse I	23.27	
12072	Licensed Practical Nurse II	26.03	
12073	Licensed Practical Nurse III	29.02	
12100	Medical Assistant	18.08	
12130	Medical Laboratory Technician	23.73	
12160	Medical Record Clerk	19.43	
12190	Medical Record Technician	21.74	
12195	Medical Transcriptionist	19.10	
12210	Nuclear Medicine Technologist	42.26	
12221	Nursing Assistant I	12.84	***
12222	Nursing Assistant II	14.44	***
12223	Nursing Assistant III	15.75	***
12224	Nursing Assistant IV	17.68	
12235	Optical Dispenser	19.75	
12236	Optical Technician	18.45	
12250	Pharmacy Technician	17.91	
12280	Phlebotomist	18.28	
12305	Radiologic Technologist	32.17	
12311	Registered Nurse I	26.93	
12312	Registered Nurse II	33.08	
12313	Registered Nurse II, Specialist	33.08	
12314	Registered Nurse III	40.02	
12315	Registered Nurse III, Anesthetist	40.02	
12316	Registered Nurse IV	47.96	
12317	Scheduler (Drug and Alcohol Testing)	32.25	
12320	Substance Abuse Treatment Counselor	23.72	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	18.20	
13012	Exhibits Specialist II	22.55	
13013	Exhibits Specialist III	27.58	
13041	Illustrator I	18.79	
13042	Illustrator II	23.21	
13043	Illustrator III	28.39	
13047	Librarian	26.75	
13050	Library Aide/Clerk	16.05	***
13054	Library Information Technology Systems Administrator	24.16	
13058	Library Technician	17.28	
13061	Media Specialist I	17.42	
13062	Media Specialist II	19.49	
13063	Media Specialist III	21.74	
13071	Photographer I	15.92	***
13072	Photographer II	17.80	
13073	Photographer III	22.05	
13074	Photographer IV	26.98	
13075	Photographer V	32.65	
13090	Technical Order Library Clerk	20.16	
13110	Video Teleconference Technician	22.35	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.86	
14042	Computer Operator II	21.10	
14043	Computer Operator III	23.51	
14044	Computer Operator IV	26.14	

14045	Computer Operator V		28.94
14071	Computer Programmer I	(see 1)	23.60
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.86
14160	Personal Computer Support Technician		26.14
14170	System Support Specialist		30.04

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	32.96	
15020	Aircrew Training Devices Instructor (Rated)	39.87	
15030	Air Crew Training Devices Instructor (Pilot)	47.80	
15050	Computer Based Training Specialist / Instructor	32.96	
15060	Educational Technologist	29.37	
15070	Flight Instructor (Pilot)	47.80	
15080	Graphic Artist	25.92	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	47.80	
15086	Maintenance Test Pilot, Rotary Wing	47.80	
15088	Non-Maintenance Test/Co-Pilot	47.80	
15090	Technical Instructor	24.20	
15095	Technical Instructor/Course Developer	29.60	
15110	Test Proctor	19.53	
15120	Tutor	19.53	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	16.79	
16030	Counter Attendant	16.79	
16040	Dry Cleaner	19.39	
16070	Finisher, Flatwork, Machine	16.79	
16090	Presser, Hand	16.79	
16110	Presser, Machine, Drycleaning	16.79	
16130	Presser, Machine, Shirts	16.79	
16160	Presser, Machine, Wearing Apparel, Laundry	16.79	
16190	Sewing Machine Operator	20.20	
16220	Tailor	21.01	
16250	Washer, Machine	17.77	

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	23.65	
19040	Tool And Die Maker	29.47	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	18.54	
21030	Material Coordinator	22.89	
21040	Material Expediter	22.89	
21050	Material Handling Laborer	14.86	***
21071	Order Filler	14.52	***
21080	Production Line Worker (Food Processing)	18.54	
21110	Shipping Packer	17.72	
21130	Shipping/Receiving Clerk	17.72	
21140	Store Worker I	13.33	***
21150	Stock Clerk	16.91	
21210	Tools And Parts Attendant	18.54	
21410	Warehouse Specialist	18.54	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	36.48	
23019	Aircraft Logs and Records Technician	27.38	

23021	Aircraft Mechanic I	34.52	
23022	Aircraft Mechanic II	36.48	
23023	Aircraft Mechanic III	38.42	
23040	Aircraft Mechanic Helper	22.50	
23050	Aircraft, Painter	32.19	
23060	Aircraft Servicer	27.38	
23070	Aircraft Survival Flight Equipment Technician	32.19	
23080	Aircraft Worker	29.79	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	29.79	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	34.52	
23110	Appliance Mechanic	25.36	
23120	Bicycle Repairer	19.15	
23125	Cable Splicer	41.90	
23130	Carpenter, Maintenance	23.02	
23140	Carpet Layer	19.03	
23160	Electrician, Maintenance	23.55	
23181	Electronics Technician Maintenance I	26.72	
23182	Electronics Technician Maintenance II	28.87	
23183	Electronics Technician Maintenance III	30.96	
23260	Fabric Worker	21.02	
23290	Fire Alarm System Mechanic	26.59	
23310	Fire Extinguisher Repairer	19.15	
23311	Fuel Distribution System Mechanic	36.26	
23312	Fuel Distribution System Operator	26.21	
23370	General Maintenance Worker	19.03	
23380	Ground Support Equipment Mechanic	34.52	
23381	Ground Support Equipment Servicer	27.38	
23382	Ground Support Equipment Worker	29.80	
23391	Gunsmith I	19.15	
23392	Gunsmith II	22.86	
23393	Gunsmith III	26.49	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.94	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.25	
23430	Heavy Equipment Mechanic	26.11	
23440	Heavy Equipment Operator	23.74	
23460	Instrument Mechanic	27.05	
23465	Laboratory/Shelter Mechanic	24.70	
23470	Laborer	14.86	***
23510	Locksmith	20.70	
23530	Machinery Maintenance Mechanic	28.63	
23550	Machinist, Maintenance	23.61	
23580	Maintenance Trades Helper	17.59	
23591	Metrology Technician I	27.05	
23592	Metrology Technician II	28.59	
23593	Metrology Technician III	30.09	
23640	Millwright	31.57	
23710	Office Appliance Repairer	19.75	
23760	Painter, Maintenance	19.36	
23790	Pipefitter, Maintenance	25.98	
23810	Plumber, Maintenance	24.22	
23820	Pneudraulic Systems Mechanic	26.49	
23850	Rigger	28.79	
23870	Scale Mechanic	22.86	
23890	Sheet-Metal Worker, Maintenance	23.22	
23910	Small Engine Mechanic	19.84	
23931	Telecommunications Mechanic I	29.33	
23932	Telecommunications Mechanic II	31.00	
23950	Telephone Lineman	23.17	
23960	Welder, Combination, Maintenance	22.81	
23965	Well Driller	28.29	
23970	Woodcraft Worker	26.49	
23980	Woodworker	19.15	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	18.05	
24570	Child Care Attendant	14.12	***
24580	Child Care Center Clerk	17.66	
24610	Chore Aide	14.00	***

24620	Family Readiness And Support Services Coordinator	18.05
24630	Homemaker	18.38

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	29.36	
25040	Sewage Plant Operator	26.21	
25070	Stationary Engineer	29.36	
25190	Ventilation Equipment Tender	19.14	
25210	Water Treatment Plant Operator	26.21	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	23.85	
27007	Baggage Inspector	14.70	***
27008	Corrections Officer	24.12	
27010	Court Security Officer	25.93	
27030	Detection Dog Handler	16.45	
27040	Detention Officer	24.12	
27070	Firefighter	26.40	
27101	Guard I	14.70	***
27102	Guard II	16.45	
27131	Police Officer I	33.37	
27132	Police Officer II	37.09	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	18.65	
28042	Carnival Equipment Repairer	20.69	
28043	Carnival Worker	13.54	***
28210	Gate Attendant/Gate Tender	17.46	
28310	Lifeguard	13.90	***
28350	Park Attendant (Aide)	19.53	
28510	Recreation Aide/Health Facility Attendant	14.26	***
28515	Recreation Specialist	24.20	
28630	Sports Official	15.56	***
28690	Swimming Pool Operator	24.70	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	29.41	
29020	Hatch Tender	29.41	
29030	Line Handler	29.41	
29041	Stevedore I	27.02	
29042	Stevedore II	31.79	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	42.90	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	29.59	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.58	
30021	Archeological Technician I	19.14	
30022	Archeological Technician II	21.41	
30023	Archeological Technician III	26.53	
30030	Cartographic Technician	26.53	
30040	Civil Engineering Technician	28.26	
30051	Cryogenic Technician I	29.38	
30052	Cryogenic Technician II	32.46	
30061	Drafter/CAD Operator I	19.14	
30062	Drafter/CAD Operator II	21.41	
30063	Drafter/CAD Operator III	23.87	
30064	Drafter/CAD Operator IV	29.38	
30081	Engineering Technician I	16.72	
30082	Engineering Technician II	18.76	
30083	Engineering Technician III	21.48	
30084	Engineering Technician IV	26.00	
30085	Engineering Technician V	31.81	

30086	Engineering Technician VI	38.48
30090	Environmental Technician	22.96
30095	Evidence Control Specialist	26.53
30210	Laboratory Technician	23.43
30221	Latent Fingerprint Technician I	27.77
30222	Latent Fingerprint Technician II	30.68
30240	Mathematical Technician	31.22
30361	Paralegal/Legal Assistant I	21.19
30362	Paralegal/Legal Assistant II	25.87
30363	Paralegal/Legal Assistant III	31.65
30364	Paralegal/Legal Assistant IV	38.30
30375	Petroleum Supply Specialist	32.46
30390	Photo-Optics Technician	26.53
30395	Radiation Control Technician	32.46
30461	Technical Writer I	25.36
30462	Technical Writer II	31.03
30463	Technical Writer III	37.53
30491	Unexploded Ordnance (UXO) Technician I	27.27
30492	Unexploded Ordnance (UXO) Technician II	32.99
30493	Unexploded Ordnance (UXO) Technician III	39.55
30494	Unexploded (UXO) Safety Escort	27.27
30495	Unexploded (UXO) Sweep Personnel	27.27
30501	Weather Forecaster I	29.38
30502	Weather Forecaster II	35.74
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.87
30621	Weather Observer, Senior	(see 2) 26.53

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	32.99	
31020	Bus Aide	15.69	***
31030	Bus Driver	24.35	
31043	Driver Courier	16.69	
31260	Parking and Lot Attendant	14.12	***
31290	Shuttle Bus Driver	16.83	
31310	Taxi Driver	14.49	***
31361	Truckdriver, Light	18.51	
31362	Truckdriver, Medium	20.31	
31363	Truckdriver, Heavy	23.33	
31364	Truckdriver, Tractor-Trailer	23.33	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.09	***
99030	Cashier	13.89	***
99050	Desk Clerk	13.98	***
99095	Embalmer	28.19	
99130	Flight Follower	27.27	
99251	Laboratory Animal Caretaker I	15.70	***
99252	Laboratory Animal Caretaker II	17.41	
99260	Marketing Analyst	29.63	
99310	Mortician	28.19	
99410	Pest Controller	17.98	
99510	Photofinishing Worker	18.45	
99710	Recycling Laborer	24.17	
99711	Recycling Specialist	31.02	
99730	Refuse Collector	20.99	
99810	Sales Clerk	14.20	***
99820	School Crossing Guard	13.67	***
99830	Survey Party Chief	33.32	
99831	Surveying Aide	20.06	
99832	Surveying Technician	28.29	
99840	Vending Machine Attendant	17.44	
99841	Vending Machine Repairer	22.85	
99842	Vending Machine Repairer Helper	17.44	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5471

States/Territories. : Arizona

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona County of Yavapai

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.85	***
01012	Accounting Clerk II	16.68	
01013	Accounting Clerk III	18.65	
01020	Administrative Assistant	27.90	
01035	Court Reporter	17.48	
01041	Customer Service Representative I	13.69	***
01042	Customer Service Representative II	14.94	***
01043	Customer Service Representative III	16.77	
01051	Data Entry Operator I	15.53	***
01052	Data Entry Operator II	16.95	
01060	Dispatcher, Motor Vehicle	19.59	
01070	Document Preparation Clerk	13.92	***
01090	Duplicating Machine Operator	13.92	***
01111	General Clerk I	14.79	***
01112	General Clerk II	16.14	***
01113	General Clerk III	18.13	
01120	Housing Referral Assistant	20.78	
01141	Messenger Courier	14.61	***
01191	Order Clerk I	13.69	***
01192	Order Clerk II	14.93	***
01261	Personnel Assistant (Employment) I	16.93	

01262	Personnel Assistant (Employment) II	18.95	
01263	Personnel Assistant (Employment) III	21.12	
01270	Production Control Clerk	22.70	
01290	Rental Clerk	15.63	***
01300	Scheduler, Maintenance	16.66	
01311	Secretary I	16.66	
01312	Secretary II	18.64	
01313	Secretary III	20.78	
01320	Service Order Dispatcher	17.51	
01410	Supply Technician	27.90	
01420	Survey Worker	17.48	
01460	Switchboard Operator/Receptionist	14.49	***
01531	Travel Clerk I	14.51	***
01532	Travel Clerk II	15.74	***
01533	Travel Clerk III	16.92	
01611	Word Processor I	13.92	***
01612	Word Processor II	15.78	***
01613	Word Processor III	17.54	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	24.61	
05010	Automotive Electrician	20.71	
05040	Automotive Glass Installer	19.42	
05070	Automotive Worker	19.42	
05110	Mobile Equipment Servicer	16.62	
05130	Motor Equipment Metal Mechanic	22.69	
05160	Motor Equipment Metal Worker	19.62	
05190	Motor Vehicle Mechanic	22.26	
05220	Motor Vehicle Mechanic Helper	15.12	***
05250	Motor Vehicle Upholstery Worker	18.14	
05280	Motor Vehicle Wrecker	19.62	
05310	Painter, Automotive	22.12	
05340	Radiator Repair Specialist	19.58	
05370	Tire Repairer	14.21	***
05400	Transmission Repair Specialist	22.26	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	15.01	***
07041	Cook I	15.38	***
07042	Cook II	18.22	
07070	Dishwasher	13.71	***
07130	Food Service Worker	14.07	***
07210	Meat Cutter	19.00	
07260	Waiter/Waitress	14.23	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	20.48	
09040	Furniture Handler	11.17	***
09080	Furniture Refinisher	20.48	
09090	Furniture Refinisher Helper	14.27	***
09110	Furniture Repairer, Minor	17.37	
09130	Upholsterer	20.48	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.05	***
11060	Elevator Operator	14.18	***
11090	Gardener	20.58	
11122	Housekeeping Aide	14.18	***
11150	Janitor	14.18	***
11210	Laborer, Grounds Maintenance	14.65	***
11240	Maid or Houseman	14.13	***
11260	Pruner	13.98	***
11270	Tractor Operator	18.54	
11330	Trail Maintenance Worker	14.65	***

11360	Window Cleaner	15.24	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.27	
12011	Breath Alcohol Technician	25.92	
12012	Certified Occupational Therapist Assistant	34.88	
12015	Certified Physical Therapist Assistant	30.68	
12020	Dental Assistant	18.45	
12025	Dental Hygienist	44.96	
12030	EKG Technician	39.29	
12035	Electroneurodiagnostic Technologist	39.29	
12040	Emergency Medical Technician	19.27	
12071	Licensed Practical Nurse I	23.17	
12072	Licensed Practical Nurse II	25.92	
12073	Licensed Practical Nurse III	28.90	
12100	Medical Assistant	17.48	
12130	Medical Laboratory Technician	24.74	
12160	Medical Record Clerk	20.04	
12190	Medical Record Technician	22.42	
12195	Medical Transcriptionist	23.17	
12210	Nuclear Medicine Technologist	56.98	
12221	Nursing Assistant I	12.76	***
12222	Nursing Assistant II	14.34	***
12223	Nursing Assistant III	15.65	***
12224	Nursing Assistant IV	17.56	
12235	Optical Dispenser	20.31	
12236	Optical Technician	23.17	
12250	Pharmacy Technician	18.03	
12280	Phlebotomist	22.99	
12305	Radiologic Technologist	34.69	
12311	Registered Nurse I	26.93	
12312	Registered Nurse II	33.08	
12313	Registered Nurse II, Specialist	33.08	
12314	Registered Nurse III	40.02	
12315	Registered Nurse III, Anesthetist	40.02	
12316	Registered Nurse IV	47.96	
12317	Scheduler (Drug and Alcohol Testing)	32.12	
12320	Substance Abuse Treatment Counselor	23.64	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	17.45	
13012	Exhibits Specialist II	21.62	
13013	Exhibits Specialist III	26.44	
13041	Illustrator I	18.79	
13042	Illustrator II	23.18	
13043	Illustrator III	28.27	
13047	Librarian	23.94	
13050	Library Aide/Clerk	14.27	***
13054	Library Information Technology Systems Administrator	21.62	
13058	Library Technician	17.47	
13061	Media Specialist I	15.60	***
13062	Media Specialist II	17.45	
13063	Media Specialist III	19.46	
13071	Photographer I	15.60	***
13072	Photographer II	17.45	
13073	Photographer III	21.62	
13074	Photographer IV	26.44	
13075	Photographer V	31.99	
13090	Technical Order Library Clerk	17.92	
13110	Video Teleconference Technician	16.68	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.19	
14042	Computer Operator II	20.98	
14043	Computer Operator III	23.39	
14044	Computer Operator IV	25.98	

14045	Computer Operator V		28.78
14071	Computer Programmer I	(see 1)	23.00
14072	Computer Programmer II	(see 1)	24.90
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.19
14160	Personal Computer Support Technician		25.98
14170	System Support Specialist		31.36

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		30.80	
15020	Aircrew Training Devices Instructor (Rated)		37.26	
15030	Air Crew Training Devices Instructor (Pilot)		44.67	
15050	Computer Based Training Specialist / Instructor		30.80	
15060	Educational Technologist		27.44	
15070	Flight Instructor (Pilot)		44.67	
15080	Graphic Artist		23.51	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		44.67	
15086	Maintenance Test Pilot, Rotary Wing		44.67	
15088	Non-Maintenance Test/Co-Pilot		44.67	
15090	Technical Instructor		23.19	
15095	Technical Instructor/Course Developer		28.37	
15110	Test Proctor		18.72	
15120	Tutor		18.72	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		16.96	
16030	Counter Attendant		16.96	
16040	Dry Cleaner		19.39	
16070	Finisher, Flatwork, Machine		16.96	
16090	Presser, Hand		16.96	
16110	Presser, Machine, Drycleaning		16.96	
16130	Presser, Machine, Shirts		16.96	
16160	Presser, Machine, Wearing Apparel, Laundry		16.96	
16190	Sewing Machine Operator		20.20	
16220	Tailor		21.01	
16250	Washer, Machine		17.77	

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		22.49	
19040	Tool And Die Maker		28.24	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		21.56	
21030	Material Coordinator		22.70	
21040	Material Expediter		22.70	
21050	Material Handling Laborer		14.79	***
21071	Order Filler		14.39	***
21080	Production Line Worker (Food Processing)		21.56	
21110	Shipping Packer		17.48	
21130	Shipping/Receiving Clerk		17.48	
21140	Store Worker I		13.33	***
21150	Stock Clerk		16.57	
21210	Tools And Parts Attendant		21.56	
21410	Warehouse Specialist		21.56	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		26.77	
23019	Aircraft Logs and Records Technician		21.28	

23021	Aircraft Mechanic I	25.34	
23022	Aircraft Mechanic II	26.77	
23023	Aircraft Mechanic III	28.40	
23040	Aircraft Mechanic Helper	17.74	
23050	Aircraft, Painter	24.07	
23060	Aircraft Servicer	21.28	
23070	Aircraft Survival Flight Equipment Technician	24.07	
23080	Aircraft Worker	22.80	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	22.80	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	25.34	
23110	Appliance Mechanic	22.49	
23120	Bicycle Repairer	17.41	
23125	Cable Splicer	29.26	
23130	Carpenter, Maintenance	22.47	
23140	Carpet Layer	19.15	
23160	Electrician, Maintenance	25.33	
23181	Electronics Technician Maintenance I	20.81	
23182	Electronics Technician Maintenance II	25.62	
23183	Electronics Technician Maintenance III	27.91	
23260	Fabric Worker	19.07	
23290	Fire Alarm System Mechanic	24.17	
23310	Fire Extinguisher Repairer	17.39	
23311	Fuel Distribution System Mechanic	29.33	
23312	Fuel Distribution System Operator	20.70	
23370	General Maintenance Worker	17.67	
23380	Ground Support Equipment Mechanic	25.34	
23381	Ground Support Equipment Servicer	21.28	
23382	Ground Support Equipment Worker	22.80	
23391	Gunsmith I	17.39	
23392	Gunsmith II	20.78	
23393	Gunsmith III	24.17	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.01	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.25	
23430	Heavy Equipment Mechanic	29.85	
23440	Heavy Equipment Operator	22.44	
23460	Instrument Mechanic	24.18	
23465	Laboratory/Shelter Mechanic	22.49	
23470	Laborer	14.79	***
23510	Locksmith	22.49	
23530	Machinery Maintenance Mechanic	26.93	
23550	Machinist, Maintenance	21.45	
23580	Maintenance Trades Helper	16.41	
23591	Metrology Technician I	24.18	
23592	Metrology Technician II	25.53	
23593	Metrology Technician III	27.09	
23640	Millwright	24.17	
23710	Office Appliance Repairer	22.49	
23760	Painter, Maintenance	18.72	
23790	Pipefitter, Maintenance	25.82	
23810	Plumber, Maintenance	24.03	
23820	Pneudraulic Systems Mechanic	24.17	
23850	Rigger	24.17	
23870	Scale Mechanic	20.78	
23890	Sheet-Metal Worker, Maintenance	23.95	
23910	Small Engine Mechanic	20.78	
23931	Telecommunications Mechanic I	29.43	
23932	Telecommunications Mechanic II	32.48	
23950	Telephone Lineman	24.17	
23960	Welder, Combination, Maintenance	22.39	
23965	Well Driller	24.17	
23970	Woodcraft Worker	24.17	
23980	Woodworker	17.39	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.48	
24570	Child Care Attendant	13.19	***
24580	Child Care Center Clerk	16.79	
24610	Chore Aide	13.98	***

24620	Family Readiness And Support Services Coordinator	17.48	
24630	Homemaker	18.38	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	24.64	
25040	Sewage Plant Operator	22.93	
25070	Stationary Engineer	24.64	
25190	Ventilation Equipment Tender	15.97	***
25210	Water Treatment Plant Operator	22.93	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	21.66	
27007	Baggage Inspector	16.08	***
27008	Corrections Officer	22.40	
27010	Court Security Officer	22.40	
27030	Detection Dog Handler	18.00	
27040	Detention Officer	22.40	
27070	Firefighter	22.40	
27101	Guard I	16.08	***
27102	Guard II	18.00	
27131	Police Officer I	26.47	
27132	Police Officer II	29.42	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	17.80	
28042	Carnival Equipment Repairer	19.76	
28043	Carnival Worker	13.42	***
28210	Gate Attendant/Gate Tender	17.91	
28310	Lifeguard	13.09	***
28350	Park Attendant (Aide)	20.03	
28510	Recreation Aide/Health Facility Attendant	14.61	***
28515	Recreation Specialist	24.81	
28630	Sports Official	15.94	***
28690	Swimming Pool Operator	23.61	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	20.78	
29020	Hatch Tender	20.78	
29030	Line Handler	20.78	
29041	Stevedore I	19.07	
29042	Stevedore II	22.49	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	17.66	
30022	Archeological Technician II	19.84	
30023	Archeological Technician III	24.47	
30030	Cartographic Technician	24.59	
30040	Civil Engineering Technician	24.47	
30051	Cryogenic Technician I	27.10	
30052	Cryogenic Technician II	29.94	
30061	Drafter/CAD Operator I	17.66	
30062	Drafter/CAD Operator II	19.84	
30063	Drafter/CAD Operator III	22.12	
30064	Drafter/CAD Operator IV	27.10	
30081	Engineering Technician I	16.02	***
30082	Engineering Technician II	17.98	
30083	Engineering Technician III	21.48	
30084	Engineering Technician IV	25.33	
30085	Engineering Technician V	30.27	

30086	Engineering Technician VI	36.21
30090	Environmental Technician	24.47
30095	Evidence Control Specialist	24.47
30210	Laboratory Technician	22.92
30221	Latent Fingerprint Technician I	27.10
30222	Latent Fingerprint Technician II	29.94
30240	Mathematical Technician	24.69
30361	Paralegal/Legal Assistant I	21.19
30362	Paralegal/Legal Assistant II	25.11
30363	Paralegal/Legal Assistant III	30.72
30364	Paralegal/Legal Assistant IV	37.17
30375	Petroleum Supply Specialist	29.94
30390	Photo-Optics Technician	24.69
30395	Radiation Control Technician	29.94
30461	Technical Writer I	24.47
30462	Technical Writer II	29.94
30463	Technical Writer III	36.21
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	27.10
30502	Weather Forecaster II	32.96
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.12
30621	Weather Observer, Senior	(see 2) 24.47

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	9.77	***
31030	Bus Driver	17.45	
31043	Driver Courier	15.87	***
31260	Parking and Lot Attendant	12.03	***
31290	Shuttle Bus Driver	17.60	
31310	Taxi Driver	13.48	***
31361	Truckdriver, Light	17.60	
31362	Truckdriver, Medium	19.31	
31363	Truckdriver, Heavy	21.22	
31364	Truckdriver, Tractor-Trailer	21.22	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	13.59	***
99050	Desk Clerk	13.81	***
99095	Embalmer	28.19	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	14.15	***
99252	Laboratory Animal Caretaker II	15.70	***
99260	Marketing Analyst	24.97	
99310	Mortician	28.19	
99410	Pest Controller	18.42	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	20.44	
99711	Recycling Specialist	26.13	
99730	Refuse Collector	17.60	
99810	Sales Clerk	14.09	***
99820	School Crossing Guard	14.00	***
99830	Survey Party Chief	29.11	
99831	Surveying Aide	17.53	
99832	Surveying Technician	24.71	
99840	Vending Machine Attendant	18.57	
99841	Vending Machine Repairer	24.63	
99842	Vending Machine Repairer Helper	18.57	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5473

States/Territories. : Arizona

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona County of Pima

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.62	***
01012	Accounting Clerk II	16.40	
01013	Accounting Clerk III	18.35	
01020	Administrative Assistant	28.53	
01035	Court Reporter	23.92	
01041	Customer Service Representative I	13.23	***
01042	Customer Service Representative II	14.73	***
01043	Customer Service Representative III	16.21	
01051	Data Entry Operator I	14.85	***
01052	Data Entry Operator II	16.20	
01060	Dispatcher, Motor Vehicle	17.57	
01070	Document Preparation Clerk	16.61	
01090	Duplicating Machine Operator	16.61	
01111	General Clerk I	14.76	***
01112	General Clerk II	16.10	***
01113	General Clerk III	18.07	
01120	Housing Referral Assistant	20.93	
01141	Messenger Courier	13.95	***
01191	Order Clerk I	16.14	***
01192	Order Clerk II	17.61	
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	26.63	
01290	Rental Clerk	15.28	***
01300	Scheduler, Maintenance	16.79	
01311	Secretary I	16.79	
01312	Secretary II	18.77	
01313	Secretary III	20.93	
01320	Service Order Dispatcher	15.71	***
01410	Supply Technician	28.53	
01420	Survey Worker	17.18	
01460	Switchboard Operator/Receptionist	14.05	***
01531	Travel Clerk I	15.22	***
01532	Travel Clerk II	16.01	***
01533	Travel Clerk III	17.08	
01611	Word Processor I	15.39	***
01612	Word Processor II	17.29	
01613	Word Processor III	19.34	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	28.17	
05010	Automotive Electrician	20.09	
05040	Automotive Glass Installer	19.03	
05070	Automotive Worker	19.03	
05110	Mobile Equipment Servicer	16.88	
05130	Motor Equipment Metal Mechanic	21.22	
05160	Motor Equipment Metal Worker	19.03	
05190	Motor Vehicle Mechanic	21.22	
05220	Motor Vehicle Mechanic Helper	15.75	***
05250	Motor Vehicle Upholstery Worker	17.97	
05280	Motor Vehicle Wrecker	19.03	
05310	Painter, Automotive	20.09	
05340	Radiator Repair Specialist	19.03	
05370	Tire Repairer	13.79	***
05400	Transmission Repair Specialist	21.22	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.10	***
07041	Cook I	14.66	***
07042	Cook II	16.53	
07070	Dishwasher	13.69	***
07130	Food Service Worker	13.88	***
07210	Meat Cutter	18.52	
07260	Waiter/Waitress	14.65	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	19.73	
09040	Furniture Handler	11.77	***
09080	Furniture Refinisher	17.58	
09090	Furniture Refinisher Helper	13.86	***
09110	Furniture Repairer, Minor	15.81	***
09130	Upholsterer	18.51	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.54	***
11060	Elevator Operator	13.54	***
11090	Gardener	17.82	
11122	Housekeeping Aide	13.98	***
11150	Janitor	13.98	***
11210	Laborer, Grounds Maintenance	14.24	***
11240	Maid or Houseman	13.88	***
11260	Pruner	13.08	***
11270	Tractor Operator	16.62	
11330	Trail Maintenance Worker	14.24	***

11360	Window Cleaner	15.21	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	20.72	
12011	Breath Alcohol Technician	25.56	
12012	Certified Occupational Therapist Assistant	29.67	
12015	Certified Physical Therapist Assistant	27.84	
12020	Dental Assistant	18.24	
12025	Dental Hygienist	42.51	
12030	EKG Technician	31.36	
12035	Electroneurodiagnostic Technologist	31.36	
12040	Emergency Medical Technician	20.72	
12071	Licensed Practical Nurse I	22.84	
12072	Licensed Practical Nurse II	25.56	
12073	Licensed Practical Nurse III	28.49	
12100	Medical Assistant	17.45	
12130	Medical Laboratory Technician	25.05	
12160	Medical Record Clerk	17.88	
12190	Medical Record Technician	19.99	
12195	Medical Transcriptionist	18.60	
12210	Nuclear Medicine Technologist	52.97	
12221	Nursing Assistant I	12.34	***
12222	Nursing Assistant II	13.88	***
12223	Nursing Assistant III	15.14	***
12224	Nursing Assistant IV	16.99	
12235	Optical Dispenser	18.88	
12236	Optical Technician	22.84	
12250	Pharmacy Technician	18.41	
12280	Phlebotomist	17.27	
12305	Radiologic Technologist	30.71	
12311	Registered Nurse I	25.04	
12312	Registered Nurse II	30.63	
12313	Registered Nurse II, Specialist	30.63	
12314	Registered Nurse III	37.06	
12315	Registered Nurse III, Anesthetist	37.06	
12316	Registered Nurse IV	44.41	
12317	Scheduler (Drug and Alcohol Testing)	31.67	
12320	Substance Abuse Treatment Counselor	22.97	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	17.70	
13012	Exhibits Specialist II	21.76	
13013	Exhibits Specialist III	26.61	
13041	Illustrator I	20.08	
13042	Illustrator II	23.94	
13043	Illustrator III	29.27	
13047	Librarian	24.09	
13050	Library Aide/Clerk	14.16	***
13054	Library Information Technology Systems Administrator	21.76	
13058	Library Technician	18.14	
13061	Media Specialist I	15.70	***
13062	Media Specialist II	17.56	
13063	Media Specialist III	19.57	
13071	Photographer I	17.09	
13072	Photographer II	19.13	
13073	Photographer III	23.69	
13074	Photographer IV	28.96	
13075	Photographer V	35.05	
13090	Technical Order Library Clerk	17.78	
13110	Video Teleconference Technician	22.24	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.19	
14042	Computer Operator II	19.23	
14043	Computer Operator III	21.43	
14044	Computer Operator IV	23.82	

14045	Computer Operator V		26.38
14071	Computer Programmer I	(see 1)	25.40
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		17.19
14160	Personal Computer Support Technician		23.82
14170	System Support Specialist		26.37

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		30.01	
15020	Aircrew Training Devices Instructor (Rated)		36.30	
15030	Air Crew Training Devices Instructor (Pilot)		43.51	
15050	Computer Based Training Specialist / Instructor		30.01	
15060	Educational Technologist		24.12	
15070	Flight Instructor (Pilot)		43.51	
15080	Graphic Artist		23.26	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		43.38	
15086	Maintenance Test Pilot, Rotary Wing		43.38	
15088	Non-Maintenance Test/Co-Pilot		43.38	
15090	Technical Instructor		21.68	
15095	Technical Instructor/Course Developer		26.51	
15110	Test Proctor		17.50	
15120	Tutor		17.50	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		14.00	***
16030	Counter Attendant		14.00	***
16040	Dry Cleaner		16.01	***
16070	Finisher, Flatwork, Machine		14.00	***
16090	Presser, Hand		14.00	***
16110	Presser, Machine, Drycleaning		14.00	***
16130	Presser, Machine, Shirts		14.00	***
16160	Presser, Machine, Wearing Apparel, Laundry		14.00	***
16190	Sewing Machine Operator		16.68	
16220	Tailor		17.35	
16250	Washer, Machine		14.67	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		23.57	
19040	Tool And Die Maker		28.80	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		17.58	
21030	Material Coordinator		26.63	
21040	Material Expediter		26.63	
21050	Material Handling Laborer		14.39	***
21071	Order Filler		14.75	***
21080	Production Line Worker (Food Processing)		17.58	
21110	Shipping Packer		16.54	
21130	Shipping/Receiving Clerk		16.54	
21140	Store Worker I		14.73	***
21150	Stock Clerk		19.06	
21210	Tools And Parts Attendant		17.58	
21410	Warehouse Specialist		17.58	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		31.77	
23019	Aircraft Logs and Records Technician		25.56	

23021	Aircraft Mechanic I	30.19	
23022	Aircraft Mechanic II	31.77	
23023	Aircraft Mechanic III	33.35	
23040	Aircraft Mechanic Helper	22.40	
23050	Aircraft, Painter	28.58	
23060	Aircraft Servicer	25.56	
23070	Aircraft Survival Flight Equipment Technician	28.58	
23080	Aircraft Worker	27.08	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	27.08	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	30.19	
23110	Appliance Mechanic	25.91	
23120	Bicycle Repairer	20.88	
23125	Cable Splicer	37.70	
23130	Carpenter, Maintenance	21.70	
23140	Carpet Layer	21.77	
23160	Electrician, Maintenance	23.24	
23181	Electronics Technician Maintenance I	28.03	
23182	Electronics Technician Maintenance II	29.58	
23183	Electronics Technician Maintenance III	31.25	
23260	Fabric Worker	21.08	
23290	Fire Alarm System Mechanic	20.26	
23310	Fire Extinguisher Repairer	19.81	
23311	Fuel Distribution System Mechanic	24.90	
23312	Fuel Distribution System Operator	19.81	
23370	General Maintenance Worker	17.81	
23380	Ground Support Equipment Mechanic	30.19	
23381	Ground Support Equipment Servicer	25.56	
23382	Ground Support Equipment Worker	27.08	
23391	Gunsmith I	19.81	
23392	Gunsmith II	22.33	
23393	Gunsmith III	24.90	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.22	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.39	
23430	Heavy Equipment Mechanic	25.55	
23440	Heavy Equipment Operator	22.38	
23460	Instrument Mechanic	26.49	
23465	Laboratory/Shelter Mechanic	23.57	
23470	Laborer	14.39	***
23510	Locksmith	21.24	
23530	Machinery Maintenance Mechanic	28.23	
23550	Machinist, Maintenance	22.69	
23580	Maintenance Trades Helper	16.20	
23591	Metrology Technician I	26.49	
23592	Metrology Technician II	27.87	
23593	Metrology Technician III	29.25	
23640	Millwright	24.90	
23710	Office Appliance Repairer	19.65	
23760	Painter, Maintenance	17.86	
23790	Pipefitter, Maintenance	25.29	
23810	Plumber, Maintenance	23.94	
23820	Pneudraulic Systems Mechanic	24.90	
23850	Rigger	24.90	
23870	Scale Mechanic	22.33	
23890	Sheet-Metal Worker, Maintenance	22.42	
23910	Small Engine Mechanic	19.99	
23931	Telecommunications Mechanic I	33.08	
23932	Telecommunications Mechanic II	34.93	
23950	Telephone Lineman	29.04	
23960	Welder, Combination, Maintenance	22.29	
23965	Well Driller	24.27	
23970	Woodcraft Worker	24.90	
23980	Woodworker	19.81	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.66	
24570	Child Care Attendant	13.73	***
24580	Child Care Center Clerk	17.10	
24610	Chore Aide	13.48	***

24620	Family Readiness And Support Services Coordinator	17.66	
24630	Homemaker	17.66	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	24.90	
25040	Sewage Plant Operator	22.42	
25070	Stationary Engineer	24.90	
25190	Ventilation Equipment Tender	18.48	
25210	Water Treatment Plant Operator	22.42	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	22.40	
27007	Baggage Inspector	14.17	***
27008	Corrections Officer	21.38	
27010	Court Security Officer	22.42	
27030	Detection Dog Handler	15.85	***
27040	Detention Officer	21.38	
27070	Firefighter	21.30	
27101	Guard I	14.17	***
27102	Guard II	15.85	***
27131	Police Officer I	26.84	
27132	Police Officer II	29.83	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	16.62	
28042	Carnival Equipment Repairer	17.81	
28043	Carnival Worker	13.08	***
28210	Gate Attendant/Gate Tender	16.71	
28310	Lifeguard	13.72	***
28350	Park Attendant (Aide)	18.70	
28510	Recreation Aide/Health Facility Attendant	13.65	***
28515	Recreation Specialist	23.17	
28630	Sports Official	14.89	***
28690	Swimming Pool Operator	20.08	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	22.33	
29020	Hatch Tender	22.33	
29030	Line Handler	22.33	
29041	Stevedore I	21.08	
29042	Stevedore II	23.57	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.82	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.83	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.75	
30021	Archeological Technician I	18.71	
30022	Archeological Technician II	20.94	
30023	Archeological Technician III	25.94	
30030	Cartographic Technician	25.94	
30040	Civil Engineering Technician	28.26	
30051	Cryogenic Technician I	28.73	
30052	Cryogenic Technician II	31.73	
30061	Drafter/CAD Operator I	18.71	
30062	Drafter/CAD Operator II	20.94	
30063	Drafter/CAD Operator III	23.34	
30064	Drafter/CAD Operator IV	28.73	
30081	Engineering Technician I	15.65	***
30082	Engineering Technician II	17.56	
30083	Engineering Technician III	19.65	
30084	Engineering Technician IV	24.34	
30085	Engineering Technician V	29.78	

30086	Engineering Technician VI	36.02
30090	Environmental Technician	21.80
30095	Evidence Control Specialist	25.94
30210	Laboratory Technician	23.46
30221	Latent Fingerprint Technician I	25.00
30222	Latent Fingerprint Technician II	27.62
30240	Mathematical Technician	25.94
30361	Paralegal/Legal Assistant I	21.49
30362	Paralegal/Legal Assistant II	26.65
30363	Paralegal/Legal Assistant III	29.37
30364	Paralegal/Legal Assistant IV	35.54
30375	Petroleum Supply Specialist	31.73
30390	Photo-Optics Technician	25.94
30395	Radiation Control Technician	31.73
30461	Technical Writer I	25.47
30462	Technical Writer II	31.16
30463	Technical Writer III	37.71
30491	Unexploded Ordnance (UXO) Technician I	26.58
30492	Unexploded Ordnance (UXO) Technician II	32.16
30493	Unexploded Ordnance (UXO) Technician III	38.54
30494	Unexploded (UXO) Safety Escort	26.58
30495	Unexploded (UXO) Sweep Personnel	26.58
30501	Weather Forecaster I	28.73
30502	Weather Forecaster II	34.93
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.34
30621	Weather Observer, Senior	(see 2) 25.94

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	32.16	
31020	Bus Aide	18.94	
31030	Bus Driver	25.23	
31043	Driver Courier	16.31	
31260	Parking and Lot Attendant	13.61	***
31290	Shuttle Bus Driver	14.90	***
31310	Taxi Driver	14.26	***
31361	Truckdriver, Light	17.48	
31362	Truckdriver, Medium	18.61	
31363	Truckdriver, Heavy	23.22	
31364	Truckdriver, Tractor-Trailer	23.22	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.68	***
99030	Cashier	13.63	***
99050	Desk Clerk	13.57	***
99095	Embalmer	25.32	
99130	Flight Follower	26.58	
99251	Laboratory Animal Caretaker I	14.46	***
99252	Laboratory Animal Caretaker II	15.50	***
99260	Marketing Analyst	27.39	
99310	Mortician	25.32	
99410	Pest Controller	18.05	
99510	Photofinishing Worker	13.97	***
99710	Recycling Laborer	19.07	
99711	Recycling Specialist	22.26	
99730	Refuse Collector	17.52	
99810	Sales Clerk	13.87	***
99820	School Crossing Guard	13.68	***
99830	Survey Party Chief	36.95	
99831	Surveying Aide	20.90	
99832	Surveying Technician	25.93	
99840	Vending Machine Attendant	15.40	***
99841	Vending Machine Repairer	18.59	
99842	Vending Machine Repairer Helper	15.40	***

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5475

States/Territories. : Arizona

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona County of Yuma

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.27	***
01012	Accounting Clerk II	16.01	***
01013	Accounting Clerk III	17.91	
01020	Administrative Assistant	28.11	
01035	Court Reporter	18.15	
01041	Customer Service Representative I	12.70	***
01042	Customer Service Representative II	13.86	***
01043	Customer Service Representative III	15.55	***
01051	Data Entry Operator I	14.12	***
01052	Data Entry Operator II	15.41	***
01060	Dispatcher, Motor Vehicle	18.30	
01070	Document Preparation Clerk	14.45	***
01090	Duplicating Machine Operator	14.45	***
01111	General Clerk I	13.84	***
01112	General Clerk II	15.10	***
01113	General Clerk III	16.95	
01120	Housing Referral Assistant	20.24	
01141	Messenger Courier	12.05	***
01191	Order Clerk I	15.46	***
01192	Order Clerk II	17.93	
01261	Personnel Assistant (Employment) I	16.62	

01262	Personnel Assistant (Employment) II	18.58	
01263	Personnel Assistant (Employment) III	20.71	
01270	Production Control Clerk	20.47	
01290	Rental Clerk	14.39	***
01300	Scheduler, Maintenance	16.24	
01311	Secretary I	16.24	
01312	Secretary II	18.15	
01313	Secretary III	20.24	
01320	Service Order Dispatcher	16.36	
01410	Supply Technician	28.11	
01420	Survey Worker	18.15	
01460	Switchboard Operator/Receptionist	13.70	***
01531	Travel Clerk I	13.11	***
01532	Travel Clerk II	13.85	***
01533	Travel Clerk III	14.55	***
01611	Word Processor I	14.45	***
01612	Word Processor II	16.24	
01613	Word Processor III	18.15	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	25.04	
05010	Automotive Electrician	19.99	
05040	Automotive Glass Installer	19.24	
05070	Automotive Worker	19.24	
05110	Mobile Equipment Servicer	17.70	
05130	Motor Equipment Metal Mechanic	20.69	
05160	Motor Equipment Metal Worker	19.24	
05190	Motor Vehicle Mechanic	20.32	
05220	Motor Vehicle Mechanic Helper	16.60	
05250	Motor Vehicle Upholstery Worker	18.53	
05280	Motor Vehicle Wrecker	19.24	
05310	Painter, Automotive	19.99	
05340	Radiator Repair Specialist	19.24	
05370	Tire Repairer	15.52	***
05400	Transmission Repair Specialist	20.69	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.84	***
07041	Cook I	14.39	***
07042	Cook II	16.55	
07070	Dishwasher	13.44	***
07130	Food Service Worker	13.85	***
07210	Meat Cutter	16.06	***
07260	Waiter/Waitress	14.44	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	20.89	
09040	Furniture Handler	14.49	***
09080	Furniture Refinisher	20.89	
09090	Furniture Refinisher Helper	17.14	
09110	Furniture Repairer, Minor	19.37	
09130	Upholsterer	20.89	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.55	***
11060	Elevator Operator	13.46	***
11090	Gardener	17.63	
11122	Housekeeping Aide	13.46	***
11150	Janitor	13.46	***
11210	Laborer, Grounds Maintenance	14.06	***
11240	Maid or Houseman	13.49	***
11260	Pruner	13.19	***
11270	Tractor Operator	16.42	
11330	Trail Maintenance Worker	14.06	***

11360	Window Cleaner	14.10	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	22.23	
12011	Breath Alcohol Technician	24.90	
12012	Certified Occupational Therapist Assistant	34.17	
12015	Certified Physical Therapist Assistant	34.17	
12020	Dental Assistant	17.66	
12025	Dental Hygienist	42.70	
12030	EKG Technician	37.87	
12035	Electroneurodiagnostic Technologist	37.87	
12040	Emergency Medical Technician	22.23	
12071	Licensed Practical Nurse I	22.34	
12072	Licensed Practical Nurse II	25.00	
12073	Licensed Practical Nurse III	27.87	
12100	Medical Assistant	16.44	
12130	Medical Laboratory Technician	25.43	
12160	Medical Record Clerk	17.59	
12190	Medical Record Technician	19.67	
12195	Medical Transcriptionist	22.34	
12210	Nuclear Medicine Technologist	54.93	
12221	Nursing Assistant I	11.61	***
12222	Nursing Assistant II	13.05	***
12223	Nursing Assistant III	14.24	***
12224	Nursing Assistant IV	15.98	***
12235	Optical Dispenser	22.50	
12236	Optical Technician	22.34	
12250	Pharmacy Technician	18.08	
12280	Phlebotomist	21.68	
12305	Radiologic Technologist	34.30	
12311	Registered Nurse I	25.12	
12312	Registered Nurse II	30.73	
12313	Registered Nurse II, Specialist	30.73	
12314	Registered Nurse III	37.17	
12315	Registered Nurse III, Anesthetist	37.17	
12316	Registered Nurse IV	44.56	
12317	Scheduler (Drug and Alcohol Testing)	30.96	
12320	Substance Abuse Treatment Counselor	24.14	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	17.75	
13012	Exhibits Specialist II	20.68	
13013	Exhibits Specialist III	24.70	
13041	Illustrator I	17.75	
13042	Illustrator II	20.68	
13043	Illustrator III	24.70	
13047	Librarian	22.36	
13050	Library Aide/Clerk	14.01	***
13054	Library Information Technology Systems Administrator	20.19	
13058	Library Technician	16.30	
13061	Media Specialist I	14.57	***
13062	Media Specialist II	16.30	
13063	Media Specialist III	18.17	
13071	Photographer I	14.69	***
13072	Photographer II	18.91	
13073	Photographer III	22.03	
13074	Photographer IV	26.14	
13075	Photographer V	31.63	
13090	Technical Order Library Clerk	17.59	
13110	Video Teleconference Technician	17.63	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.05	
14042	Computer Operator II	19.10	
14043	Computer Operator III	22.90	
14044	Computer Operator IV	24.40	

14045	Computer Operator V		27.03
14071	Computer Programmer I	(see 1)	20.98
14072	Computer Programmer II	(see 1)	25.99
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		17.05
14160	Personal Computer Support Technician		26.24
14170	System Support Specialist		29.73

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	28.60	
15020	Aircrew Training Devices Instructor (Rated)	34.61	
15030	Air Crew Training Devices Instructor (Pilot)	41.49	
15050	Computer Based Training Specialist / Instructor	28.60	
15060	Educational Technologist	26.89	
15070	Flight Instructor (Pilot)	41.49	
15080	Graphic Artist	24.66	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	41.49	
15086	Maintenance Test Pilot, Rotary Wing	41.49	
15088	Non-Maintenance Test/Co-Pilot	41.49	
15090	Technical Instructor	22.18	
15095	Technical Instructor/Course Developer	27.13	
15110	Test Proctor	17.90	
15120	Tutor	17.90	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	16.41	
16030	Counter Attendant	16.41	
16040	Dry Cleaner	18.75	
16070	Finisher, Flatwork, Machine	16.41	
16090	Presser, Hand	16.41	
16110	Presser, Machine, Drycleaning	16.41	
16130	Presser, Machine, Shirts	16.41	
16160	Presser, Machine, Wearing Apparel, Laundry	16.41	
16190	Sewing Machine Operator	19.53	
16220	Tailor	20.31	
16250	Washer, Machine	17.19	

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	22.91	
19040	Tool And Die Maker	27.27	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	14.88	***
21030	Material Coordinator	20.47	
21040	Material Expediter	20.47	
21050	Material Handling Laborer	14.39	***
21071	Order Filler	14.39	***
21080	Production Line Worker (Food Processing)	14.88	***
21110	Shipping Packer	19.20	
21130	Shipping/Receiving Clerk	19.20	
21140	Store Worker I	15.63	***
21150	Stock Clerk	18.51	
21210	Tools And Parts Attendant	14.88	***
21410	Warehouse Specialist	14.88	***

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	30.30	
23019	Aircraft Logs and Records Technician	24.47	

23021	Aircraft Mechanic I	28.95	
23022	Aircraft Mechanic II	30.30	
23023	Aircraft Mechanic III	31.38	
23040	Aircraft Mechanic Helper	21.24	
23050	Aircraft, Painter	27.56	
23060	Aircraft Servicer	24.47	
23070	Aircraft Survival Flight Equipment Technician	27.56	
23080	Aircraft Worker	26.22	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	26.22	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	28.95	
23110	Appliance Mechanic	22.91	
23120	Bicycle Repairer	18.68	
23125	Cable Splicer	24.97	
23130	Carpenter, Maintenance	18.13	
23140	Carpet Layer	21.47	
23160	Electrician, Maintenance	21.84	
23181	Electronics Technician Maintenance I	26.54	
23182	Electronics Technician Maintenance II	29.70	
23183	Electronics Technician Maintenance III	31.62	
23260	Fabric Worker	20.05	
23290	Fire Alarm System Mechanic	24.29	
23310	Fire Extinguisher Repairer	18.68	
23311	Fuel Distribution System Mechanic	24.29	
23312	Fuel Distribution System Operator	18.68	
23370	General Maintenance Worker	17.45	
23380	Ground Support Equipment Mechanic	28.95	
23381	Ground Support Equipment Servicer	24.47	
23382	Ground Support Equipment Worker	26.22	
23391	Gunsmith I	18.68	
23392	Gunsmith II	21.47	
23393	Gunsmith III	24.29	
23410	Heating, Ventilation And Air-Conditioning Mechanic	21.37	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.37	
23430	Heavy Equipment Mechanic	26.12	
23440	Heavy Equipment Operator	20.31	
23460	Instrument Mechanic	24.29	
23465	Laboratory/Shelter Mechanic	22.91	
23470	Laborer	14.39	***
23510	Locksmith	22.91	
23530	Machinery Maintenance Mechanic	27.13	
23550	Machinist, Maintenance	22.86	
23580	Maintenance Trades Helper	15.11	***
23591	Metrology Technician I	24.29	
23592	Metrology Technician II	25.20	
23593	Metrology Technician III	26.10	
23640	Millwright	24.29	
23710	Office Appliance Repairer	22.91	
23760	Painter, Maintenance	18.35	
23790	Pipefitter, Maintenance	21.18	
23810	Plumber, Maintenance	19.94	
23820	Pneudraulic Systems Mechanic	24.29	
23850	Rigger	24.29	
23870	Scale Mechanic	21.47	
23890	Sheet-Metal Worker, Maintenance	22.70	
23910	Small Engine Mechanic	21.47	
23931	Telecommunications Mechanic I	29.39	
23932	Telecommunications Mechanic II	32.80	
23950	Telephone Lineman	22.54	
23960	Welder, Combination, Maintenance	19.79	
23965	Well Driller	24.29	
23970	Woodcraft Worker	24.29	
23980	Woodworker	18.68	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.44	***
24570	Child Care Attendant	12.17	***
24580	Child Care Center Clerk	15.17	***
24610	Chore Aide	13.63	***

24620	Family Readiness And Support Services Coordinator	15.44	***
24630	Homemaker	17.08	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.41	
25040	Sewage Plant Operator	21.99	
25070	Stationary Engineer	23.65	
25190	Ventilation Equipment Tender	17.14	
25210	Water Treatment Plant Operator	21.99	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	18.14	
27007	Baggage Inspector	13.99	***
27008	Corrections Officer	21.84	
27010	Court Security Officer	21.84	
27030	Detection Dog Handler	16.99	
27040	Detention Officer	21.84	
27070	Firefighter	23.04	
27101	Guard I	13.99	***
27102	Guard II	16.99	
27131	Police Officer I	25.26	
27132	Police Officer II	28.07	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	16.03	***
28042	Carnival Equipment Repairer	17.22	
28043	Carnival Worker	13.11	***
28210	Gate Attendant/Gate Tender	15.04	***
28310	Lifeguard	13.39	***
28350	Park Attendant (Aide)	16.82	
28510	Recreation Aide/Health Facility Attendant	12.27	***
28515	Recreation Specialist	20.83	
28630	Sports Official	13.39	***
28690	Swimming Pool Operator	19.80	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	20.65	
29020	Hatch Tender	20.65	
29030	Line Handler	20.65	
29041	Stevedore I	19.65	
29042	Stevedore II	21.99	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	17.97	
30022	Archeological Technician II	20.10	
30023	Archeological Technician III	24.66	
30030	Cartographic Technician	24.91	
30040	Civil Engineering Technician	27.43	
30051	Cryogenic Technician I	27.32	
30052	Cryogenic Technician II	30.18	
30061	Drafter/CAD Operator I	17.97	
30062	Drafter/CAD Operator II	20.10	
30063	Drafter/CAD Operator III	22.42	
30064	Drafter/CAD Operator IV	27.53	
30081	Engineering Technician I	15.26	***
30082	Engineering Technician II	17.97	
30083	Engineering Technician III	20.10	
30084	Engineering Technician IV	24.91	
30085	Engineering Technician V	30.47	

30086	Engineering Technician VI	36.86
30090	Environmental Technician	24.91
30095	Evidence Control Specialist	24.66
30210	Laboratory Technician	22.20
30221	Latent Fingerprint Technician I	27.32
30222	Latent Fingerprint Technician II	30.18
30240	Mathematical Technician	24.91
30361	Paralegal/Legal Assistant I	19.40
30362	Paralegal/Legal Assistant II	24.03
30363	Paralegal/Legal Assistant III	29.40
30364	Paralegal/Legal Assistant IV	35.56
30375	Petroleum Supply Specialist	30.18
30390	Photo-Optics Technician	24.91
30395	Radiation Control Technician	30.18
30461	Technical Writer I	24.66
30462	Technical Writer II	30.18
30463	Technical Writer III	36.51
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	27.32
30502	Weather Forecaster II	33.23
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.42
30621	Weather Observer, Senior	(see 2) 24.66

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	13.77	***
31030	Bus Driver	18.78	
31043	Driver Courier	16.29	
31260	Parking and Lot Attendant	13.07	***
31290	Shuttle Bus Driver	18.45	
31310	Taxi Driver	13.85	***
31361	Truckdriver, Light	17.49	
31362	Truckdriver, Medium	18.78	
31363	Truckdriver, Heavy	18.95	
31364	Truckdriver, Tractor-Trailer	18.95	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	13.45	***
99050	Desk Clerk	13.26	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	20.07	
99252	Laboratory Animal Caretaker II	21.55	
99260	Marketing Analyst	26.94	
99310	Mortician	26.22	
99410	Pest Controller	14.96	***
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	19.40	
99711	Recycling Specialist	22.95	
99730	Refuse Collector	18.01	
99810	Sales Clerk	13.64	***
99820	School Crossing Guard	16.41	
99830	Survey Party Chief	30.40	
99831	Surveying Aide	18.92	
99832	Surveying Technician	25.95	
99840	Vending Machine Attendant	20.07	
99841	Vending Machine Repairer	24.78	
99842	Vending Machine Repairer Helper	20.07	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5477

States/Territories. : Arizona

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona Counties of Apache, Gila, Navajo

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.85	***
01012	Accounting Clerk II	16.68	
01013	Accounting Clerk III	18.65	
01020	Administrative Assistant	25.36	
01035	Court Reporter	19.38	
01041	Customer Service Representative I	13.74	***
01042	Customer Service Representative II	14.99	***
01043	Customer Service Representative III	16.84	
01051	Data Entry Operator I	13.18	***
01052	Data Entry Operator II	14.38	***
01060	Dispatcher, Motor Vehicle	17.67	
01070	Document Preparation Clerk	15.43	***
01090	Duplicating Machine Operator	15.43	***
01111	General Clerk I	14.13	***
01112	General Clerk II	15.42	***
01113	General Clerk III	17.30	
01120	Housing Referral Assistant	21.60	
01141	Messenger Courier	13.56	***
01191	Order Clerk I	14.14	***
01192	Order Clerk II	15.43	***
01261	Personnel Assistant (Employment) I	17.32	

01262	Personnel Assistant (Employment) II	19.37	
01263	Personnel Assistant (Employment) III	21.60	
01270	Production Control Clerk	28.55	
01290	Rental Clerk	14.97	***
01300	Scheduler, Maintenance	17.32	
01311	Secretary I	17.32	
01312	Secretary II	19.38	
01313	Secretary III	21.60	
01320	Service Order Dispatcher	15.75	***
01410	Supply Technician	25.36	
01420	Survey Worker	16.73	
01460	Switchboard Operator/Receptionist	14.01	***
01531	Travel Clerk I	14.86	***
01532	Travel Clerk II	16.26	
01533	Travel Clerk III	17.54	
01611	Word Processor I	15.53	***
01612	Word Processor II	17.44	
01613	Word Processor III	19.50	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	21.80	
05010	Automotive Electrician	20.30	
05040	Automotive Glass Installer	19.42	
05070	Automotive Worker	19.42	
05110	Mobile Equipment Servicer	16.62	
05130	Motor Equipment Metal Mechanic	22.69	
05160	Motor Equipment Metal Worker	19.62	
05190	Motor Vehicle Mechanic	21.59	
05220	Motor Vehicle Mechanic Helper	15.12	***
05250	Motor Vehicle Upholstery Worker	18.14	
05280	Motor Vehicle Wrecker	19.62	
05310	Painter, Automotive	22.12	
05340	Radiator Repair Specialist	19.58	
05370	Tire Repairer	14.37	***
05400	Transmission Repair Specialist	21.59	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.75	***
07041	Cook I	14.67	***
07042	Cook II	16.93	
07070	Dishwasher	13.35	***
07130	Food Service Worker	13.88	***
07210	Meat Cutter	16.58	
07260	Waiter/Waitress	13.99	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	26.36	
09040	Furniture Handler	16.69	
09080	Furniture Refinisher	26.36	
09090	Furniture Refinisher Helper	19.76	
09110	Furniture Repairer, Minor	23.06	
09130	Upholsterer	26.36	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.56	***
11060	Elevator Operator	14.27	***
11090	Gardener	18.54	
11122	Housekeeping Aide	14.27	***
11150	Janitor	14.27	***
11210	Laborer, Grounds Maintenance	14.45	***
11240	Maid or Houseman	13.54	***
11260	Pruner	13.57	***
11270	Tractor Operator	17.11	
11330	Trail Maintenance Worker	14.45	***

11360	Window Cleaner	15.20	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.23	
12011	Breath Alcohol Technician	23.90	
12012	Certified Occupational Therapist Assistant	32.79	
12015	Certified Physical Therapist Assistant	27.72	
12020	Dental Assistant	19.02	
12025	Dental Hygienist	44.74	
12030	EKG Technician	36.22	
12035	Electroneurodiagnostic Technologist	36.22	
12040	Emergency Medical Technician	17.23	
12071	Licensed Practical Nurse I	21.37	
12072	Licensed Practical Nurse II	23.90	
12073	Licensed Practical Nurse III	26.64	
12100	Medical Assistant	17.30	
12130	Medical Laboratory Technician	24.72	
12160	Medical Record Clerk	19.27	
12190	Medical Record Technician	21.55	
12195	Medical Transcriptionist	21.37	
12210	Nuclear Medicine Technologist	52.53	
12221	Nursing Assistant I	12.28	***
12222	Nursing Assistant II	13.80	***
12223	Nursing Assistant III	15.06	***
12224	Nursing Assistant IV	16.90	
12235	Optical Dispenser	18.17	
12236	Optical Technician	21.37	
12250	Pharmacy Technician	18.43	
12280	Phlebotomist	19.11	
12305	Radiologic Technologist	31.03	
12311	Registered Nurse I	26.93	
12312	Registered Nurse II	33.08	
12313	Registered Nurse II, Specialist	33.08	
12314	Registered Nurse III	40.02	
12315	Registered Nurse III, Anesthetist	40.02	
12316	Registered Nurse IV	47.96	
12317	Scheduler (Drug and Alcohol Testing)	29.61	
12320	Substance Abuse Treatment Counselor	23.91	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	17.08	
13012	Exhibits Specialist II	21.08	
13013	Exhibits Specialist III	25.71	
13041	Illustrator I	18.79	
13042	Illustrator II	23.18	
13043	Illustrator III	28.27	
13047	Librarian	23.06	
13050	Library Aide/Clerk	14.20	***
13054	Library Information Technology Systems Administrator	20.92	
13058	Library Technician	14.31	***
13061	Media Specialist I	15.03	***
13062	Media Specialist II	16.81	
13063	Media Specialist III	18.75	
13071	Photographer I	14.99	***
13072	Photographer II	17.27	
13073	Photographer III	21.32	
13074	Photographer IV	26.01	
13075	Photographer V	31.55	
13090	Technical Order Library Clerk	17.49	
13110	Video Teleconference Technician	16.68	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.83	
14042	Computer Operator II	21.06	
14043	Computer Operator III	23.48	
14044	Computer Operator IV	26.10	

14045	Computer Operator V		28.90
14071	Computer Programmer I	(see 1)	23.00
14072	Computer Programmer II	(see 1)	26.05
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.83
14160	Personal Computer Support Technician		26.10
14170	System Support Specialist		28.90

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	30.83	
15020	Aircrew Training Devices Instructor (Rated)	37.31	
15030	Air Crew Training Devices Instructor (Pilot)	44.71	
15050	Computer Based Training Specialist / Instructor	30.83	
15060	Educational Technologist	29.16	
15070	Flight Instructor (Pilot)	44.71	
15080	Graphic Artist	23.49	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	44.71	
15086	Maintenance Test Pilot, Rotary Wing	44.71	
15088	Non-Maintenance Test/Co-Pilot	44.71	
15090	Technical Instructor	30.11	
15095	Technical Instructor/Course Developer	36.83	
15110	Test Proctor	24.30	
15120	Tutor	24.30	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	16.62	
16030	Counter Attendant	16.62	
16040	Dry Cleaner	19.39	
16070	Finisher, Flatwork, Machine	16.62	
16090	Presser, Hand	16.62	
16110	Presser, Machine, Drycleaning	16.62	
16130	Presser, Machine, Shirts	16.62	
16160	Presser, Machine, Wearing Apparel, Laundry	16.62	
16190	Sewing Machine Operator	20.20	
16220	Tailor	21.01	
16250	Washer, Machine	17.77	

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	26.36	
19040	Tool And Die Maker	32.41	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	15.27	***
21030	Material Coordinator	28.55	
21040	Material Expediter	28.55	
21050	Material Handling Laborer	14.29	***
21071	Order Filler	13.93	***
21080	Production Line Worker (Food Processing)	15.27	***
21110	Shipping Packer	17.17	
21130	Shipping/Receiving Clerk	17.17	
21140	Store Worker I	15.18	***
21150	Stock Clerk	18.70	
21210	Tools And Parts Attendant	15.27	***
21410	Warehouse Specialist	15.27	***

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	30.50	
23019	Aircraft Logs and Records Technician	23.86	

23021	Aircraft Mechanic I	29.01	
23022	Aircraft Mechanic II	30.50	
23023	Aircraft Mechanic III	32.07	
23040	Aircraft Mechanic Helper	20.44	
23050	Aircraft, Painter	27.27	
23060	Aircraft Servicer	23.86	
23070	Aircraft Survival Flight Equipment Technician	27.27	
23080	Aircraft Worker	25.56	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	25.56	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.01	
23110	Appliance Mechanic	26.36	
23120	Bicycle Repairer	21.42	
23125	Cable Splicer	40.54	
23130	Carpenter, Maintenance	20.77	
23140	Carpet Layer	24.71	
23160	Electrician, Maintenance	36.59	
23181	Electronics Technician Maintenance I	24.71	
23182	Electronics Technician Maintenance II	26.36	
23183	Electronics Technician Maintenance III	28.04	
23260	Fabric Worker	23.06	
23290	Fire Alarm System Mechanic	28.04	
23310	Fire Extinguisher Repairer	21.42	
23311	Fuel Distribution System Mechanic	29.76	
23312	Fuel Distribution System Operator	22.73	
23370	General Maintenance Worker	17.67	
23380	Ground Support Equipment Mechanic	29.01	
23381	Ground Support Equipment Servicer	23.86	
23382	Ground Support Equipment Worker	25.56	
23391	Gunsmith I	21.42	
23392	Gunsmith II	24.71	
23393	Gunsmith III	28.04	
23410	Heating, Ventilation And Air-Conditioning Mechanic	21.37	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.47	
23430	Heavy Equipment Mechanic	29.21	
23440	Heavy Equipment Operator	25.67	
23460	Instrument Mechanic	28.04	
23465	Laboratory/Shelter Mechanic	26.36	
23470	Laborer	14.29	***
23510	Locksmith	26.36	
23530	Machinery Maintenance Mechanic	29.35	
23550	Machinist, Maintenance	25.37	
23580	Maintenance Trades Helper	18.26	
23591	Metrology Technician I	28.04	
23592	Metrology Technician II	29.48	
23593	Metrology Technician III	31.00	
23640	Millwright	27.29	
23710	Office Appliance Repairer	26.36	
23760	Painter, Maintenance	20.20	
23790	Pipefitter, Maintenance	24.40	
23810	Plumber, Maintenance	22.95	
23820	Pneudraulic Systems Mechanic	28.04	
23850	Rigger	28.04	
23870	Scale Mechanic	24.71	
23890	Sheet-Metal Worker, Maintenance	23.95	
23910	Small Engine Mechanic	24.71	
23931	Telecommunications Mechanic I	33.54	
23932	Telecommunications Mechanic II	35.26	
23950	Telephone Lineman	28.04	
23960	Welder, Combination, Maintenance	29.48	
23965	Well Driller	27.47	
23970	Woodcraft Worker	28.04	
23980	Woodworker	21.42	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.79	***
24570	Child Care Attendant	12.73	***
24580	Child Care Center Clerk	16.79	
24610	Chore Aide	13.44	***

24620	Family Readiness And Support Services Coordinator	15.79	***
24630	Homemaker	18.38	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	27.29	
25040	Sewage Plant Operator	22.71	
25070	Stationary Engineer	27.29	
25190	Ventilation Equipment Tender	19.23	
25210	Water Treatment Plant Operator	22.71	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	18.73	
27007	Baggage Inspector	16.00	***
27008	Corrections Officer	19.52	
27010	Court Security Officer	20.49	
27030	Detection Dog Handler	17.89	
27040	Detention Officer	19.52	
27070	Firefighter	21.80	
27101	Guard I	16.00	***
27102	Guard II	17.89	
27131	Police Officer I	25.69	
27132	Police Officer II	28.53	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.94	***
28042	Carnival Equipment Repairer	17.28	
28043	Carnival Worker	12.57	***
28210	Gate Attendant/Gate Tender	16.50	
28310	Lifeguard	13.21	***
28350	Park Attendant (Aide)	18.47	
28510	Recreation Aide/Health Facility Attendant	13.48	***
28515	Recreation Specialist	22.88	
28630	Sports Official	14.70	***
28690	Swimming Pool Operator	19.93	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	26.73	
29020	Hatch Tender	26.73	
29030	Line Handler	26.73	
29041	Stevedore I	24.94	
29042	Stevedore II	28.48	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.82	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.83	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.75	
30021	Archeological Technician I	18.38	
30022	Archeological Technician II	20.56	
30023	Archeological Technician III	25.48	
30030	Cartographic Technician	25.48	
30040	Civil Engineering Technician	25.89	
30051	Cryogenic Technician I	28.21	
30052	Cryogenic Technician II	31.17	
30061	Drafter/CAD Operator I	18.38	
30062	Drafter/CAD Operator II	20.56	
30063	Drafter/CAD Operator III	22.92	
30064	Drafter/CAD Operator IV	28.21	
30081	Engineering Technician I	16.38	
30082	Engineering Technician II	18.38	
30083	Engineering Technician III	21.48	
30084	Engineering Technician IV	25.48	
30085	Engineering Technician V	31.17	

30086	Engineering Technician VI	37.70
30090	Environmental Technician	25.48
30095	Evidence Control Specialist	25.48
30210	Laboratory Technician	28.60
30221	Latent Fingerprint Technician I	27.55
30222	Latent Fingerprint Technician II	30.42
30240	Mathematical Technician	25.48
30361	Paralegal/Legal Assistant I	21.60
30362	Paralegal/Legal Assistant II	26.76
30363	Paralegal/Legal Assistant III	32.74
30364	Paralegal/Legal Assistant IV	39.60
30375	Petroleum Supply Specialist	31.17
30390	Photo-Optics Technician	25.48
30395	Radiation Control Technician	31.17
30461	Technical Writer I	25.48
30462	Technical Writer II	31.17
30463	Technical Writer III	37.70
30491	Unexploded Ordnance (UXO) Technician I	26.58
30492	Unexploded Ordnance (UXO) Technician II	32.16
30493	Unexploded Ordnance (UXO) Technician III	38.54
30494	Unexploded (UXO) Safety Escort	26.58
30495	Unexploded (UXO) Sweep Personnel	26.58
30501	Weather Forecaster I	28.21
30502	Weather Forecaster II	34.32
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.92
30621	Weather Observer, Senior	(see 2) 25.48

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	32.16	
31020	Bus Aide	11.97	***
31030	Bus Driver	19.47	
31043	Driver Courier	18.01	
31260	Parking and Lot Attendant	14.04	***
31290	Shuttle Bus Driver	18.39	
31310	Taxi Driver	14.36	***
31361	Truckdriver, Light	19.52	
31362	Truckdriver, Medium	21.02	
31363	Truckdriver, Heavy	21.40	
31364	Truckdriver, Tractor-Trailer	21.40	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.68	***
99030	Cashier	13.51	***
99050	Desk Clerk	13.31	***
99095	Embalmer	28.19	
99130	Flight Follower	26.58	
99251	Laboratory Animal Caretaker I	15.87	***
99252	Laboratory Animal Caretaker II	17.35	
99260	Marketing Analyst	27.59	
99310	Mortician	28.19	
99410	Pest Controller	23.25	
99510	Photofinishing Worker	13.97	***
99710	Recycling Laborer	20.17	
99711	Recycling Specialist	24.28	
99730	Refuse Collector	18.16	
99810	Sales Clerk	13.63	***
99820	School Crossing Guard	14.56	***
99830	Survey Party Chief	32.05	
99831	Surveying Aide	19.30	
99832	Surveying Technician	27.21	
99840	Vending Machine Attendant	20.46	
99841	Vending Machine Repairer	25.59	
99842	Vending Machine Repairer Helper	20.46	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5479

States/Territories. : Arizona

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona County of La Paz

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.54	***
01012	Accounting Clerk II	16.33	
01013	Accounting Clerk III	18.26	
01020	Administrative Assistant	22.91	
01035	Court Reporter	19.38	
01041	Customer Service Representative I	13.74	***
01042	Customer Service Representative II	14.99	***
01043	Customer Service Representative III	16.84	
01051	Data Entry Operator I	13.18	***
01052	Data Entry Operator II	14.38	***
01060	Dispatcher, Motor Vehicle	17.67	
01070	Document Preparation Clerk	15.43	***
01090	Duplicating Machine Operator	15.43	***
01111	General Clerk I	14.13	***
01112	General Clerk II	15.42	***
01113	General Clerk III	17.30	
01120	Housing Referral Assistant	21.60	
01141	Messenger Courier	12.87	***
01191	Order Clerk I	14.14	***
01192	Order Clerk II	15.43	***
01261	Personnel Assistant (Employment) I	17.32	

01262	Personnel Assistant (Employment) II	19.37	
01263	Personnel Assistant (Employment) III	21.60	
01270	Production Control Clerk	27.25	
01290	Rental Clerk	14.21	***
01300	Scheduler, Maintenance	17.32	
01311	Secretary I	17.32	
01312	Secretary II	19.38	
01313	Secretary III	21.60	
01320	Service Order Dispatcher	15.64	***
01410	Supply Technician	22.91	
01420	Survey Worker	16.72	
01460	Switchboard Operator/Receptionist	14.01	***
01531	Travel Clerk I	14.86	***
01532	Travel Clerk II	16.26	
01533	Travel Clerk III	17.54	
01611	Word Processor I	15.53	***
01612	Word Processor II	17.44	
01613	Word Processor III	19.50	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	21.80	
05010	Automotive Electrician	19.99	
05040	Automotive Glass Installer	19.24	
05070	Automotive Worker	19.24	
05110	Mobile Equipment Servicer	17.70	
05130	Motor Equipment Metal Mechanic	20.69	
05160	Motor Equipment Metal Worker	19.24	
05190	Motor Vehicle Mechanic	20.32	
05220	Motor Vehicle Mechanic Helper	16.60	
05250	Motor Vehicle Upholstery Worker	18.53	
05280	Motor Vehicle Wrecker	19.24	
05310	Painter, Automotive	19.99	
05340	Radiator Repair Specialist	19.24	
05370	Tire Repairer	15.52	***
05400	Transmission Repair Specialist	20.69	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.75	***
07041	Cook I	14.72	***
07042	Cook II	16.93	
07070	Dishwasher	13.35	***
07130	Food Service Worker	13.88	***
07210	Meat Cutter	16.04	***
07260	Waiter/Waitress	13.99	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	26.36	
09040	Furniture Handler	16.69	
09080	Furniture Refinisher	26.36	
09090	Furniture Refinisher Helper	19.76	
09110	Furniture Repairer, Minor	23.06	
09130	Upholsterer	26.36	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.56	***
11060	Elevator Operator	14.27	***
11090	Gardener	18.54	
11122	Housekeeping Aide	14.27	***
11150	Janitor	14.27	***
11210	Laborer, Grounds Maintenance	14.45	***
11240	Maid or Houseman	13.54	***
11260	Pruner	13.57	***
11270	Tractor Operator	17.11	
11330	Trail Maintenance Worker	14.45	***

11360	Window Cleaner	15.20	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.23	
12011	Breath Alcohol Technician	23.90	
12012	Certified Occupational Therapist Assistant	32.79	
12015	Certified Physical Therapist Assistant	28.24	
12020	Dental Assistant	19.02	
12025	Dental Hygienist	45.06	
12030	EKG Technician	36.22	
12035	Electroneurodiagnostic Technologist	36.22	
12040	Emergency Medical Technician	17.23	
12071	Licensed Practical Nurse I	21.37	
12072	Licensed Practical Nurse II	23.90	
12073	Licensed Practical Nurse III	26.64	
12100	Medical Assistant	17.30	
12130	Medical Laboratory Technician	24.72	
12160	Medical Record Clerk	19.27	
12190	Medical Record Technician	21.55	
12195	Medical Transcriptionist	21.37	
12210	Nuclear Medicine Technologist	52.53	
12221	Nursing Assistant I	12.28	***
12222	Nursing Assistant II	13.80	***
12223	Nursing Assistant III	15.06	***
12224	Nursing Assistant IV	16.90	
12235	Optical Dispenser	18.59	
12236	Optical Technician	21.37	
12250	Pharmacy Technician	18.43	
12280	Phlebotomist	19.47	
12305	Radiologic Technologist	31.03	
12311	Registered Nurse I	25.02	
12312	Registered Nurse II	30.61	
12313	Registered Nurse II, Specialist	30.61	
12314	Registered Nurse III	37.02	
12315	Registered Nurse III, Anesthetist	37.02	
12316	Registered Nurse IV	44.38	
12317	Scheduler (Drug and Alcohol Testing)	29.61	
12320	Substance Abuse Treatment Counselor	23.91	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	17.75	
13012	Exhibits Specialist II	20.68	
13013	Exhibits Specialist III	24.54	
13041	Illustrator I	17.75	
13042	Illustrator II	20.68	
13043	Illustrator III	24.54	
13047	Librarian	20.34	
13050	Library Aide/Clerk	13.93	***
13054	Library Information Technology Systems Administrator	18.67	
13058	Library Technician	14.31	***
13061	Media Specialist I	13.25	***
13062	Media Specialist II	14.83	***
13063	Media Specialist III	16.53	
13071	Photographer I	14.69	***
13072	Photographer II	18.91	
13073	Photographer III	22.03	
13074	Photographer IV	26.14	
13075	Photographer V	31.63	
13090	Technical Order Library Clerk	17.49	
13110	Video Teleconference Technician	13.25	***

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.83	
14042	Computer Operator II	21.06	
14043	Computer Operator III	23.48	
14044	Computer Operator IV	26.10	

14045	Computer Operator V		28.90
14071	Computer Programmer I	(see 1)	21.03
14072	Computer Programmer II	(see 1)	26.05
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.83
14160	Personal Computer Support Technician		26.10
14170	System Support Specialist		28.90

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	30.83	
15020	Aircrew Training Devices Instructor (Rated)	37.31	
15030	Air Crew Training Devices Instructor (Pilot)	44.71	
15050	Computer Based Training Specialist / Instructor	30.83	
15060	Educational Technologist	29.31	
15070	Flight Instructor (Pilot)	44.71	
15080	Graphic Artist	23.49	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	44.71	
15086	Maintenance Test Pilot, Rotary Wing	44.71	
15088	Non-Maintenance Test/Co-Pilot	44.71	
15090	Technical Instructor	30.11	
15095	Technical Instructor/Course Developer	36.83	
15110	Test Proctor	24.30	
15120	Tutor	24.30	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	16.62	
16030	Counter Attendant	16.62	
16040	Dry Cleaner	19.39	
16070	Finisher, Flatwork, Machine	16.62	
16090	Presser, Hand	16.62	
16110	Presser, Machine, Drycleaning	16.62	
16130	Presser, Machine, Shirts	16.62	
16160	Presser, Machine, Wearing Apparel, Laundry	16.62	
16190	Sewing Machine Operator	20.20	
16220	Tailor	21.01	
16250	Washer, Machine	17.77	

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	26.36	
19040	Tool And Die Maker	32.41	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	15.27	***
21030	Material Coordinator	27.25	
21040	Material Expediter	27.25	
21050	Material Handling Laborer	14.29	***
21071	Order Filler	13.93	***
21080	Production Line Worker (Food Processing)	15.27	***
21110	Shipping Packer	17.06	
21130	Shipping/Receiving Clerk	17.06	
21140	Store Worker I	15.18	***
21150	Stock Clerk	18.70	
21210	Tools And Parts Attendant	15.27	***
21410	Warehouse Specialist	15.27	***

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	29.59	
23019	Aircraft Logs and Records Technician	23.86	

23021	Aircraft Mechanic I	28.51	
23022	Aircraft Mechanic II	29.59	
23023	Aircraft Mechanic III	30.64	
23040	Aircraft Mechanic Helper	20.67	
23050	Aircraft, Painter	27.27	
23060	Aircraft Servicer	23.86	
23070	Aircraft Survival Flight Equipment Technician	27.27	
23080	Aircraft Worker	25.56	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	25.56	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	28.51	
23110	Appliance Mechanic	26.36	
23120	Bicycle Repairer	21.42	
23125	Cable Splicer	38.52	
23130	Carpenter, Maintenance	20.77	
23140	Carpet Layer	24.71	
23160	Electrician, Maintenance	36.59	
23181	Electronics Technician Maintenance I	24.71	
23182	Electronics Technician Maintenance II	26.36	
23183	Electronics Technician Maintenance III	28.04	
23260	Fabric Worker	23.06	
23290	Fire Alarm System Mechanic	28.04	
23310	Fire Extinguisher Repairer	21.42	
23311	Fuel Distribution System Mechanic	29.76	
23312	Fuel Distribution System Operator	22.73	
23370	General Maintenance Worker	17.67	
23380	Ground Support Equipment Mechanic	28.51	
23381	Ground Support Equipment Servicer	23.86	
23382	Ground Support Equipment Worker	25.56	
23391	Gunsmith I	21.42	
23392	Gunsmith II	24.71	
23393	Gunsmith III	28.04	
23410	Heating, Ventilation And Air-Conditioning Mechanic	21.37	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.47	
23430	Heavy Equipment Mechanic	29.21	
23440	Heavy Equipment Operator	25.67	
23460	Instrument Mechanic	28.04	
23465	Laboratory/Shelter Mechanic	26.36	
23470	Laborer	14.29	***
23510	Locksmith	26.36	
23530	Machinery Maintenance Mechanic	29.35	
23550	Machinist, Maintenance	25.37	
23580	Maintenance Trades Helper	19.84	
23591	Metrology Technician I	28.04	
23592	Metrology Technician II	29.48	
23593	Metrology Technician III	31.00	
23640	Millwright	27.29	
23710	Office Appliance Repairer	26.36	
23760	Painter, Maintenance	20.75	
23790	Pipefitter, Maintenance	24.18	
23810	Plumber, Maintenance	22.74	
23820	Pneudraulic Systems Mechanic	28.04	
23850	Rigger	28.04	
23870	Scale Mechanic	24.71	
23890	Sheet-Metal Worker, Maintenance	24.97	
23910	Small Engine Mechanic	24.71	
23931	Telecommunications Mechanic I	33.20	
23932	Telecommunications Mechanic II	35.26	
23950	Telephone Lineman	28.04	
23960	Welder, Combination, Maintenance	29.48	
23965	Well Driller	26.81	
23970	Woodcraft Worker	28.04	
23980	Woodworker	21.42	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.79	***
24570	Child Care Attendant	12.73	***
24580	Child Care Center Clerk	15.88	***
24610	Chore Aide	13.44	***

24620	Family Readiness And Support Services Coordinator	15.79	***
24630	Homemaker	17.08	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	27.29	
25040	Sewage Plant Operator	21.83	
25070	Stationary Engineer	27.29	
25190	Ventilation Equipment Tender	19.23	
25210	Water Treatment Plant Operator	21.83	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	18.29	
27007	Baggage Inspector	16.00	***
27008	Corrections Officer	19.11	
27010	Court Security Officer	19.18	
27030	Detection Dog Handler	17.89	
27040	Detention Officer	19.11	
27070	Firefighter	19.25	
27101	Guard I	16.00	***
27102	Guard II	17.89	
27131	Police Officer I	24.61	
27132	Police Officer II	27.35	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.94	***
28042	Carnival Equipment Repairer	17.28	
28043	Carnival Worker	12.57	***
28210	Gate Attendant/Gate Tender	16.50	
28310	Lifeguard	13.28	***
28350	Park Attendant (Aide)	18.47	
28510	Recreation Aide/Health Facility Attendant	13.48	***
28515	Recreation Specialist	22.88	
28630	Sports Official	14.70	***
28690	Swimming Pool Operator	19.93	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	26.73	
29020	Hatch Tender	26.73	
29030	Line Handler	26.73	
29041	Stevedore I	24.94	
29042	Stevedore II	28.48	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.82	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.83	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.75	
30021	Archeological Technician I	18.38	
30022	Archeological Technician II	20.56	
30023	Archeological Technician III	25.48	
30030	Cartographic Technician	25.48	
30040	Civil Engineering Technician	25.89	
30051	Cryogenic Technician I	28.21	
30052	Cryogenic Technician II	31.17	
30061	Drafter/CAD Operator I	18.38	
30062	Drafter/CAD Operator II	20.56	
30063	Drafter/CAD Operator III	22.92	
30064	Drafter/CAD Operator IV	28.21	
30081	Engineering Technician I	16.38	
30082	Engineering Technician II	18.38	
30083	Engineering Technician III	20.56	
30084	Engineering Technician IV	25.48	
30085	Engineering Technician V	31.17	

30086	Engineering Technician VI	37.70
30090	Environmental Technician	25.48
30095	Evidence Control Specialist	25.48
30210	Laboratory Technician	28.60
30221	Latent Fingerprint Technician I	27.55
30222	Latent Fingerprint Technician II	30.42
30240	Mathematical Technician	25.48
30361	Paralegal/Legal Assistant I	21.60
30362	Paralegal/Legal Assistant II	26.76
30363	Paralegal/Legal Assistant III	32.74
30364	Paralegal/Legal Assistant IV	39.60
30375	Petroleum Supply Specialist	31.17
30390	Photo-Optics Technician	25.48
30395	Radiation Control Technician	31.17
30461	Technical Writer I	25.48
30462	Technical Writer II	31.17
30463	Technical Writer III	37.70
30491	Unexploded Ordnance (UXO) Technician I	26.58
30492	Unexploded Ordnance (UXO) Technician II	32.16
30493	Unexploded Ordnance (UXO) Technician III	38.54
30494	Unexploded (UXO) Safety Escort	26.58
30495	Unexploded (UXO) Sweep Personnel	26.58
30501	Weather Forecaster I	28.21
30502	Weather Forecaster II	34.32
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.92
30621	Weather Observer, Senior	(see 2) 25.48

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	32.16	
31020	Bus Aide	13.84	***
31030	Bus Driver	19.47	
31043	Driver Courier	18.01	
31260	Parking and Lot Attendant	14.04	***
31290	Shuttle Bus Driver	18.39	
31310	Taxi Driver	14.36	***
31361	Truckdriver, Light	19.52	
31362	Truckdriver, Medium	21.02	
31363	Truckdriver, Heavy	21.40	
31364	Truckdriver, Tractor-Trailer	21.40	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.68	***
99030	Cashier	13.51	***
99050	Desk Clerk	13.31	***
99095	Embalmer	26.58	
99130	Flight Follower	26.58	
99251	Laboratory Animal Caretaker I	16.01	***
99252	Laboratory Animal Caretaker II	17.35	
99260	Marketing Analyst	27.59	
99310	Mortician	26.58	
99410	Pest Controller	21.91	
99510	Photofinishing Worker	13.97	***
99710	Recycling Laborer	20.17	
99711	Recycling Specialist	23.86	
99730	Refuse Collector	18.16	
99810	Sales Clerk	13.63	***
99820	School Crossing Guard	15.52	***
99830	Survey Party Chief	31.88	
99831	Surveying Aide	19.84	
99832	Surveying Technician	27.21	
99840	Vending Machine Attendant	20.46	
99841	Vending Machine Repairer	25.59	
99842	Vending Machine Repairer Helper	20.46	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5481

States/Territories. : Arizona

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona Counties of Graham, Greenlee, Santa Cruz

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.54	***
01012	Accounting Clerk II	16.33	
01013	Accounting Clerk III	18.26	
01020	Administrative Assistant	22.91	
01035	Court Reporter	19.38	
01041	Customer Service Representative I	13.74	***
01042	Customer Service Representative II	14.99	***
01043	Customer Service Representative III	16.84	
01051	Data Entry Operator I	13.18	***
01052	Data Entry Operator II	14.38	***
01060	Dispatcher, Motor Vehicle	17.67	
01070	Document Preparation Clerk	15.43	***
01090	Duplicating Machine Operator	15.43	***
01111	General Clerk I	14.13	***
01112	General Clerk II	15.42	***
01113	General Clerk III	17.30	
01120	Housing Referral Assistant	21.60	
01141	Messenger Courier	12.87	***
01191	Order Clerk I	14.14	***
01192	Order Clerk II	15.43	***
01261	Personnel Assistant (Employment) I	17.32	

01262	Personnel Assistant (Employment) II	19.37	
01263	Personnel Assistant (Employment) III	21.60	
01270	Production Control Clerk	28.55	
01290	Rental Clerk	14.22	***
01300	Scheduler, Maintenance	17.32	
01311	Secretary I	17.32	
01312	Secretary II	19.38	
01313	Secretary III	21.60	
01320	Service Order Dispatcher	15.80	***
01410	Supply Technician	22.91	
01420	Survey Worker	16.72	
01460	Switchboard Operator/Receptionist	14.01	***
01531	Travel Clerk I	14.86	***
01532	Travel Clerk II	16.26	
01533	Travel Clerk III	17.54	
01611	Word Processor I	15.53	***
01612	Word Processor II	17.44	
01613	Word Processor III	19.50	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	21.80	
05010	Automotive Electrician	19.27	
05040	Automotive Glass Installer	17.40	
05070	Automotive Worker	17.40	
05110	Mobile Equipment Servicer	15.55	***
05130	Motor Equipment Metal Mechanic	19.27	
05160	Motor Equipment Metal Worker	17.40	
05190	Motor Vehicle Mechanic	19.27	
05220	Motor Vehicle Mechanic Helper	14.46	***
05250	Motor Vehicle Upholstery Worker	16.51	
05280	Motor Vehicle Wrecker	17.40	
05310	Painter, Automotive	18.34	
05340	Radiator Repair Specialist	17.40	
05370	Tire Repairer	14.37	***
05400	Transmission Repair Specialist	19.27	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.75	***
07041	Cook I	14.67	***
07042	Cook II	16.93	
07070	Dishwasher	13.35	***
07130	Food Service Worker	13.88	***
07210	Meat Cutter	16.73	
07260	Waiter/Waitress	13.99	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	26.36	
09040	Furniture Handler	16.69	
09080	Furniture Refinisher	26.36	
09090	Furniture Refinisher Helper	19.76	
09110	Furniture Repairer, Minor	23.06	
09130	Upholsterer	26.36	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.56	***
11060	Elevator Operator	14.27	***
11090	Gardener	18.54	
11122	Housekeeping Aide	14.27	***
11150	Janitor	14.27	***
11210	Laborer, Grounds Maintenance	14.45	***
11240	Maid or Houseman	13.54	***
11260	Pruner	13.57	***
11270	Tractor Operator	17.11	
11330	Trail Maintenance Worker	14.45	***

11360	Window Cleaner	15.20	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.69	
12011	Breath Alcohol Technician	23.90	
12012	Certified Occupational Therapist Assistant	32.79	
12015	Certified Physical Therapist Assistant	27.84	
12020	Dental Assistant	19.02	
12025	Dental Hygienist	44.74	
12030	EKG Technician	36.22	
12035	Electroneurodiagnostic Technologist	36.22	
12040	Emergency Medical Technician	17.69	
12071	Licensed Practical Nurse I	21.37	
12072	Licensed Practical Nurse II	23.90	
12073	Licensed Practical Nurse III	26.64	
12100	Medical Assistant	17.30	
12130	Medical Laboratory Technician	24.72	
12160	Medical Record Clerk	19.27	
12190	Medical Record Technician	21.55	
12195	Medical Transcriptionist	21.37	
12210	Nuclear Medicine Technologist	52.53	
12221	Nursing Assistant I	12.28	***
12222	Nursing Assistant II	13.80	***
12223	Nursing Assistant III	15.06	***
12224	Nursing Assistant IV	16.90	
12235	Optical Dispenser	18.48	
12236	Optical Technician	21.37	
12250	Pharmacy Technician	18.43	
12280	Phlebotomist	19.11	
12305	Radiologic Technologist	31.03	
12311	Registered Nurse I	25.04	
12312	Registered Nurse II	30.63	
12313	Registered Nurse II, Specialist	30.63	
12314	Registered Nurse III	37.06	
12315	Registered Nurse III, Anesthetist	37.06	
12316	Registered Nurse IV	44.41	
12317	Scheduler (Drug and Alcohol Testing)	29.61	
12320	Substance Abuse Treatment Counselor	23.91	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	17.70	
13012	Exhibits Specialist II	21.53	
13013	Exhibits Specialist III	26.33	
13041	Illustrator I	18.56	
13042	Illustrator II	21.47	
13043	Illustrator III	26.26	
13047	Librarian	22.65	
13050	Library Aide/Clerk	13.93	***
13054	Library Information Technology Systems Administrator	20.46	
13058	Library Technician	17.94	
13061	Media Specialist I	14.76	***
13062	Media Specialist II	16.51	
13063	Media Specialist III	18.41	
13071	Photographer I	14.80	***
13072	Photographer II	18.32	
13073	Photographer III	20.51	
13074	Photographer IV	25.09	
13075	Photographer V	30.35	
13090	Technical Order Library Clerk	17.49	
13110	Video Teleconference Technician	16.98	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.83	
14042	Computer Operator II	21.06	
14043	Computer Operator III	23.48	
14044	Computer Operator IV	26.10	

14045	Computer Operator V		28.90
14071	Computer Programmer I	(see 1)	19.95
14072	Computer Programmer II	(see 1)	24.53
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.83
14160	Personal Computer Support Technician		26.10
14170	System Support Specialist		28.90

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	30.83	
15020	Aircrew Training Devices Instructor (Rated)	37.31	
15030	Air Crew Training Devices Instructor (Pilot)	44.71	
15050	Computer Based Training Specialist / Instructor	30.83	
15060	Educational Technologist	29.09	
15070	Flight Instructor (Pilot)	44.71	
15080	Graphic Artist	23.49	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	44.71	
15086	Maintenance Test Pilot, Rotary Wing	44.71	
15088	Non-Maintenance Test/Co-Pilot	44.71	
15090	Technical Instructor	30.11	
15095	Technical Instructor/Course Developer	36.83	
15110	Test Proctor	24.30	
15120	Tutor	24.30	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	16.62	
16030	Counter Attendant	16.62	
16040	Dry Cleaner	19.39	
16070	Finisher, Flatwork, Machine	16.62	
16090	Presser, Hand	16.62	
16110	Presser, Machine, Drycleaning	16.62	
16130	Presser, Machine, Shirts	16.62	
16160	Presser, Machine, Wearing Apparel, Laundry	16.62	
16190	Sewing Machine Operator	20.20	
16220	Tailor	21.01	
16250	Washer, Machine	17.77	

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	26.36	
19040	Tool And Die Maker	32.41	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	15.46	***
21030	Material Coordinator	28.55	
21040	Material Expediter	28.55	
21050	Material Handling Laborer	14.29	***
21071	Order Filler	13.93	***
21080	Production Line Worker (Food Processing)	15.46	***
21110	Shipping Packer	17.06	
21130	Shipping/Receiving Clerk	17.06	
21140	Store Worker I	15.18	***
21150	Stock Clerk	18.70	
21210	Tools And Parts Attendant	15.46	***
21410	Warehouse Specialist	15.46	***

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	29.51	
23019	Aircraft Logs and Records Technician	23.86	

23021	Aircraft Mechanic I	28.04	
23022	Aircraft Mechanic II	29.50	
23023	Aircraft Mechanic III	30.90	
23040	Aircraft Mechanic Helper	20.44	
23050	Aircraft, Painter	27.27	
23060	Aircraft Servicer	23.86	
23070	Aircraft Survival Flight Equipment Technician	27.27	
23080	Aircraft Worker	25.33	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	25.33	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	28.04	
23110	Appliance Mechanic	26.36	
23120	Bicycle Repairer	21.42	
23125	Cable Splicer	40.54	
23130	Carpenter, Maintenance	20.77	
23140	Carpet Layer	24.71	
23160	Electrician, Maintenance	36.39	
23181	Electronics Technician Maintenance I	24.71	
23182	Electronics Technician Maintenance II	26.36	
23183	Electronics Technician Maintenance III	28.04	
23260	Fabric Worker	23.06	
23290	Fire Alarm System Mechanic	28.04	
23310	Fire Extinguisher Repairer	21.42	
23311	Fuel Distribution System Mechanic	29.76	
23312	Fuel Distribution System Operator	22.73	
23370	General Maintenance Worker	17.67	
23380	Ground Support Equipment Mechanic	28.04	
23381	Ground Support Equipment Servicer	23.86	
23382	Ground Support Equipment Worker	25.33	
23391	Gunsmith I	21.42	
23392	Gunsmith II	24.71	
23393	Gunsmith III	28.04	
23410	Heating, Ventilation And Air-Conditioning Mechanic	21.37	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.47	
23430	Heavy Equipment Mechanic	29.21	
23440	Heavy Equipment Operator	25.58	
23460	Instrument Mechanic	28.04	
23465	Laboratory/Shelter Mechanic	26.36	
23470	Laborer	14.29	***
23510	Locksmith	26.36	
23530	Machinery Maintenance Mechanic	29.35	
23550	Machinist, Maintenance	25.37	
23580	Maintenance Trades Helper	18.41	
23591	Metrology Technician I	28.04	
23592	Metrology Technician II	29.48	
23593	Metrology Technician III	31.00	
23640	Millwright	27.29	
23710	Office Appliance Repairer	26.36	
23760	Painter, Maintenance	20.75	
23790	Pipefitter, Maintenance	24.18	
23810	Plumber, Maintenance	22.95	
23820	Pneudraulic Systems Mechanic	28.04	
23850	Rigger	28.04	
23870	Scale Mechanic	24.71	
23890	Sheet-Metal Worker, Maintenance	24.59	
23910	Small Engine Mechanic	24.71	
23931	Telecommunications Mechanic I	33.54	
23932	Telecommunications Mechanic II	35.26	
23950	Telephone Lineman	28.04	
23960	Welder, Combination, Maintenance	29.48	
23965	Well Driller	27.01	
23970	Woodcraft Worker	28.04	
23980	Woodworker	21.42	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.79	***
24570	Child Care Attendant	12.73	***
24580	Child Care Center Clerk	15.88	***
24610	Chore Aide	13.44	***

24620	Family Readiness And Support Services Coordinator	15.79	***
24630	Homemaker	15.79	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	27.29	
25040	Sewage Plant Operator	21.83	
25070	Stationary Engineer	27.29	
25190	Ventilation Equipment Tender	19.23	
25210	Water Treatment Plant Operator	21.83	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	18.93	
27007	Baggage Inspector	16.00	***
27008	Corrections Officer	20.11	
27010	Court Security Officer	22.42	
27030	Detection Dog Handler	17.89	
27040	Detention Officer	20.11	
27070	Firefighter	20.11	
27101	Guard I	16.00	***
27102	Guard II	17.89	
27131	Police Officer I	24.73	
27132	Police Officer II	29.60	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.94	***
28042	Carnival Equipment Repairer	17.28	
28043	Carnival Worker	12.57	***
28210	Gate Attendant/Gate Tender	16.94	
28310	Lifeguard	13.72	***
28350	Park Attendant (Aide)	18.95	
28510	Recreation Aide/Health Facility Attendant	14.39	***
28515	Recreation Specialist	22.88	
28630	Sports Official	15.09	***
28690	Swimming Pool Operator	19.93	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	26.73	
29020	Hatch Tender	26.73	
29030	Line Handler	26.73	
29041	Stevedore I	24.94	
29042	Stevedore II	28.48	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.82	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.83	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.75	
30021	Archeological Technician I	18.38	
30022	Archeological Technician II	20.56	
30023	Archeological Technician III	25.48	
30030	Cartographic Technician	25.48	
30040	Civil Engineering Technician	25.89	
30051	Cryogenic Technician I	28.21	
30052	Cryogenic Technician II	31.17	
30061	Drafter/CAD Operator I	18.38	
30062	Drafter/CAD Operator II	20.56	
30063	Drafter/CAD Operator III	22.92	
30064	Drafter/CAD Operator IV	28.21	
30081	Engineering Technician I	16.38	
30082	Engineering Technician II	18.38	
30083	Engineering Technician III	20.56	
30084	Engineering Technician IV	25.48	
30085	Engineering Technician V	31.17	

30086	Engineering Technician VI	37.70
30090	Environmental Technician	25.48
30095	Evidence Control Specialist	25.48
30210	Laboratory Technician	28.31
30221	Latent Fingerprint Technician I	27.55
30222	Latent Fingerprint Technician II	30.42
30240	Mathematical Technician	25.48
30361	Paralegal/Legal Assistant I	21.60
30362	Paralegal/Legal Assistant II	26.76
30363	Paralegal/Legal Assistant III	32.74
30364	Paralegal/Legal Assistant IV	39.60
30375	Petroleum Supply Specialist	31.17
30390	Photo-Optics Technician	25.48
30395	Radiation Control Technician	31.17
30461	Technical Writer I	25.48
30462	Technical Writer II	31.17
30463	Technical Writer III	37.70
30491	Unexploded Ordnance (UXO) Technician I	26.58
30492	Unexploded Ordnance (UXO) Technician II	32.16
30493	Unexploded Ordnance (UXO) Technician III	38.54
30494	Unexploded (UXO) Safety Escort	26.58
30495	Unexploded (UXO) Sweep Personnel	26.58
30501	Weather Forecaster I	28.21
30502	Weather Forecaster II	34.32
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.92
30621	Weather Observer, Senior	(see 2) 25.48

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	32.16	
31020	Bus Aide	13.84	***
31030	Bus Driver	19.47	
31043	Driver Courier	18.01	
31260	Parking and Lot Attendant	14.04	***
31290	Shuttle Bus Driver	18.39	
31310	Taxi Driver	14.36	***
31361	Truckdriver, Light	19.52	
31362	Truckdriver, Medium	21.02	
31363	Truckdriver, Heavy	21.40	
31364	Truckdriver, Tractor-Trailer	21.40	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.68	***
99030	Cashier	13.51	***
99050	Desk Clerk	13.31	***
99095	Embalmer	26.58	
99130	Flight Follower	26.58	
99251	Laboratory Animal Caretaker I	16.01	***
99252	Laboratory Animal Caretaker II	17.35	
99260	Marketing Analyst	27.59	
99310	Mortician	26.58	
99410	Pest Controller	22.12	
99510	Photofinishing Worker	13.97	***
99710	Recycling Laborer	18.51	
99711	Recycling Specialist	22.32	
99730	Refuse Collector	16.95	
99810	Sales Clerk	13.63	***
99820	School Crossing Guard	14.56	***
99830	Survey Party Chief	38.75	
99831	Surveying Aide	21.92	
99832	Surveying Technician	27.21	
99840	Vending Machine Attendant	20.46	
99841	Vending Machine Repairer	25.59	
99842	Vending Machine Repairer Helper	20.46	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5719

States/Territories. : Arizona

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona County of Cochise

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.65	***
01012	Accounting Clerk II	16.45	
01013	Accounting Clerk III	18.40	
01020	Administrative Assistant	23.56	
01035	Court Reporter	18.85	
01041	Customer Service Representative I	13.67	***
01042	Customer Service Representative II	14.95	***
01043	Customer Service Representative III	16.79	
01051	Data Entry Operator I	14.32	***
01052	Data Entry Operator II	15.63	***
01060	Dispatcher, Motor Vehicle	17.52	
01070	Document Preparation Clerk	15.01	***
01090	Duplicating Machine Operator	15.01	***
01111	General Clerk I	13.93	***
01112	General Clerk II	15.20	***
01113	General Clerk III	17.07	
01120	Housing Referral Assistant	21.02	
01141	Messenger Courier	12.24	***
01191	Order Clerk I	13.76	***
01192	Order Clerk II	15.01	***
01261	Personnel Assistant (Employment) I	17.58	

01262	Personnel Assistant (Employment) II	19.67	
01263	Personnel Assistant (Employment) III	21.93	
01270	Production Control Clerk	22.87	
01290	Rental Clerk	15.86	***
01300	Scheduler, Maintenance	16.85	
01311	Secretary I	16.85	
01312	Secretary II	18.85	
01313	Secretary III	21.02	
01320	Service Order Dispatcher	15.66	***
01410	Supply Technician	23.56	
01420	Survey Worker	16.92	
01460	Switchboard Operator/Receptionist	13.70	***
01531	Travel Clerk I	13.94	***
01532	Travel Clerk II	14.65	***
01533	Travel Clerk III	15.34	***
01611	Word Processor I	15.01	***
01612	Word Processor II	16.85	
01613	Word Processor III	18.85	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	24.81	
05010	Automotive Electrician	24.74	
05040	Automotive Glass Installer	23.32	
05070	Automotive Worker	23.32	
05110	Mobile Equipment Servicer	20.71	
05130	Motor Equipment Metal Mechanic	25.96	
05160	Motor Equipment Metal Worker	23.32	
05190	Motor Vehicle Mechanic	25.96	
05220	Motor Vehicle Mechanic Helper	19.39	
05250	Motor Vehicle Upholstery Worker	22.01	
05280	Motor Vehicle Wrecker	23.32	
05310	Painter, Automotive	24.59	
05340	Radiator Repair Specialist	23.32	
05370	Tire Repairer	15.83	***
05400	Transmission Repair Specialist	25.96	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	20.76	
07041	Cook I	14.38	***
07042	Cook II	16.21	
07070	Dishwasher	13.47	***
07130	Food Service Worker	13.52	***
07210	Meat Cutter	18.40	
07260	Waiter/Waitress	14.92	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.87	
09040	Furniture Handler	15.36	***
09080	Furniture Refinisher	22.87	
09090	Furniture Refinisher Helper	17.93	
09110	Furniture Repairer, Minor	20.46	
09130	Upholsterer	22.87	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.45	***
11060	Elevator Operator	13.45	***
11090	Gardener	17.87	
11122	Housekeeping Aide	13.69	***
11150	Janitor	13.69	***
11210	Laborer, Grounds Maintenance	14.28	***
11240	Maid or Houseman	13.42	***
11260	Pruner	13.12	***
11270	Tractor Operator	16.67	
11330	Trail Maintenance Worker	14.28	***

11360	Window Cleaner	14.90	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.84	
12011	Breath Alcohol Technician	22.45	
12012	Certified Occupational Therapist Assistant	30.80	
12015	Certified Physical Therapist Assistant	30.73	
12020	Dental Assistant	18.41	
12025	Dental Hygienist	43.74	
12030	EKG Technician	34.01	
12035	Electroneurodiagnostic Technologist	34.01	
12040	Emergency Medical Technician	18.84	
12071	Licensed Practical Nurse I	20.08	
12072	Licensed Practical Nurse II	22.45	
12073	Licensed Practical Nurse III	25.03	
12100	Medical Assistant	16.34	
12130	Medical Laboratory Technician	28.92	
12160	Medical Record Clerk	16.18	***
12190	Medical Record Technician	18.09	
12195	Medical Transcriptionist	20.08	
12210	Nuclear Medicine Technologist	49.34	
12221	Nursing Assistant I	11.99	***
12222	Nursing Assistant II	13.48	***
12223	Nursing Assistant III	14.71	***
12224	Nursing Assistant IV	16.51	
12235	Optical Dispenser	22.45	
12236	Optical Technician	20.08	
12250	Pharmacy Technician	17.48	
12280	Phlebotomist	20.03	
12305	Radiologic Technologist	30.86	
12311	Registered Nurse I	25.04	
12312	Registered Nurse II	30.63	
12313	Registered Nurse II, Specialist	30.63	
12314	Registered Nurse III	37.06	
12315	Registered Nurse III, Anesthetist	37.06	
12316	Registered Nurse IV	44.41	
12317	Scheduler (Drug and Alcohol Testing)	27.82	
12320	Substance Abuse Treatment Counselor	24.44	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	17.70	
13012	Exhibits Specialist II	21.53	
13013	Exhibits Specialist III	26.33	
13041	Illustrator I	18.56	
13042	Illustrator II	21.47	
13043	Illustrator III	26.26	
13047	Librarian	22.65	
13050	Library Aide/Clerk	12.42	***
13054	Library Information Technology Systems Administrator	20.46	
13058	Library Technician	17.94	
13061	Media Specialist I	14.76	***
13062	Media Specialist II	16.51	
13063	Media Specialist III	18.41	
13071	Photographer I	14.80	***
13072	Photographer II	18.32	
13073	Photographer III	20.51	
13074	Photographer IV	25.09	
13075	Photographer V	30.35	
13090	Technical Order Library Clerk	15.47	***
13110	Video Teleconference Technician	16.98	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.01	
14042	Computer Operator II	19.02	
14043	Computer Operator III	21.22	
14044	Computer Operator IV	23.57	

14045	Computer Operator V		26.10
14071	Computer Programmer I	(see 1)	18.14
14072	Computer Programmer II	(see 1)	22.30
14073	Computer Programmer III	(see 1)	26.60
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		17.01
14160	Personal Computer Support Technician		23.57
14170	System Support Specialist		33.75

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	31.74	
15020	Aircrew Training Devices Instructor (Rated)	38.39	
15030	Air Crew Training Devices Instructor (Pilot)	46.03	
15050	Computer Based Training Specialist / Instructor	31.74	
15060	Educational Technologist	30.84	
15070	Flight Instructor (Pilot)	46.03	
15080	Graphic Artist	32.09	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	46.03	
15086	Maintenance Test Pilot, Rotary Wing	46.03	
15088	Non-Maintenance Test/Co-Pilot	46.03	
15090	Technical Instructor	31.64	
15095	Technical Instructor/Course Developer	38.71	
15110	Test Proctor	25.54	
15120	Tutor	25.54	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	14.00	***
16030	Counter Attendant	14.00	***
16040	Dry Cleaner	16.01	***
16070	Finisher, Flatwork, Machine	14.00	***
16090	Presser, Hand	14.00	***
16110	Presser, Machine, Drycleaning	14.00	***
16130	Presser, Machine, Shirts	14.00	***
16160	Presser, Machine, Wearing Apparel, Laundry	14.00	***
16190	Sewing Machine Operator	16.68	
16220	Tailor	17.35	
16250	Washer, Machine	14.67	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	22.87	
19040	Tool And Die Maker	27.95	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	14.05	***
21030	Material Coordinator	22.87	
21040	Material Expediter	22.87	
21050	Material Handling Laborer	14.33	***
21071	Order Filler	14.29	***
21080	Production Line Worker (Food Processing)	14.05	***
21110	Shipping Packer	14.24	***
21130	Shipping/Receiving Clerk	14.24	***
21140	Store Worker I	14.73	***
21150	Stock Clerk	19.06	
21210	Tools And Parts Attendant	14.05	***
21410	Warehouse Specialist	14.05	***

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	29.36	
23019	Aircraft Logs and Records Technician	23.62	

23021	Aircraft Mechanic I	27.90	
23022	Aircraft Mechanic II	29.36	
23023	Aircraft Mechanic III	30.82	
23040	Aircraft Mechanic Helper	20.70	
23050	Aircraft, Painter	26.41	
23060	Aircraft Servicer	23.62	
23070	Aircraft Survival Flight Equipment Technician	26.41	
23080	Aircraft Worker	25.02	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	25.02	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	27.90	
23110	Appliance Mechanic	22.87	
23120	Bicycle Repairer	19.22	
23125	Cable Splicer	31.15	
23130	Carpenter, Maintenance	18.32	
23140	Carpet Layer	21.67	
23160	Electrician, Maintenance	21.53	
23181	Electronics Technician Maintenance I	24.15	
23182	Electronics Technician Maintenance II	26.90	
23183	Electronics Technician Maintenance III	28.40	
23260	Fabric Worker	20.46	
23290	Fire Alarm System Mechanic	24.16	
23310	Fire Extinguisher Repairer	19.22	
23311	Fuel Distribution System Mechanic	24.16	
23312	Fuel Distribution System Operator	19.22	
23370	General Maintenance Worker	16.69	
23380	Ground Support Equipment Mechanic	27.90	
23381	Ground Support Equipment Servicer	23.62	
23382	Ground Support Equipment Worker	25.02	
23391	Gunsmith I	19.22	
23392	Gunsmith II	21.67	
23393	Gunsmith III	24.16	
23410	Heating, Ventilation And Air-Conditioning Mechanic	20.72	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.81	
23430	Heavy Equipment Mechanic	26.58	
23440	Heavy Equipment Operator	22.91	
23460	Instrument Mechanic	24.16	
23465	Laboratory/Shelter Mechanic	22.87	
23470	Laborer	14.33	***
23510	Locksmith	22.87	
23530	Machinery Maintenance Mechanic	24.90	
23550	Machinist, Maintenance	24.16	
23580	Maintenance Trades Helper	17.44	
23591	Metrology Technician I	24.16	
23592	Metrology Technician II	25.43	
23593	Metrology Technician III	26.69	
23640	Millwright	24.16	
23710	Office Appliance Repairer	22.87	
23760	Painter, Maintenance	21.27	
23790	Pipefitter, Maintenance	23.11	
23810	Plumber, Maintenance	21.88	
23820	Pneudraulic Systems Mechanic	24.16	
23850	Rigger	24.16	
23870	Scale Mechanic	21.67	
23890	Sheet-Metal Worker, Maintenance	24.16	
23910	Small Engine Mechanic	21.67	
23931	Telecommunications Mechanic I	29.33	
23932	Telecommunications Mechanic II	30.87	
23950	Telephone Lineman	24.16	
23960	Welder, Combination, Maintenance	25.56	
23965	Well Driller	26.21	
23970	Woodcraft Worker	24.16	
23980	Woodworker	19.22	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	19.04	
24570	Child Care Attendant	13.64	***
24580	Child Care Center Clerk	17.01	
24610	Chore Aide	13.33	***

24620	Family Readiness And Support Services Coordinator	19.04
24630	Homemaker	19.04

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	24.16	
25040	Sewage Plant Operator	22.27	
25070	Stationary Engineer	24.16	
25190	Ventilation Equipment Tender	17.93	
25210	Water Treatment Plant Operator	22.27	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	23.17	
27007	Baggage Inspector	15.69	***
27008	Corrections Officer	21.42	
27010	Court Security Officer	22.42	
27030	Detection Dog Handler	17.90	
27040	Detention Officer	21.42	
27070	Firefighter	23.52	
27101	Guard I	15.69	***
27102	Guard II	17.90	
27131	Police Officer I	24.73	
27132	Police Officer II	29.60	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	9.50	***
28042	Carnival Equipment Repairer	10.20	***
28043	Carnival Worker	8.24	***
28210	Gate Attendant/Gate Tender	17.08	
28310	Lifeguard	14.15	***
28350	Park Attendant (Aide)	19.11	
28510	Recreation Aide/Health Facility Attendant	13.95	***
28515	Recreation Specialist	23.44	
28630	Sports Official	15.22	***
28690	Swimming Pool Operator	24.61	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	21.67	
29020	Hatch Tender	21.67	
29030	Line Handler	21.67	
29041	Stevedore I	20.46	
29042	Stevedore II	22.87	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.82	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.83	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.75	
30021	Archeological Technician I	17.28	
30022	Archeological Technician II	19.33	
30023	Archeological Technician III	23.96	
30030	Cartographic Technician	23.96	
30040	Civil Engineering Technician	22.98	
30051	Cryogenic Technician I	24.67	
30052	Cryogenic Technician II	27.24	
30061	Drafter/CAD Operator I	17.28	
30062	Drafter/CAD Operator II	19.33	
30063	Drafter/CAD Operator III	21.56	
30064	Drafter/CAD Operator IV	26.52	
30081	Engineering Technician I	14.98	***
30082	Engineering Technician II	16.21	
30083	Engineering Technician III	18.81	
30084	Engineering Technician IV	22.28	
30085	Engineering Technician V	27.24	

30086	Engineering Technician VI	32.97
30090	Environmental Technician	22.28
30095	Evidence Control Specialist	22.28
30210	Laboratory Technician	20.05
30221	Latent Fingerprint Technician I	24.67
30222	Latent Fingerprint Technician II	27.24
30240	Mathematical Technician	23.96
30361	Paralegal/Legal Assistant I	21.49
30362	Paralegal/Legal Assistant II	26.65
30363	Paralegal/Legal Assistant III	31.22
30364	Paralegal/Legal Assistant IV	37.78
30375	Petroleum Supply Specialist	27.24
30390	Photo-Optics Technician	23.96
30395	Radiation Control Technician	27.24
30461	Technical Writer I	22.28
30462	Technical Writer II	27.24
30463	Technical Writer III	32.97
30491	Unexploded Ordnance (UXO) Technician I	26.58
30492	Unexploded Ordnance (UXO) Technician II	32.16
30493	Unexploded Ordnance (UXO) Technician III	38.54
30494	Unexploded (UXO) Safety Escort	26.58
30495	Unexploded (UXO) Sweep Personnel	26.58
30501	Weather Forecaster I	26.52
30502	Weather Forecaster II	32.36
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 21.56
30621	Weather Observer, Senior	(see 2) 23.96

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	32.16	
31020	Bus Aide	13.84	***
31030	Bus Driver	18.43	
31043	Driver Courier	17.17	
31260	Parking and Lot Attendant	13.52	***
31290	Shuttle Bus Driver	17.47	
31310	Taxi Driver	13.70	***
31361	Truckdriver, Light	18.41	
31362	Truckdriver, Medium	19.60	
31363	Truckdriver, Heavy	20.53	
31364	Truckdriver, Tractor-Trailer	20.53	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.68	***
99030	Cashier	13.22	***
99050	Desk Clerk	13.15	***
99095	Embalmer	26.58	
99130	Flight Follower	26.58	
99251	Laboratory Animal Caretaker I	16.52	
99252	Laboratory Animal Caretaker II	17.67	
99260	Marketing Analyst	29.13	
99310	Mortician	26.58	
99410	Pest Controller	23.47	
99510	Photofinishing Worker	13.97	***
99710	Recycling Laborer	17.62	
99711	Recycling Specialist	20.57	
99730	Refuse Collector	16.19	***
99810	Sales Clerk	13.70	***
99820	School Crossing Guard	16.19	***
99830	Survey Party Chief	26.74	
99831	Surveying Aide	15.13	***
99832	Surveying Technician	18.77	
99840	Vending Machine Attendant	20.57	
99841	Vending Machine Repairer	24.86	
99842	Vending Machine Repairer Helper	20.57	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4673

States/Territories. : Arkansas

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

States: Arkansas, Mississippi, Tennessee
Area: Arkansas County of Crittenden
Mississippi Counties of Benton, De Soto, Marshall
Tennessee Counties of Fayette, Shelby, Tipton

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.94	***
01012	Accounting Clerk II	17.90	
01013	Accounting Clerk III	20.02	
01020	Administrative Assistant	29.17	
01035	Court Reporter	20.57	
01041	Customer Service Representative I	14.31	***
01042	Customer Service Representative II	15.61	***
01043	Customer Service Representative III	17.52	
01051	Data Entry Operator I	14.26	***
01052	Data Entry Operator II	15.56	***
01060	Dispatcher, Motor Vehicle	22.42	
01070	Document Preparation Clerk	14.89	***
01090	Duplicating Machine Operator	14.89	***
01111	General Clerk I	13.61	***
01112	General Clerk II	14.85	***
01113	General Clerk III	16.67	
01120	Housing Referral Assistant	20.25	
01141	Messenger Courier	15.46	***
01191	Order Clerk I	14.74	***

01192	Order Clerk II	16.09	***
01261	Personnel Assistant (Employment) I	16.61	
01262	Personnel Assistant (Employment) II	18.57	
01263	Personnel Assistant (Employment) III	20.70	
01270	Production Control Clerk	22.37	
01290	Rental Clerk	15.13	***
01300	Scheduler, Maintenance	16.09	***
01311	Secretary I	16.09	***
01312	Secretary II	18.00	
01313	Secretary III	20.07	
01320	Service Order Dispatcher	20.04	
01410	Supply Technician	29.17	
01420	Survey Worker	17.74	
01460	Switchboard Operator/Receptionist	14.15	***
01531	Travel Clerk I	18.34	
01532	Travel Clerk II	19.53	
01533	Travel Clerk III	21.02	
01611	Word Processor I	14.95	***
01612	Word Processor II	16.79	
01613	Word Processor III	18.77	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	21.84	
05010	Automotive Electrician	21.05	
05040	Automotive Glass Installer	19.67	
05070	Automotive Worker	19.67	
05110	Mobile Equipment Servicer	16.75	
05130	Motor Equipment Metal Mechanic	22.42	
05160	Motor Equipment Metal Worker	19.67	
05190	Motor Vehicle Mechanic	22.42	
05220	Motor Vehicle Mechanic Helper	15.35	***
05250	Motor Vehicle Upholstery Worker	18.23	
05280	Motor Vehicle Wrecker	19.67	
05310	Painter, Automotive	21.05	
05340	Radiator Repair Specialist	19.67	
05370	Tire Repairer	14.55	***
05400	Transmission Repair Specialist	22.42	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	16.56	
07041	Cook I	13.12	***
07042	Cook II	15.40	***
07070	Dishwasher	11.38	***
07130	Food Service Worker	9.96	***
07210	Meat Cutter	15.93	***
07260	Waiter/Waitress	9.07	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	18.14	
09040	Furniture Handler	10.74	***
09080	Furniture Refinisher	16.70	
09090	Furniture Refinisher Helper	12.97	***
09110	Furniture Repairer, Minor	15.27	***
09130	Upholsterer	17.53	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.97	***
11060	Elevator Operator	13.97	***
11090	Gardener	19.25	
11122	Housekeeping Aide	11.74	***
11150	Janitor	11.74	***
11210	Laborer, Grounds Maintenance	14.39	***
11240	Maid or Houseman	11.52	***
11260	Pruner	12.81	***

11270	Tractor Operator	17.64	
11330	Trail Maintenance Worker	14.39	***
11360	Window Cleaner	13.19	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.36	
12011	Breath Alcohol Technician	20.14	
12012	Certified Occupational Therapist Assistant	30.43	
12015	Certified Physical Therapist Assistant	29.80	
12020	Dental Assistant	19.29	
12025	Dental Hygienist	36.85	
12030	EKG Technician	26.49	
12035	Electroneurodiagnostic Technologist	26.49	
12040	Emergency Medical Technician	19.36	
12071	Licensed Practical Nurse I	18.00	
12072	Licensed Practical Nurse II	20.14	
12073	Licensed Practical Nurse III	22.45	
12100	Medical Assistant	17.48	
12130	Medical Laboratory Technician	28.90	
12160	Medical Record Clerk	20.20	
12190	Medical Record Technician	22.60	
12195	Medical Transcriptionist	18.38	
12210	Nuclear Medicine Technologist	38.16	
12221	Nursing Assistant I	11.63	***
12222	Nursing Assistant II	13.07	***
12223	Nursing Assistant III	14.26	***
12224	Nursing Assistant IV	16.00	***
12235	Optical Dispenser	18.03	
12236	Optical Technician	16.24	
12250	Pharmacy Technician	17.53	
12280	Phlebotomist	17.08	
12305	Radiologic Technologist	29.18	
12311	Registered Nurse I	25.41	
12312	Registered Nurse II	30.43	
12313	Registered Nurse II, Specialist	30.43	
12314	Registered Nurse III	36.80	
12315	Registered Nurse III, Anesthetist	36.80	
12316	Registered Nurse IV	44.11	
12317	Scheduler (Drug and Alcohol Testing)	24.95	
12320	Substance Abuse Treatment Counselor	22.22	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.52	
13012	Exhibits Specialist II	26.65	
13013	Exhibits Specialist III	32.60	
13041	Illustrator I	22.04	
13042	Illustrator II	27.29	
13043	Illustrator III	33.39	
13047	Librarian	29.52	
13050	Library Aide/Clerk	15.81	***
13054	Library Information Technology Systems Administrator	26.65	
13058	Library Technician	14.01	***
13061	Media Specialist I	19.23	
13062	Media Specialist II	21.52	
13063	Media Specialist III	23.98	
13071	Photographer I	16.58	
13072	Photographer II	18.55	
13073	Photographer III	22.99	
13074	Photographer IV	28.12	
13075	Photographer V	34.01	
13090	Technical Order Library Clerk	21.44	
13110	Video Teleconference Technician	19.15	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.11	
14042	Computer Operator II	20.25	

14043	Computer Operator III	22.57
14044	Computer Operator IV	25.08
14045	Computer Operator V	27.78
14071	Computer Programmer I (see 1)	21.66
14072	Computer Programmer II (see 1)	26.85
14073	Computer Programmer III (see 1)	nan
14074	Computer Programmer IV (see 1)	nan
14101	Computer Systems Analyst I (see 1)	nan
14102	Computer Systems Analyst II (see 1)	nan
14103	Computer Systems Analyst III (see 1)	nan
14150	Peripheral Equipment Operator	18.11
14160	Personal Computer Support Technician	25.08
14170	System Support Specialist	27.78

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	30.67	
15020	Aircrew Training Devices Instructor (Rated)	37.89	
15030	Air Crew Training Devices Instructor (Pilot)	44.48	
15050	Computer Based Training Specialist / Instructor	30.67	
15060	Educational Technologist	33.21	
15070	Flight Instructor (Pilot)	44.48	
15080	Graphic Artist	24.02	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	44.39	
15086	Maintenance Test Pilot, Rotary Wing	44.39	
15088	Non-Maintenance Test/Co-Pilot	44.39	
15090	Technical Instructor	23.43	
15095	Technical Instructor/Course Developer	28.66	
15110	Test Proctor	18.91	
15120	Tutor	18.91	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	12.40	***
16030	Counter Attendant	12.40	***
16040	Dry Cleaner	14.33	***
16070	Finisher, Flatwork, Machine	12.40	***
16090	Presser, Hand	12.40	***
16110	Presser, Machine, Drycleaning	12.40	***
16130	Presser, Machine, Shirts	12.40	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.40	***
16190	Sewing Machine Operator	15.05	***
16220	Tailor	16.04	***
16250	Washer, Machine	12.99	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	18.56	
19040	Tool And Die Maker	23.42	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	17.03	
21030	Material Coordinator	22.37	
21040	Material Expediter	22.37	
21050	Material Handling Laborer	14.40	***
21071	Order Filler	14.17	***
21080	Production Line Worker (Food Processing)	17.03	
21110	Shipping Packer	16.60	
21130	Shipping/Receiving Clerk	16.60	
21140	Store Worker I	12.13	***
21150	Stock Clerk	17.19	
21210	Tools And Parts Attendant	17.03	
21410	Warehouse Specialist	17.03	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
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23010	Aerospace Structural Welder	36.58	
23019	Aircraft Logs and Records Technician	28.06	
23021	Aircraft Mechanic I	34.51	
23022	Aircraft Mechanic II	36.58	
23023	Aircraft Mechanic III	38.80	
23040	Aircraft Mechanic Helper	23.62	
23050	Aircraft, Painter	32.40	
23060	Aircraft Servicer	28.06	
23070	Aircraft Survival Flight Equipment Technician	32.40	
23080	Aircraft Worker	30.27	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	30.27	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	34.51	
23110	Appliance Mechanic	22.32	
23120	Bicycle Repairer	18.58	
23125	Cable Splicer	32.41	
23130	Carpenter, Maintenance	22.43	
23140	Carpet Layer	21.81	
23160	Electrician, Maintenance	25.67	
23181	Electronics Technician Maintenance I	27.01	
23182	Electronics Technician Maintenance II	28.90	
23183	Electronics Technician Maintenance III	30.78	
23260	Fabric Worker	20.21	
23290	Fire Alarm System Mechanic	24.55	
23310	Fire Extinguisher Repairer	18.58	
23311	Fuel Distribution System Mechanic	28.78	
23312	Fuel Distribution System Operator	21.51	
23370	General Maintenance Worker	18.56	
23380	Ground Support Equipment Mechanic	34.51	
23381	Ground Support Equipment Servicer	26.51	
23382	Ground Support Equipment Worker	28.60	
23391	Gunsmith I	18.58	
23392	Gunsmith II	21.81	
23393	Gunsmith III	24.86	
23410	Heating, Ventilation And Air-Conditioning Mechanic	23.13	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.52	
23430	Heavy Equipment Mechanic	27.70	
23440	Heavy Equipment Operator	21.42	
23460	Instrument Mechanic	22.43	
23465	Laboratory/Shelter Mechanic	23.35	
23470	Laborer	14.40	***
23510	Locksmith	22.81	
23530	Machinery Maintenance Mechanic	25.13	
23550	Machinist, Maintenance	23.72	
23580	Maintenance Trades Helper	18.92	
23591	Metrology Technician I	22.43	
23592	Metrology Technician II	23.78	
23593	Metrology Technician III	25.22	
23640	Millwright	25.85	
23710	Office Appliance Repairer	20.77	
23760	Painter, Maintenance	17.78	
23790	Pipefitter, Maintenance	28.05	
23810	Plumber, Maintenance	26.33	
23820	Pneudraulic Systems Mechanic	24.86	
23850	Rigger	24.24	
23870	Scale Mechanic	21.81	
23890	Sheet-Metal Worker, Maintenance	22.52	
23910	Small Engine Mechanic	19.54	
23931	Telecommunications Mechanic I	28.21	
23932	Telecommunications Mechanic II	29.90	
23950	Telephone Lineman	24.10	
23960	Welder, Combination, Maintenance	22.93	
23965	Well Driller	26.66	
23970	Woodcraft Worker	24.86	
23980	Woodworker	18.58	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.92	***
24570	Child Care Attendant	11.22	***

24580	Child Care Center Clerk	14.11	***
24610	Chore Aide	11.24	***
24620	Family Readiness And Support Services Coordinator	15.92	***
24630	Homemaker	16.62	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	30.45	
25040	Sewage Plant Operator	22.69	
25070	Stationary Engineer	30.45	
25190	Ventilation Equipment Tender	20.84	
25210	Water Treatment Plant Operator	22.69	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	22.82	
27007	Baggage Inspector	12.74	***
27008	Corrections Officer	24.38	
27010	Court Security Officer	25.30	
27030	Detection Dog Handler	14.25	***
27040	Detention Officer	24.38	
27070	Firefighter	27.34	
27101	Guard I	12.74	***
27102	Guard II	14.25	***
27131	Police Officer I	26.10	
27132	Police Officer II	29.02	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.19	***
28042	Carnival Equipment Repairer	15.50	***
28043	Carnival Worker	10.31	***
28210	Gate Attendant/Gate Tender	16.99	
28310	Lifeguard	11.02	***
28350	Park Attendant (Aide)	19.00	
28510	Recreation Aide/Health Facility Attendant	13.86	***
28515	Recreation Specialist	23.39	
28630	Sports Official	15.12	***
28690	Swimming Pool Operator	18.18	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.85	
29020	Hatch Tender	23.85	
29030	Line Handler	23.85	
29041	Stevedore I	23.32	
29042	Stevedore II	26.35	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.76	
30022	Archeological Technician II	20.99	
30023	Archeological Technician III	26.01	
30030	Cartographic Technician	26.01	
30040	Civil Engineering Technician	22.40	
30051	Cryogenic Technician I	28.80	
30052	Cryogenic Technician II	31.82	
30061	Drafter/CAD Operator I	18.76	
30062	Drafter/CAD Operator II	20.99	
30063	Drafter/CAD Operator III	23.40	
30064	Drafter/CAD Operator IV	28.80	
30081	Engineering Technician I	17.14	
30082	Engineering Technician II	18.54	
30083	Engineering Technician III	21.52	

30084	Engineering Technician IV	25.66
30085	Engineering Technician V	30.95
30086	Engineering Technician VI	37.45
30090	Environmental Technician	23.34
30095	Evidence Control Specialist	26.01
30210	Laboratory Technician	23.26
30221	Latent Fingerprint Technician I	26.40
30222	Latent Fingerprint Technician II	29.15
30240	Mathematical Technician	26.22
30361	Paralegal/Legal Assistant I	20.55
30362	Paralegal/Legal Assistant II	25.46
30363	Paralegal/Legal Assistant III	31.14
30364	Paralegal/Legal Assistant IV	37.69
30375	Petroleum Supply Specialist	31.82
30390	Photo-Optics Technician	26.01
30395	Radiation Control Technician	31.82
30461	Technical Writer I	24.42
30462	Technical Writer II	29.87
30463	Technical Writer III	36.13
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	28.80
30502	Weather Forecaster II	35.03
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.40
30621	Weather Observer, Senior	(see 2) 26.01

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	14.29	***
31030	Bus Driver	20.80	
31043	Driver Courier	17.55	
31260	Parking and Lot Attendant	13.12	***
31290	Shuttle Bus Driver	17.07	
31310	Taxi Driver	12.06	***
31361	Truckdriver, Light	19.16	
31362	Truckdriver, Medium	20.85	
31363	Truckdriver, Heavy	23.88	
31364	Truckdriver, Tractor-Trailer	23.88	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.04	***
99050	Desk Clerk	11.23	***
99095	Embalmer	24.26	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	14.30	***
99252	Laboratory Animal Caretaker II	15.61	***
99260	Marketing Analyst	29.37	
99310	Mortician	24.26	
99410	Pest Controller	17.84	
99510	Photofinishing Worker	13.48	***
99710	Recycling Laborer	20.16	
99711	Recycling Specialist	24.70	
99730	Refuse Collector	17.94	
99810	Sales Clerk	11.97	***
99820	School Crossing Guard	15.87	***
99830	Survey Party Chief	25.94	
99831	Surveying Aide	17.01	
99832	Surveying Technician	23.28	
99840	Vending Machine Attendant	14.28	***
99841	Vending Machine Repairer	18.30	
99842	Vending Machine Repairer Helper	14.28	***

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined

in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence

of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR

4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5109

States/Territories. : Arkansas

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Benton, Madison, Washington

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.52	***
01012	Accounting Clerk II	16.30	
01013	Accounting Clerk III	18.23	
01020	Administrative Assistant	28.90	
01035	Court Reporter	17.92	
01041	Customer Service Representative I	13.69	***
01042	Customer Service Representative II	14.94	***
01043	Customer Service Representative III	16.77	
01051	Data Entry Operator I	14.53	***
01052	Data Entry Operator II	15.85	***
01060	Dispatcher, Motor Vehicle	19.27	
01070	Document Preparation Clerk	15.20	***
01090	Duplicating Machine Operator	15.20	***
01111	General Clerk I	14.28	***
01112	General Clerk II	15.58	***
01113	General Clerk III	17.48	
01120	Housing Referral Assistant	19.98	
01141	Messenger Courier	14.32	***
01191	Order Clerk I	17.71	
01192	Order Clerk II	19.68	
01261	Personnel Assistant (Employment) I	16.52	

01262	Personnel Assistant (Employment) II	18.49	
01263	Personnel Assistant (Employment) III	20.61	
01270	Production Control Clerk	23.24	
01290	Rental Clerk	14.15	***
01300	Scheduler, Maintenance	16.03	***
01311	Secretary I	16.03	***
01312	Secretary II	17.92	
01313	Secretary III	19.98	
01320	Service Order Dispatcher	17.23	
01410	Supply Technician	28.90	
01420	Survey Worker	14.44	***
01460	Switchboard Operator/Receptionist	14.08	***
01531	Travel Clerk I	13.30	***
01532	Travel Clerk II	14.42	***
01533	Travel Clerk III	15.20	***
01611	Word Processor I	14.27	***
01612	Word Processor II	16.03	***
01613	Word Processor III	17.92	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.69	
05010	Automotive Electrician	21.18	
05040	Automotive Glass Installer	19.69	
05070	Automotive Worker	19.69	
05110	Mobile Equipment Servicer	16.72	
05130	Motor Equipment Metal Mechanic	22.69	
05160	Motor Equipment Metal Worker	19.69	
05190	Motor Vehicle Mechanic	22.69	
05220	Motor Vehicle Mechanic Helper	15.19	***
05250	Motor Vehicle Upholstery Worker	18.20	
05280	Motor Vehicle Wrecker	19.69	
05310	Painter, Automotive	21.18	
05340	Radiator Repair Specialist	19.69	
05370	Tire Repairer	14.47	***
05400	Transmission Repair Specialist	22.69	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.07	***
07041	Cook I	11.77	***
07042	Cook II	13.87	***
07070	Dishwasher	11.94	***
07130	Food Service Worker	12.46	***
07210	Meat Cutter	15.03	***
07260	Waiter/Waitress	11.01	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	18.13	
09040	Furniture Handler	10.38	***
09080	Furniture Refinisher	18.13	
09090	Furniture Refinisher Helper	13.00	***
09110	Furniture Repairer, Minor	15.58	***
09130	Upholsterer	18.13	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.51	***
11060	Elevator Operator	14.38	***
11090	Gardener	19.84	
11122	Housekeeping Aide	14.21	***
11150	Janitor	14.21	***
11210	Laborer, Grounds Maintenance	14.39	***
11240	Maid or Houseman	12.11	***
11260	Pruner	12.64	***
11270	Tractor Operator	18.02	
11330	Trail Maintenance Worker	14.39	***

11360	Window Cleaner	16.18	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.47	
12011	Breath Alcohol Technician	20.46	
12012	Certified Occupational Therapist Assistant	33.71	
12015	Certified Physical Therapist Assistant	29.62	
12020	Dental Assistant	18.32	
12025	Dental Hygienist	38.90	
12030	EKG Technician	31.01	
12035	Electroneurodiagnostic Technologist	31.01	
12040	Emergency Medical Technician	17.47	
12071	Licensed Practical Nurse I	18.29	
12072	Licensed Practical Nurse II	20.46	
12073	Licensed Practical Nurse III	22.81	
12100	Medical Assistant	14.56	***
12130	Medical Laboratory Technician	22.99	
12160	Medical Record Clerk	16.02	***
12190	Medical Record Technician	17.92	
12195	Medical Transcriptionist	15.95	***
12210	Nuclear Medicine Technologist	44.97	
12221	Nursing Assistant I	11.59	***
12222	Nursing Assistant II	13.03	***
12223	Nursing Assistant III	14.22	***
12224	Nursing Assistant IV	15.96	***
12235	Optical Dispenser	18.90	
12236	Optical Technician	18.29	
12250	Pharmacy Technician	16.07	***
12280	Phlebotomist	17.25	
12305	Radiologic Technologist	28.50	
12311	Registered Nurse I	24.72	
12312	Registered Nurse II	30.24	
12313	Registered Nurse II, Specialist	30.24	
12314	Registered Nurse III	36.58	
12315	Registered Nurse III, Anesthetist	36.58	
12316	Registered Nurse IV	43.85	
12317	Scheduler (Drug and Alcohol Testing)	25.35	
12320	Substance Abuse Treatment Counselor	25.00	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.38	
13012	Exhibits Specialist II	26.50	
13013	Exhibits Specialist III	32.41	
13041	Illustrator I	21.38	
13042	Illustrator II	26.50	
13043	Illustrator III	32.41	
13047	Librarian	29.34	
13050	Library Aide/Clerk	13.63	***
13054	Library Information Technology Systems Administrator	26.50	
13058	Library Technician	15.13	***
13061	Media Specialist I	19.11	
13062	Media Specialist II	21.38	
13063	Media Specialist III	23.84	
13071	Photographer I	16.18	***
13072	Photographer II	17.11	
13073	Photographer III	21.38	
13074	Photographer IV	26.11	
13075	Photographer V	31.59	
13090	Technical Order Library Clerk	17.11	
13110	Video Teleconference Technician	19.11	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.02	***
14042	Computer Operator II	17.92	
14043	Computer Operator III	19.97	
14044	Computer Operator IV	21.91	

14045	Computer Operator V		24.58
14071	Computer Programmer I	(see 1)	22.94
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		16.02 ***
14160	Personal Computer Support Technician		21.91
14170	System Support Specialist		24.58

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		31.33	
15020	Aircrew Training Devices Instructor (Rated)		37.89	
15030	Air Crew Training Devices Instructor (Pilot)		45.43	
15050	Computer Based Training Specialist / Instructor		31.33	
15060	Educational Technologist		33.14	
15070	Flight Instructor (Pilot)		45.43	
15080	Graphic Artist		23.51	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		45.43	
15086	Maintenance Test Pilot, Rotary Wing		45.43	
15088	Non-Maintenance Test/Co-Pilot		45.43	
15090	Technical Instructor		22.17	
15095	Technical Instructor/Course Developer		27.12	
15110	Test Proctor		17.90	
15120	Tutor		17.90	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		12.46	***
16030	Counter Attendant		12.46	***
16040	Dry Cleaner		14.28	***
16070	Finisher, Flatwork, Machine		12.46	***
16090	Presser, Hand		12.46	***
16110	Presser, Machine, Drycleaning		12.46	***
16130	Presser, Machine, Shirts		12.46	***
16160	Presser, Machine, Wearing Apparel, Laundry		12.46	***
16190	Sewing Machine Operator		14.87	***
16220	Tailor		15.46	***
16250	Washer, Machine		13.04	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		18.36	
19040	Tool And Die Maker		23.24	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		18.45	
21030	Material Coordinator		23.24	
21040	Material Expediter		23.24	
21050	Material Handling Laborer		14.57	***
21071	Order Filler		13.90	***
21080	Production Line Worker (Food Processing)		18.45	
21110	Shipping Packer		17.31	
21130	Shipping/Receiving Clerk		17.31	
21140	Store Worker I		11.74	***
21150	Stock Clerk		17.05	
21210	Tools And Parts Attendant		18.45	
21410	Warehouse Specialist		18.45	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		24.59	
23019	Aircraft Logs and Records Technician		18.58	

23021	Aircraft Mechanic I	23.16	
23022	Aircraft Mechanic II	24.59	
23023	Aircraft Mechanic III	26.09	
23040	Aircraft Mechanic Helper	15.50	***
23050	Aircraft, Painter	21.62	
23060	Aircraft Servicer	18.58	
23070	Aircraft Survival Flight Equipment Technician	21.62	
23080	Aircraft Worker	20.10	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	20.10	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	23.16	
23110	Appliance Mechanic	20.36	
23120	Bicycle Repairer	16.67	
23125	Cable Splicer	35.08	
23130	Carpenter, Maintenance	18.85	
23140	Carpet Layer	20.20	
23160	Electrician, Maintenance	19.87	
23181	Electronics Technician Maintenance I	20.20	
23182	Electronics Technician Maintenance II	21.74	
23183	Electronics Technician Maintenance III	23.27	
23260	Fabric Worker	18.67	
23290	Fire Alarm System Mechanic	20.40	
23310	Fire Extinguisher Repairer	17.14	
23311	Fuel Distribution System Mechanic	32.02	
23312	Fuel Distribution System Operator	23.59	
23370	General Maintenance Worker	18.92	
23380	Ground Support Equipment Mechanic	23.16	
23381	Ground Support Equipment Servicer	18.58	
23382	Ground Support Equipment Worker	20.10	
23391	Gunsmith I	17.14	
23392	Gunsmith II	20.20	
23393	Gunsmith III	23.27	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.42	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.80	
23430	Heavy Equipment Mechanic	22.68	
23440	Heavy Equipment Operator	18.88	
23460	Instrument Mechanic	23.27	
23465	Laboratory/Shelter Mechanic	21.73	
23470	Laborer	14.57	***
23510	Locksmith	21.73	
23530	Machinery Maintenance Mechanic	24.08	
23550	Machinist, Maintenance	20.83	
23580	Maintenance Trades Helper	14.12	***
23591	Metrology Technician I	23.27	
23592	Metrology Technician II	24.71	
23593	Metrology Technician III	26.21	
23640	Millwright	23.28	
23710	Office Appliance Repairer	17.81	
23760	Painter, Maintenance	18.58	
23790	Pipefitter, Maintenance	24.57	
23810	Plumber, Maintenance	22.94	
23820	Pneudraulic Systems Mechanic	23.27	
23850	Rigger	23.27	
23870	Scale Mechanic	20.20	
23890	Sheet-Metal Worker, Maintenance	18.26	
23910	Small Engine Mechanic	19.33	
23931	Telecommunications Mechanic I	25.89	
23932	Telecommunications Mechanic II	27.49	
23950	Telephone Lineman	35.63	
23960	Welder, Combination, Maintenance	18.68	
23965	Well Driller	23.27	
23970	Woodcraft Worker	23.27	
23980	Woodworker	17.14	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.29	***
24570	Child Care Attendant	11.22	***
24580	Child Care Center Clerk	13.99	***
24610	Chore Aide	12.38	***

24620	Family Readiness And Support Services Coordinator	15.29	***
24630	Homemaker	15.29	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.56	
25040	Sewage Plant Operator	19.58	
25070	Stationary Engineer	23.56	
25190	Ventilation Equipment Tender	15.83	***
25210	Water Treatment Plant Operator	19.58	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.67	
27007	Baggage Inspector	13.23	***
27008	Corrections Officer	18.22	
27010	Court Security Officer	18.67	
27030	Detection Dog Handler	14.80	***
27040	Detention Officer	18.22	
27070	Firefighter	18.68	
27101	Guard I	13.23	***
27102	Guard II	14.80	***
27131	Police Officer I	20.59	
27132	Police Officer II	22.88	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	16.36	
28042	Carnival Equipment Repairer	17.97	
28043	Carnival Worker	11.48	***
28210	Gate Attendant/Gate Tender	14.23	***
28310	Lifeguard	11.75	***
28350	Park Attendant (Aide)	15.92	***
28510	Recreation Aide/Health Facility Attendant	11.62	***
28515	Recreation Specialist	19.72	
28630	Sports Official	12.68	***
28690	Swimming Pool Operator	21.14	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	21.97	
29020	Hatch Tender	21.97	
29030	Line Handler	21.97	
29041	Stevedore I	20.31	
29042	Stevedore II	23.58	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	17.89	
30022	Archeological Technician II	20.01	
30023	Archeological Technician III	24.78	
30030	Cartographic Technician	24.78	
30040	Civil Engineering Technician	26.66	
30051	Cryogenic Technician I	27.45	
30052	Cryogenic Technician II	30.32	
30061	Drafter/CAD Operator I	17.89	
30062	Drafter/CAD Operator II	20.01	
30063	Drafter/CAD Operator III	22.30	
30064	Drafter/CAD Operator IV	27.45	
30081	Engineering Technician I	16.76	
30082	Engineering Technician II	18.81	
30083	Engineering Technician III	21.04	
30084	Engineering Technician IV	26.07	
30085	Engineering Technician V	31.89	

30086	Engineering Technician VI	38.58
30090	Environmental Technician	24.78
30095	Evidence Control Specialist	24.78
30210	Laboratory Technician	18.76
30221	Latent Fingerprint Technician I	27.45
30222	Latent Fingerprint Technician II	30.32
30240	Mathematical Technician	24.78
30361	Paralegal/Legal Assistant I	18.70
30362	Paralegal/Legal Assistant II	23.16
30363	Paralegal/Legal Assistant III	28.33
30364	Paralegal/Legal Assistant IV	34.28
30375	Petroleum Supply Specialist	30.32
30390	Photo-Optics Technician	24.78
30395	Radiation Control Technician	30.32
30461	Technical Writer I	26.07
30462	Technical Writer II	31.89
30463	Technical Writer III	38.58
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	27.45
30502	Weather Forecaster II	33.39
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.30
30621	Weather Observer, Senior	(see 2) 24.78

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	14.07	***
31030	Bus Driver	19.44	
31043	Driver Courier	14.03	***
31260	Parking and Lot Attendant	11.08	***
31290	Shuttle Bus Driver	14.14	***
31310	Taxi Driver	12.22	***
31361	Truckdriver, Light	15.42	***
31362	Truckdriver, Medium	16.76	
31363	Truckdriver, Heavy	26.33	
31364	Truckdriver, Tractor-Trailer	26.33	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.57	***
99050	Desk Clerk	11.51	***
99095	Embalmer	24.24	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	13.99	***
99252	Laboratory Animal Caretaker II	15.40	***
99260	Marketing Analyst	39.17	
99310	Mortician	24.24	
99410	Pest Controller	19.01	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	19.39	
99711	Recycling Specialist	24.26	
99730	Refuse Collector	17.03	
99810	Sales Clerk	12.46	***
99820	School Crossing Guard	13.30	***
99830	Survey Party Chief	22.52	
99831	Surveying Aide	14.88	***
99832	Surveying Technician	20.47	
99840	Vending Machine Attendant	18.96	
99841	Vending Machine Repairer	24.59	
99842	Vending Machine Repairer Helper	18.96	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. 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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Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas County of Garland

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.55	***
01012	Accounting Clerk II	16.34	
01013	Accounting Clerk III	19.95	
01020	Administrative Assistant	23.06	
01035	Court Reporter	16.48	
01041	Customer Service Representative I	12.74	***
01042	Customer Service Representative II	14.34	***
01043	Customer Service Representative III	15.63	***
01051	Data Entry Operator I	13.17	***
01052	Data Entry Operator II	14.38	***
01060	Dispatcher, Motor Vehicle	16.48	
01070	Document Preparation Clerk	13.12	***
01090	Duplicating Machine Operator	13.12	***
01111	General Clerk I	13.10	***
01112	General Clerk II	14.29	***
01113	General Clerk III	16.04	***
01120	Housing Referral Assistant	18.37	
01141	Messenger Courier	12.60	***
01191	Order Clerk I	12.03	***
01192	Order Clerk II	13.12	***
01261	Personnel Assistant (Employment) I	14.74	***

01262	Personnel Assistant (Employment) II	16.48	
01263	Personnel Assistant (Employment) III	18.37	
01270	Production Control Clerk	25.03	
01290	Rental Clerk	12.56	***
01300	Scheduler, Maintenance	14.74	***
01311	Secretary I	14.74	***
01312	Secretary II	16.48	
01313	Secretary III	18.37	
01320	Service Order Dispatcher	16.25	
01410	Supply Technician	23.06	
01420	Survey Worker	14.23	***
01460	Switchboard Operator/Receptionist	14.37	***
01531	Travel Clerk I	13.30	***
01532	Travel Clerk II	14.42	***
01533	Travel Clerk III	15.20	***
01611	Word Processor I	13.12	***
01612	Word Processor II	14.74	***
01613	Word Processor III	16.48	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	23.39	
05010	Automotive Electrician	19.35	
05040	Automotive Glass Installer	17.20	
05070	Automotive Worker	17.20	
05110	Mobile Equipment Servicer	15.13	***
05130	Motor Equipment Metal Mechanic	19.49	
05160	Motor Equipment Metal Worker	17.20	
05190	Motor Vehicle Mechanic	19.49	
05220	Motor Vehicle Mechanic Helper	14.08	***
05250	Motor Vehicle Upholstery Worker	16.35	
05280	Motor Vehicle Wrecker	17.20	
05310	Painter, Automotive	18.36	
05340	Radiator Repair Specialist	17.20	
05370	Tire Repairer	11.91	***
05400	Transmission Repair Specialist	19.49	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.77	***
07041	Cook I	11.60	***
07042	Cook II	13.19	***
07070	Dishwasher	11.53	***
07130	Food Service Worker	11.98	***
07210	Meat Cutter	15.17	***
07260	Waiter/Waitress	11.00	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	17.57	
09040	Furniture Handler	11.41	***
09080	Furniture Refinisher	17.57	
09090	Furniture Refinisher Helper	13.50	***
09110	Furniture Repairer, Minor	15.50	***
09130	Upholsterer	17.57	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	12.67	***
11060	Elevator Operator	12.67	***
11090	Gardener	15.28	***
11122	Housekeeping Aide	11.66	***
11150	Janitor	11.66	***
11210	Laborer, Grounds Maintenance	11.86	***
11240	Maid or Houseman	11.16	***
11260	Pruner	10.81	***
11270	Tractor Operator	14.23	***
11330	Trail Maintenance Worker	11.86	***

11360	Window Cleaner	12.79	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.62	
12011	Breath Alcohol Technician	19.35	
12012	Certified Occupational Therapist Assistant	26.55	
12015	Certified Physical Therapist Assistant	28.76	
12020	Dental Assistant	17.47	
12025	Dental Hygienist	40.76	
12030	EKG Technician	29.33	
12035	Electroneurodiagnostic Technologist	29.33	
12040	Emergency Medical Technician	18.62	
12071	Licensed Practical Nurse I	17.29	
12072	Licensed Practical Nurse II	19.35	
12073	Licensed Practical Nurse III	21.57	
12100	Medical Assistant	14.79	***
12130	Medical Laboratory Technician	21.69	
12160	Medical Record Clerk	14.89	***
12190	Medical Record Technician	16.66	
12195	Medical Transcriptionist	17.29	
12210	Nuclear Medicine Technologist	42.53	
12221	Nursing Assistant I	12.15	***
12222	Nursing Assistant II	13.65	***
12223	Nursing Assistant III	14.90	***
12224	Nursing Assistant IV	16.74	
12235	Optical Dispenser	19.35	
12236	Optical Technician	17.29	
12250	Pharmacy Technician	14.85	***
12280	Phlebotomist	17.29	
12305	Radiologic Technologist	23.31	
12311	Registered Nurse I	24.41	
12312	Registered Nurse II	29.86	
12313	Registered Nurse II, Specialist	29.86	
12314	Registered Nurse III	36.12	
12315	Registered Nurse III, Anesthetist	36.12	
12316	Registered Nurse IV	43.29	
12317	Scheduler (Drug and Alcohol Testing)	23.97	
12320	Substance Abuse Treatment Counselor	27.20	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.12	
13012	Exhibits Specialist II	24.93	
13013	Exhibits Specialist III	30.49	
13041	Illustrator I	20.12	
13042	Illustrator II	24.93	
13043	Illustrator III	30.49	
13047	Librarian	27.60	
13050	Library Aide/Clerk	9.06	***
13054	Library Information Technology Systems Administrator	24.93	
13058	Library Technician	13.37	***
13061	Media Specialist I	17.99	
13062	Media Specialist II	19.15	
13063	Media Specialist III	22.44	
13071	Photographer I	16.44	
13072	Photographer II	18.40	
13073	Photographer III	22.79	
13074	Photographer IV	27.89	
13075	Photographer V	33.74	
13090	Technical Order Library Clerk	18.40	
13110	Video Teleconference Technician	18.83	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	15.69	***
14042	Computer Operator II	17.55	
14043	Computer Operator III	19.57	
14044	Computer Operator IV	21.84	

14045	Computer Operator V		24.08
14071	Computer Programmer I	(see 1)	21.44
14072	Computer Programmer II	(see 1)	25.80
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		15.69 ***
14160	Personal Computer Support Technician		24.02
14170	System Support Specialist		24.08

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		32.76	
15020	Aircrew Training Devices Instructor (Rated)		39.47	
15030	Air Crew Training Devices Instructor (Pilot)		44.48	
15050	Computer Based Training Specialist / Instructor		32.76	
15060	Educational Technologist		29.85	
15070	Flight Instructor (Pilot)		44.48	
15080	Graphic Artist		25.64	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		44.48	
15086	Maintenance Test Pilot, Rotary Wing		44.48	
15088	Non-Maintenance Test/Co-Pilot		44.48	
15090	Technical Instructor		20.95	
15095	Technical Instructor/Course Developer		25.64	
15110	Test Proctor		16.92	
15120	Tutor		16.92	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		12.16	***
16030	Counter Attendant		12.16	***
16040	Dry Cleaner		13.88	***
16070	Finisher, Flatwork, Machine		12.16	***
16090	Presser, Hand		12.16	***
16110	Presser, Machine, Drycleaning		12.16	***
16130	Presser, Machine, Shirts		12.16	***
16160	Presser, Machine, Wearing Apparel, Laundry		12.16	***
16190	Sewing Machine Operator		14.46	***
16220	Tailor		15.03	***
16250	Washer, Machine		12.73	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		18.85	
19040	Tool And Die Maker		23.42	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		14.57	***
21030	Material Coordinator		25.03	
21040	Material Expediter		25.03	
21050	Material Handling Laborer		13.47	***
21071	Order Filler		13.33	***
21080	Production Line Worker (Food Processing)		14.57	***
21110	Shipping Packer		14.24	***
21130	Shipping/Receiving Clerk		14.24	***
21140	Store Worker I		12.15	***
21150	Stock Clerk		16.34	
21210	Tools And Parts Attendant		14.57	***
21410	Warehouse Specialist		14.57	***

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		22.79	
23019	Aircraft Logs and Records Technician		17.91	

23021	Aircraft Mechanic I	21.56	
23022	Aircraft Mechanic II	22.79	
23023	Aircraft Mechanic III	24.03	
23040	Aircraft Mechanic Helper	15.59	***
23050	Aircraft, Painter	20.30	
23060	Aircraft Servicer	17.91	
23070	Aircraft Survival Flight Equipment Technician	20.30	
23080	Aircraft Worker	19.04	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	19.04	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	21.56	
23110	Appliance Mechanic	18.80	
23120	Bicycle Repairer	15.50	***
23125	Cable Splicer	28.92	
23130	Carpenter, Maintenance	17.78	
23140	Carpet Layer	17.63	
23160	Electrician, Maintenance	21.16	
23181	Electronics Technician Maintenance I	19.84	
23182	Electronics Technician Maintenance II	21.50	
23183	Electronics Technician Maintenance III	21.78	
23260	Fabric Worker	16.58	
23290	Fire Alarm System Mechanic	19.97	
23310	Fire Extinguisher Repairer	15.50	***
23311	Fuel Distribution System Mechanic	20.49	
23312	Fuel Distribution System Operator	16.61	
23370	General Maintenance Worker	14.98	***
23380	Ground Support Equipment Mechanic	21.56	
23381	Ground Support Equipment Servicer	17.91	
23382	Ground Support Equipment Worker	19.04	
23391	Gunsmith I	15.50	***
23392	Gunsmith II	17.63	
23393	Gunsmith III	19.97	
23410	Heating, Ventilation And Air-Conditioning Mechanic	19.47	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	20.58	
23430	Heavy Equipment Mechanic	20.23	
23440	Heavy Equipment Operator	17.68	
23460	Instrument Mechanic	19.97	
23465	Laboratory/Shelter Mechanic	18.80	
23470	Laborer	13.47	***
23510	Locksmith	18.80	
23530	Machinery Maintenance Mechanic	21.09	
23550	Machinist, Maintenance	21.88	
23580	Maintenance Trades Helper	14.27	***
23591	Metrology Technician I	19.97	
23592	Metrology Technician II	21.10	
23593	Metrology Technician III	22.25	
23640	Millwright	19.97	
23710	Office Appliance Repairer	19.51	
23760	Painter, Maintenance	18.80	
23790	Pipefitter, Maintenance	20.83	
23810	Plumber, Maintenance	19.61	
23820	Pneudraulic Systems Mechanic	19.97	
23850	Rigger	19.97	
23870	Scale Mechanic	17.63	
23890	Sheet-Metal Worker, Maintenance	19.24	
23910	Small Engine Mechanic	17.53	
23931	Telecommunications Mechanic I	26.24	
23932	Telecommunications Mechanic II	27.56	
23950	Telephone Lineman	23.23	
23960	Welder, Combination, Maintenance	17.66	
23965	Well Driller	19.97	
23970	Woodcraft Worker	19.97	
23980	Woodworker	16.08	***

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.41	***
24570	Child Care Attendant	11.00	***
24580	Child Care Center Clerk	13.72	***
24610	Chore Aide	11.27	***

24620	Family Readiness And Support Services Coordinator	14.41	***
24630	Homemaker	15.14	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	20.47	
25040	Sewage Plant Operator	16.24	
25070	Stationary Engineer	20.47	
25190	Ventilation Equipment Tender	14.91	***
25210	Water Treatment Plant Operator	15.74	***

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	16.03	***
27007	Baggage Inspector	12.27	***
27008	Corrections Officer	16.48	
27010	Court Security Officer	17.64	
27030	Detection Dog Handler	13.80	***
27040	Detention Officer	16.48	
27070	Firefighter	18.44	
27101	Guard I	12.27	***
27102	Guard II	13.80	***
27131	Police Officer I	21.75	
27132	Police Officer II	24.17	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.70	***
28042	Carnival Equipment Repairer	15.78	***
28043	Carnival Worker	11.13	***
28210	Gate Attendant/Gate Tender	17.24	
28310	Lifeguard	15.09	***
28350	Park Attendant (Aide)	19.29	
28510	Recreation Aide/Health Facility Attendant	13.96	***
28515	Recreation Specialist	23.22	
28630	Sports Official	15.25	***
28690	Swimming Pool Operator	17.95	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	17.63	
29020	Hatch Tender	17.63	
29030	Line Handler	17.63	
29041	Stevedore I	16.58	
29042	Stevedore II	18.80	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	17.38	
30022	Archeological Technician II	19.44	
30023	Archeological Technician III	22.65	
30030	Cartographic Technician	24.09	
30040	Civil Engineering Technician	21.73	
30051	Cryogenic Technician I	24.07	
30052	Cryogenic Technician II	26.59	
30061	Drafter/CAD Operator I	17.38	
30062	Drafter/CAD Operator II	19.44	
30063	Drafter/CAD Operator III	21.68	
30064	Drafter/CAD Operator IV	26.67	
30081	Engineering Technician I	15.21	***
30082	Engineering Technician II	17.07	
30083	Engineering Technician III	19.09	
30084	Engineering Technician IV	23.66	
30085	Engineering Technician V	28.94	

30086	Engineering Technician VI	35.01	
30090	Environmental Technician	18.67	
30095	Evidence Control Specialist	21.73	
30210	Laboratory Technician	19.06	
30221	Latent Fingerprint Technician I	24.07	
30222	Latent Fingerprint Technician II	26.59	
30240	Mathematical Technician	24.09	
30361	Paralegal/Legal Assistant I	16.55	
30362	Paralegal/Legal Assistant II	20.50	
30363	Paralegal/Legal Assistant III	25.07	
30364	Paralegal/Legal Assistant IV	29.76	
30375	Petroleum Supply Specialist	26.59	
30390	Photo-Optics Technician	24.09	
30395	Radiation Control Technician	26.59	
30461	Technical Writer I	21.73	
30462	Technical Writer II	26.59	
30463	Technical Writer III	32.16	
30491	Unexploded Ordnance (UXO) Technician I	26.22	
30492	Unexploded Ordnance (UXO) Technician II	31.73	
30493	Unexploded Ordnance (UXO) Technician III	38.03	
30494	Unexploded (UXO) Safety Escort	26.22	
30495	Unexploded (UXO) Sweep Personnel	26.22	
30501	Weather Forecaster I	26.67	
30502	Weather Forecaster II	32.44	
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface	21.68
30621	Weather Observer, Senior	(see 2)	24.09

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	12.78	***
31030	Bus Driver	17.62	
31043	Driver Courier	15.34	***
31260	Parking and Lot Attendant	11.08	***
31290	Shuttle Bus Driver	16.47	
31310	Taxi Driver	10.81	***
31361	Truckdriver, Light	16.47	
31362	Truckdriver, Medium	17.62	
31363	Truckdriver, Heavy	18.63	
31364	Truckdriver, Tractor-Trailer	18.63	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.25	***
99050	Desk Clerk	11.71	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	14.05	***
99252	Laboratory Animal Caretaker II	15.09	***
99260	Marketing Analyst	24.13	
99310	Mortician	26.22	
99410	Pest Controller	20.43	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	15.63	***
99711	Recycling Specialist	18.82	
99730	Refuse Collector	14.25	***
99810	Sales Clerk	11.47	***
99820	School Crossing Guard	13.47	***
99830	Survey Party Chief	20.58	
99831	Surveying Aide	13.62	***
99832	Surveying Technician	18.71	
99840	Vending Machine Attendant	17.79	
99841	Vending Machine Repairer	21.72	
99842	Vending Machine Repairer Helper	17.79	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5115

States/Territories. : Arkansas

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Craighead, Poinsett

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.25	***
01012	Accounting Clerk II	16.01	***
01013	Accounting Clerk III	17.90	***
01020	Administrative Assistant	23.81	***
01035	Court Reporter	17.00	***
01041	Customer Service Representative I	13.25	***
01042	Customer Service Representative II	14.46	***
01043	Customer Service Representative III	16.24	***
01051	Data Entry Operator I	13.73	***
01052	Data Entry Operator II	14.98	***
01060	Dispatcher, Motor Vehicle	21.14	***
01070	Document Preparation Clerk	12.64	***
01090	Duplicating Machine Operator	12.64	***
01111	General Clerk I	13.16	***
01112	General Clerk II	14.36	***
01113	General Clerk III	16.13	***
01120	Housing Referral Assistant	20.25	***
01141	Messenger Courier	11.69	***
01191	Order Clerk I	12.37	***
01192	Order Clerk II	13.50	***
01261	Personnel Assistant (Employment) I	15.20	***

01262	Personnel Assistant (Employment) II	17.00	
01263	Personnel Assistant (Employment) III	19.71	
01270	Production Control Clerk	22.62	
01290	Rental Clerk	15.13	***
01300	Scheduler, Maintenance	15.74	***
01311	Secretary I	15.74	***
01312	Secretary II	17.61	
01313	Secretary III	19.63	
01320	Service Order Dispatcher	19.13	
01410	Supply Technician	23.81	
01420	Survey Worker	17.19	
01460	Switchboard Operator/Receptionist	13.50	***
01531	Travel Clerk I	14.54	***
01532	Travel Clerk II	15.56	***
01533	Travel Clerk III	16.66	
01611	Word Processor I	12.43	***
01612	Word Processor II	15.20	***
01613	Word Processor III	17.17	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.01	
05010	Automotive Electrician	20.73	
05040	Automotive Glass Installer	19.34	
05070	Automotive Worker	19.34	
05110	Mobile Equipment Servicer	16.50	
05130	Motor Equipment Metal Mechanic	22.04	
05160	Motor Equipment Metal Worker	19.34	
05190	Motor Vehicle Mechanic	22.04	
05220	Motor Vehicle Mechanic Helper	15.11	***
05250	Motor Vehicle Upholstery Worker	17.95	
05280	Motor Vehicle Wrecker	19.34	
05310	Painter, Automotive	20.70	
05340	Radiator Repair Specialist	19.34	
05370	Tire Repairer	13.83	***
05400	Transmission Repair Specialist	22.04	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	21.13	
07041	Cook I	11.50	***
07042	Cook II	13.50	***
07070	Dishwasher	11.38	***
07130	Food Service Worker	11.98	***
07210	Meat Cutter	16.52	
07260	Waiter/Waitress	11.00	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	18.30	
09040	Furniture Handler	10.89	***
09080	Furniture Refinisher	18.30	
09090	Furniture Refinisher Helper	13.34	***
09110	Furniture Repairer, Minor	15.85	***
09130	Upholsterer	18.30	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.21	***
11060	Elevator Operator	14.21	***
11090	Gardener	17.69	
11122	Housekeeping Aide	11.16	***
11150	Janitor	11.16	***
11210	Laborer, Grounds Maintenance	13.35	***
11240	Maid or Houseman	11.44	***
11260	Pruner	11.88	***
11270	Tractor Operator	16.36	
11330	Trail Maintenance Worker	13.35	***

11360	Window Cleaner	12.54	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.77	
12011	Breath Alcohol Technician	17.87	
12012	Certified Occupational Therapist Assistant	30.65	
12015	Certified Physical Therapist Assistant	28.79	
12020	Dental Assistant	17.42	
12025	Dental Hygienist	37.08	
12030	EKG Technician	27.09	
12035	Electroneurodiagnostic Technologist	27.09	
12040	Emergency Medical Technician	18.77	
12071	Licensed Practical Nurse I	15.97	***
12072	Licensed Practical Nurse II	17.87	
12073	Licensed Practical Nurse III	19.92	
12100	Medical Assistant	14.40	***
12130	Medical Laboratory Technician	22.53	
12160	Medical Record Clerk	15.80	***
12190	Medical Record Technician	17.67	
12195	Medical Transcriptionist	16.52	
12210	Nuclear Medicine Technologist	39.28	
12221	Nursing Assistant I	12.31	***
12222	Nursing Assistant II	13.83	***
12223	Nursing Assistant III	15.09	***
12224	Nursing Assistant IV	16.96	
12235	Optical Dispenser	18.01	
12236	Optical Technician	15.97	***
12250	Pharmacy Technician	14.56	***
12280	Phlebotomist	15.69	***
12305	Radiologic Technologist	24.12	
12311	Registered Nurse I	25.41	
12312	Registered Nurse II	30.43	
12313	Registered Nurse II, Specialist	30.43	
12314	Registered Nurse III	36.80	
12315	Registered Nurse III, Anesthetist	36.80	
12316	Registered Nurse IV	44.11	
12317	Scheduler (Drug and Alcohol Testing)	22.14	
12320	Substance Abuse Treatment Counselor	27.95	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.47	
13012	Exhibits Specialist II	25.36	
13013	Exhibits Specialist III	31.02	
13041	Illustrator I	20.47	
13042	Illustrator II	25.36	
13043	Illustrator III	31.02	
13047	Librarian	28.08	
13050	Library Aide/Clerk	16.29	
13054	Library Information Technology Systems Administrator	25.36	
13058	Library Technician	15.82	***
13061	Media Specialist I	18.30	
13062	Media Specialist II	20.47	
13063	Media Specialist III	22.81	
13071	Photographer I	18.30	
13072	Photographer II	20.47	
13073	Photographer III	25.36	
13074	Photographer IV	31.02	
13075	Photographer V	37.54	
13090	Technical Order Library Clerk	20.47	
13110	Video Teleconference Technician	18.67	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.64	
14042	Computer Operator II	18.67	
14043	Computer Operator III	20.82	
14044	Computer Operator IV	23.14	

14045	Computer Operator V		25.61
14071	Computer Programmer I	(see 1)	21.66
14072	Computer Programmer II	(see 1)	26.85
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		16.64
14160	Personal Computer Support Technician		23.14
14170	System Support Specialist		25.61

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		29.49	
15020	Aircrew Training Devices Instructor (Rated)		36.76	
15030	Air Crew Training Devices Instructor (Pilot)		42.77	
15050	Computer Based Training Specialist / Instructor		29.49	
15060	Educational Technologist		31.57	
15070	Flight Instructor (Pilot)		42.77	
15080	Graphic Artist		23.07	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		38.03	
15086	Maintenance Test Pilot, Rotary Wing		38.03	
15088	Non-Maintenance Test/Co-Pilot		38.03	
15090	Technical Instructor		21.83	
15095	Technical Instructor/Course Developer		26.71	
15110	Test Proctor		17.62	
15120	Tutor		17.62	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		12.19	***
16030	Counter Attendant		12.19	***
16040	Dry Cleaner		13.93	***
16070	Finisher, Flatwork, Machine		12.19	***
16090	Presser, Hand		12.19	***
16110	Presser, Machine, Drycleaning		12.19	***
16130	Presser, Machine, Shirts		12.19	***
16160	Presser, Machine, Wearing Apparel, Laundry		12.19	***
16190	Sewing Machine Operator		14.63	***
16220	Tailor		15.59	***
16250	Washer, Machine		12.77	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		20.09	
19040	Tool And Die Maker		25.36	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		17.66	
21030	Material Coordinator		22.62	
21040	Material Expediter		22.62	
21050	Material Handling Laborer		14.66	***
21071	Order Filler		13.23	***
21080	Production Line Worker (Food Processing)		17.66	
21110	Shipping Packer		17.35	
21130	Shipping/Receiving Clerk		17.35	
21140	Store Worker I		11.79	***
21150	Stock Clerk		16.71	
21210	Tools And Parts Attendant		17.66	
21410	Warehouse Specialist		17.66	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		23.56	
23019	Aircraft Logs and Records Technician		18.07	

23021	Aircraft Mechanic I	22.22	
23022	Aircraft Mechanic II	23.56	
23023	Aircraft Mechanic III	24.98	
23040	Aircraft Mechanic Helper	15.21	***
23050	Aircraft, Painter	20.87	
23060	Aircraft Servicer	18.07	
23070	Aircraft Survival Flight Equipment Technician	20.87	
23080	Aircraft Worker	19.50	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	19.50	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	22.22	
23110	Appliance Mechanic	20.87	
23120	Bicycle Repairer	16.61	
23125	Cable Splicer	36.36	
23130	Carpenter, Maintenance	17.81	
23140	Carpet Layer	19.50	
23160	Electrician, Maintenance	20.81	
23181	Electronics Technician Maintenance I	21.17	
23182	Electronics Technician Maintenance II	22.66	
23183	Electronics Technician Maintenance III	24.13	
23260	Fabric Worker	18.07	
23290	Fire Alarm System Mechanic	22.22	
23310	Fire Extinguisher Repairer	16.61	
23311	Fuel Distribution System Mechanic	22.22	
23312	Fuel Distribution System Operator	17.03	
23370	General Maintenance Worker	16.68	
23380	Ground Support Equipment Mechanic	22.22	
23381	Ground Support Equipment Servicer	18.07	
23382	Ground Support Equipment Worker	19.50	
23391	Gunsmith I	16.61	
23392	Gunsmith II	19.50	
23393	Gunsmith III	22.22	
23410	Heating, Ventilation And Air-Conditioning Mechanic	20.71	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.55	
23430	Heavy Equipment Mechanic	21.84	
23440	Heavy Equipment Operator	18.36	
23460	Instrument Mechanic	22.22	
23465	Laboratory/Shelter Mechanic	20.87	
23470	Laborer	14.66	***
23510	Locksmith	20.87	
23530	Machinery Maintenance Mechanic	23.48	
23550	Machinist, Maintenance	19.89	
23580	Maintenance Trades Helper	14.70	***
23591	Metrology Technician I	22.22	
23592	Metrology Technician II	23.56	
23593	Metrology Technician III	24.98	
23640	Millwright	23.03	
23710	Office Appliance Repairer	20.87	
23760	Painter, Maintenance	19.67	
23790	Pipefitter, Maintenance	22.51	
23810	Plumber, Maintenance	21.14	
23820	Pneudraulic Systems Mechanic	22.22	
23850	Rigger	22.22	
23870	Scale Mechanic	19.50	
23890	Sheet-Metal Worker, Maintenance	18.72	
23910	Small Engine Mechanic	19.50	
23931	Telecommunications Mechanic I	28.45	
23932	Telecommunications Mechanic II	30.16	
23950	Telephone Lineman	26.63	
23960	Welder, Combination, Maintenance	18.21	
23965	Well Driller	22.22	
23970	Woodcraft Worker	22.22	
23980	Woodworker	16.61	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.34	***
24570	Child Care Attendant	11.22	***
24580	Child Care Center Clerk	14.11	***
24610	Chore Aide	11.26	***

24620	Family Readiness And Support Services Coordinator	14.34	***
24630	Homemaker	16.62	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.36	
25040	Sewage Plant Operator	19.58	
25070	Stationary Engineer	23.36	
25190	Ventilation Equipment Tender	15.83	***
25210	Water Treatment Plant Operator	19.58	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	14.05	***
27007	Baggage Inspector	11.06	***
27008	Corrections Officer	20.28	
27010	Court Security Officer	20.28	
27030	Detection Dog Handler	13.59	***
27040	Detention Officer	20.28	
27070	Firefighter	20.28	
27101	Guard I	11.06	***
27102	Guard II	13.59	***
27131	Police Officer I	21.51	
27132	Police Officer II	22.54	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.40	***
28042	Carnival Equipment Repairer	16.81	
28043	Carnival Worker	11.19	***
28210	Gate Attendant/Gate Tender	16.23	
28310	Lifeguard	14.40	***
28350	Park Attendant (Aide)	18.16	
28510	Recreation Aide/Health Facility Attendant	13.26	***
28515	Recreation Specialist	19.43	
28630	Sports Official	14.46	***
28690	Swimming Pool Operator	19.73	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	19.50	
29020	Hatch Tender	19.50	
29030	Line Handler	19.50	
29041	Stevedore I	18.07	
29042	Stevedore II	20.87	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	17.30	
30022	Archeological Technician II	19.36	
30023	Archeological Technician III	23.98	
30030	Cartographic Technician	23.98	
30040	Civil Engineering Technician	23.98	
30051	Cryogenic Technician I	26.56	
30052	Cryogenic Technician II	29.33	
30061	Drafter/CAD Operator I	17.30	
30062	Drafter/CAD Operator II	19.36	
30063	Drafter/CAD Operator III	21.59	
30064	Drafter/CAD Operator IV	26.56	
30081	Engineering Technician I	17.14	
30082	Engineering Technician II	18.54	
30083	Engineering Technician III	21.52	
30084	Engineering Technician IV	25.66	
30085	Engineering Technician V	30.95	

30086	Engineering Technician VI	37.45
30090	Environmental Technician	23.98
30095	Evidence Control Specialist	23.98
30210	Laboratory Technician	21.59
30221	Latent Fingerprint Technician I	26.56
30222	Latent Fingerprint Technician II	29.33
30240	Mathematical Technician	23.98
30361	Paralegal/Legal Assistant I	19.17
30362	Paralegal/Legal Assistant II	23.74
30363	Paralegal/Legal Assistant III	29.05
30364	Paralegal/Legal Assistant IV	35.14
30375	Petroleum Supply Specialist	29.33
30390	Photo-Optics Technician	23.98
30395	Radiation Control Technician	29.33
30461	Technical Writer I	23.98
30462	Technical Writer II	29.33
30463	Technical Writer III	35.49
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	26.56
30502	Weather Forecaster II	32.31
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 21.59
30621	Weather Observer, Senior	(see 2) 23.98

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	11.67	***
31030	Bus Driver	16.73	
31043	Driver Courier	13.73	***
31260	Parking and Lot Attendant	9.97	***
31290	Shuttle Bus Driver	14.99	***
31310	Taxi Driver	10.89	***
31361	Truckdriver, Light	14.99	***
31362	Truckdriver, Medium	16.31	
31363	Truckdriver, Heavy	20.14	
31364	Truckdriver, Tractor-Trailer	20.14	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.13	***
99050	Desk Clerk	11.00	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	17.85	
99252	Laboratory Animal Caretaker II	19.61	
99260	Marketing Analyst	29.41	
99310	Mortician	26.22	
99410	Pest Controller	20.57	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	16.31	
99711	Recycling Specialist	19.68	
99730	Refuse Collector	14.51	***
99810	Sales Clerk	11.81	***
99820	School Crossing Guard	13.39	***
99830	Survey Party Chief	19.49	
99831	Surveying Aide	12.77	***
99832	Surveying Technician	17.49	
99840	Vending Machine Attendant	18.43	
99841	Vending Machine Repairer	23.62	
99842	Vending Machine Repairer Helper	18.43	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5117

States/Territories. : Arkansas

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Faulkner, Lonoke, Perry, Pulaski, Saline

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.38	***
01012	Accounting Clerk II	16.13	***
01013	Accounting Clerk III	19.95	
01020	Administrative Assistant	25.48	
01035	Court Reporter	18.99	
01041	Customer Service Representative I	14.42	***
01042	Customer Service Representative II	15.74	***
01043	Customer Service Representative III	17.68	
01051	Data Entry Operator I	14.13	***
01052	Data Entry Operator II	15.42	***
01060	Dispatcher, Motor Vehicle	16.46	
01070	Document Preparation Clerk	12.67	***
01090	Duplicating Machine Operator	12.67	***
01111	General Clerk I	13.69	***
01112	General Clerk II	14.94	***
01113	General Clerk III	16.77	
01120	Housing Referral Assistant	19.36	
01141	Messenger Courier	13.68	***
01191	Order Clerk I	13.37	***
01192	Order Clerk II	14.59	***
01261	Personnel Assistant (Employment) I	16.99	

01262	Personnel Assistant (Employment) II	19.01	
01263	Personnel Assistant (Employment) III	21.19	
01270	Production Control Clerk	26.54	
01290	Rental Clerk	13.75	***
01300	Scheduler, Maintenance	15.53	***
01311	Secretary I	15.53	***
01312	Secretary II	17.38	
01313	Secretary III	19.36	
01320	Service Order Dispatcher	16.25	
01410	Supply Technician	25.48	
01420	Survey Worker	15.65	***
01460	Switchboard Operator/Receptionist	14.07	***
01531	Travel Clerk I	16.78	
01532	Travel Clerk II	18.26	
01533	Travel Clerk III	19.31	
01611	Word Processor I	15.06	***
01612	Word Processor II	16.91	
01613	Word Processor III	18.91	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.42	
05010	Automotive Electrician	19.76	
05040	Automotive Glass Installer	18.52	
05070	Automotive Worker	18.52	
05110	Mobile Equipment Servicer	16.28	
05130	Motor Equipment Metal Mechanic	20.98	
05160	Motor Equipment Metal Worker	18.52	
05190	Motor Vehicle Mechanic	20.98	
05220	Motor Vehicle Mechanic Helper	15.17	***
05250	Motor Vehicle Upholstery Worker	17.42	
05280	Motor Vehicle Wrecker	18.52	
05310	Painter, Automotive	19.76	
05340	Radiator Repair Specialist	18.52	
05370	Tire Repairer	13.89	***
05400	Transmission Repair Specialist	20.98	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.51	***
07041	Cook I	11.65	***
07042	Cook II	13.25	***
07070	Dishwasher	11.21	***
07130	Food Service Worker	12.07	***
07210	Meat Cutter	16.63	
07260	Waiter/Waitress	11.00	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	17.92	
09040	Furniture Handler	11.47	***
09080	Furniture Refinisher	17.86	
09090	Furniture Refinisher Helper	13.81	***
09110	Furniture Repairer, Minor	15.87	***
09130	Upholsterer	17.86	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.77	***
11060	Elevator Operator	11.77	***
11090	Gardener	18.36	
11122	Housekeeping Aide	11.61	***
11150	Janitor	11.61	***
11210	Laborer, Grounds Maintenance	14.20	***
11240	Maid or Houseman	11.39	***
11260	Pruner	12.95	***
11270	Tractor Operator	17.10	
11330	Trail Maintenance Worker	14.20	***

11360	Window Cleaner	12.73	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.02	
12011	Breath Alcohol Technician	20.22	
12012	Certified Occupational Therapist Assistant	31.40	
12015	Certified Physical Therapist Assistant	31.30	
12020	Dental Assistant	18.61	
12025	Dental Hygienist	37.46	
12030	EKG Technician	28.35	
12035	Electroneurodiagnostic Technologist	28.35	
12040	Emergency Medical Technician	17.02	
12071	Licensed Practical Nurse I	18.07	
12072	Licensed Practical Nurse II	20.22	
12073	Licensed Practical Nurse III	22.54	
12100	Medical Assistant	15.92	***
12130	Medical Laboratory Technician	22.50	
12160	Medical Record Clerk	18.68	
12190	Medical Record Technician	21.08	
12195	Medical Transcriptionist	15.28	***
12210	Nuclear Medicine Technologist	35.38	
12221	Nursing Assistant I	11.85	***
12222	Nursing Assistant II	13.31	***
12223	Nursing Assistant III	14.52	***
12224	Nursing Assistant IV	16.32	
12235	Optical Dispenser	18.95	
12236	Optical Technician	18.07	
12250	Pharmacy Technician	14.52	***
12280	Phlebotomist	16.56	
12305	Radiologic Technologist	26.50	
12311	Registered Nurse I	24.99	
12312	Registered Nurse II	30.57	
12313	Registered Nurse II, Specialist	30.57	
12314	Registered Nurse III	36.98	
12315	Registered Nurse III, Anesthetist	36.98	
12316	Registered Nurse IV	44.33	
12317	Scheduler (Drug and Alcohol Testing)	25.05	
12320	Substance Abuse Treatment Counselor	22.10	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.89	
13012	Exhibits Specialist II	25.88	
13013	Exhibits Specialist III	31.66	
13041	Illustrator I	20.89	
13042	Illustrator II	25.88	
13043	Illustrator III	31.66	
13047	Librarian	28.66	
13050	Library Aide/Clerk	12.20	***
13054	Library Information Technology Systems Administrator	25.88	
13058	Library Technician	13.35	***
13061	Media Specialist I	18.67	
13062	Media Specialist II	20.89	
13063	Media Specialist III	23.29	
13071	Photographer I	16.32	
13072	Photographer II	18.26	
13073	Photographer III	22.62	
13074	Photographer IV	27.67	
13075	Photographer V	33.48	
13090	Technical Order Library Clerk	15.32	***
13110	Video Teleconference Technician	20.22	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.16	
14042	Computer Operator II	19.19	
14043	Computer Operator III	21.39	
14044	Computer Operator IV	23.77	

14045	Computer Operator V		26.33
14071	Computer Programmer I	(see 1)	21.44
14072	Computer Programmer II	(see 1)	26.09
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		17.16
14160	Personal Computer Support Technician		24.02
14170	System Support Specialist		26.33

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		30.05	
15020	Aircrew Training Devices Instructor (Rated)		36.35	
15030	Air Crew Training Devices Instructor (Pilot)		43.58	
15050	Computer Based Training Specialist / Instructor		30.05	
15060	Educational Technologist		29.61	
15070	Flight Instructor (Pilot)		43.58	
15080	Graphic Artist		22.65	
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		20.60	
15095	Technical Instructor/Course Developer		25.20	
15110	Test Proctor		16.63	
15120	Tutor		16.63	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		12.46	***
16030	Counter Attendant		12.46	***
16040	Dry Cleaner		14.28	***
16070	Finisher, Flatwork, Machine		12.46	***
16090	Presser, Hand		12.46	***
16110	Presser, Machine, Drycleaning		12.46	***
16130	Presser, Machine, Shirts		12.46	***
16160	Presser, Machine, Wearing Apparel, Laundry		12.46	***
16190	Sewing Machine Operator		14.87	***
16220	Tailor		15.46	***
16250	Washer, Machine		13.04	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		19.00	
19040	Tool And Die Maker		23.67	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		16.67	
21030	Material Coordinator		26.54	
21040	Material Expediter		26.54	
21050	Material Handling Laborer		13.65	***
21071	Order Filler		13.63	***
21080	Production Line Worker (Food Processing)		16.67	
21110	Shipping Packer		17.09	
21130	Shipping/Receiving Clerk		17.09	
21140	Store Worker I		12.15	***
21150	Stock Clerk		16.34	
21210	Tools And Parts Attendant		16.67	
21410	Warehouse Specialist		16.67	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		30.89	
23019	Aircraft Logs and Records Technician		24.28	

23021	Aircraft Mechanic I	29.23	
23022	Aircraft Mechanic II	30.89	
23023	Aircraft Mechanic III	32.57	
23040	Aircraft Mechanic Helper	21.14	
23050	Aircraft, Painter	27.52	
23060	Aircraft Servicer	24.28	
23070	Aircraft Survival Flight Equipment Technician	27.52	
23080	Aircraft Worker	25.81	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	25.81	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.23	
23110	Appliance Mechanic	20.70	
23120	Bicycle Repairer	17.70	
23125	Cable Splicer	31.47	
23130	Carpenter, Maintenance	19.24	
23140	Carpet Layer	20.12	
23160	Electrician, Maintenance	22.62	
23181	Electronics Technician Maintenance I	26.29	
23182	Electronics Technician Maintenance II	28.04	
23183	Electronics Technician Maintenance III	29.78	
23260	Fabric Worker	18.93	
23290	Fire Alarm System Mechanic	19.13	
23310	Fire Extinguisher Repairer	17.70	
23311	Fuel Distribution System Mechanic	32.10	
23312	Fuel Distribution System Operator	25.20	
23370	General Maintenance Worker	16.65	
23380	Ground Support Equipment Mechanic	29.23	
23381	Ground Support Equipment Servicer	24.28	
23382	Ground Support Equipment Worker	25.81	
23391	Gunsmith I	17.70	
23392	Gunsmith II	20.12	
23393	Gunsmith III	22.79	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.26	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.53	
23430	Heavy Equipment Mechanic	24.68	
23440	Heavy Equipment Operator	18.82	
23460	Instrument Mechanic	26.20	
23465	Laboratory/Shelter Mechanic	21.46	
23470	Laborer	13.65	***
23510	Locksmith	21.46	
23530	Machinery Maintenance Mechanic	23.33	
23550	Machinist, Maintenance	19.47	
23580	Maintenance Trades Helper	13.93	***
23591	Metrology Technician I	26.20	
23592	Metrology Technician II	27.69	
23593	Metrology Technician III	29.20	
23640	Millwright	23.89	
23710	Office Appliance Repairer	19.74	
23760	Painter, Maintenance	20.67	
23790	Pipefitter, Maintenance	25.19	
23810	Plumber, Maintenance	23.72	
23820	Pneudraulic Systems Mechanic	22.79	
23850	Rigger	22.69	
23870	Scale Mechanic	20.12	
23890	Sheet-Metal Worker, Maintenance	21.72	
23910	Small Engine Mechanic	17.96	
23931	Telecommunications Mechanic I	23.33	
23932	Telecommunications Mechanic II	24.64	
23950	Telephone Lineman	24.24	
23960	Welder, Combination, Maintenance	18.30	
23965	Well Driller	22.79	
23970	Woodcraft Worker	22.79	
23980	Woodworker	17.70	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.64	
24570	Child Care Attendant	11.25	***
24580	Child Care Center Clerk	14.03	***
24610	Chore Aide	11.35	***

24620	Family Readiness And Support Services Coordinator	17.64
24630	Homemaker	17.64

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.11	
25040	Sewage Plant Operator	20.72	
25070	Stationary Engineer	23.11	
25190	Ventilation Equipment Tender	16.71	
25210	Water Treatment Plant Operator	20.72	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.67	
27007	Baggage Inspector	13.55	***
27008	Corrections Officer	18.09	
27010	Court Security Officer	20.39	
27030	Detection Dog Handler	15.18	***
27040	Detention Officer	18.09	
27070	Firefighter	23.60	
27101	Guard I	13.55	***
27102	Guard II	15.18	***
27131	Police Officer I	20.77	
27132	Police Officer II	23.08	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.53	***
28042	Carnival Equipment Repairer	15.61	***
28043	Carnival Worker	11.01	***
28210	Gate Attendant/Gate Tender	17.20	
28310	Lifeguard	11.62	***
28350	Park Attendant (Aide)	19.25	
28510	Recreation Aide/Health Facility Attendant	14.00	***
28515	Recreation Specialist	23.76	
28630	Sports Official	15.27	***
28690	Swimming Pool Operator	17.75	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.70	
29020	Hatch Tender	23.70	
29030	Line Handler	23.70	
29041	Stevedore I	22.29	
29042	Stevedore II	25.27	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.41	
30022	Archeological Technician II	20.59	
30023	Archeological Technician III	25.51	
30030	Cartographic Technician	25.51	
30040	Civil Engineering Technician	23.49	
30051	Cryogenic Technician I	28.25	
30052	Cryogenic Technician II	31.20	
30061	Drafter/CAD Operator I	18.41	
30062	Drafter/CAD Operator II	20.59	
30063	Drafter/CAD Operator III	22.95	
30064	Drafter/CAD Operator IV	28.25	
30081	Engineering Technician I	15.84	***
30082	Engineering Technician II	17.80	
30083	Engineering Technician III	19.90	
30084	Engineering Technician IV	24.66	
30085	Engineering Technician V	30.16	

30086	Engineering Technician VI	36.50
30090	Environmental Technician	21.87
30095	Evidence Control Specialist	25.51
30210	Laboratory Technician	19.37
30221	Latent Fingerprint Technician I	24.09
30222	Latent Fingerprint Technician II	26.61
30240	Mathematical Technician	26.50
30361	Paralegal/Legal Assistant I	19.36
30362	Paralegal/Legal Assistant II	22.87
30363	Paralegal/Legal Assistant III	27.98
30364	Paralegal/Legal Assistant IV	32.74
30375	Petroleum Supply Specialist	31.20
30390	Photo-Optics Technician	25.51
30395	Radiation Control Technician	31.20
30461	Technical Writer I	24.61
30462	Technical Writer II	30.11
30463	Technical Writer III	36.43
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	28.25
30502	Weather Forecaster II	34.36
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.95
30621	Weather Observer, Senior	(see 2) 25.51

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	14.40	***
31030	Bus Driver	19.91	
31043	Driver Courier	13.61	***
31260	Parking and Lot Attendant	12.82	***
31290	Shuttle Bus Driver	13.98	***
31310	Taxi Driver	12.97	***
31361	Truckdriver, Light	14.61	***
31362	Truckdriver, Medium	15.63	***
31363	Truckdriver, Heavy	23.73	
31364	Truckdriver, Tractor-Trailer	23.73	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.38	***
99050	Desk Clerk	11.27	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	13.89	***
99252	Laboratory Animal Caretaker II	14.91	***
99260	Marketing Analyst	29.32	
99310	Mortician	26.22	
99410	Pest Controller	16.74	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	18.19	
99711	Recycling Specialist	21.90	
99730	Refuse Collector	16.59	
99810	Sales Clerk	11.95	***
99820	School Crossing Guard	11.43	***
99830	Survey Party Chief	24.32	
99831	Surveying Aide	16.09	***
99832	Surveying Technician	22.11	
99840	Vending Machine Attendant	17.79	
99841	Vending Machine Repairer	21.72	
99842	Vending Machine Repairer Helper	17.79	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5119

States/Territories. : Arkansas

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas County of Grant

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.38	***
01012	Accounting Clerk II	16.13	***
01013	Accounting Clerk III	18.05	
01020	Administrative Assistant	25.48	
01035	Court Reporter	17.38	
01041	Customer Service Representative I	14.42	***
01042	Customer Service Representative II	15.74	***
01043	Customer Service Representative III	17.68	
01051	Data Entry Operator I	14.13	***
01052	Data Entry Operator II	15.42	***
01060	Dispatcher, Motor Vehicle	16.46	
01070	Document Preparation Clerk	12.67	***
01090	Duplicating Machine Operator	12.67	***
01111	General Clerk I	13.69	***
01112	General Clerk II	14.94	***
01113	General Clerk III	16.77	
01120	Housing Referral Assistant	19.36	
01141	Messenger Courier	13.50	***
01191	Order Clerk I	13.37	***
01192	Order Clerk II	14.59	***
01261	Personnel Assistant (Employment) I	16.99	

01262	Personnel Assistant (Employment) II	19.01	
01263	Personnel Assistant (Employment) III	21.19	
01270	Production Control Clerk	26.54	
01290	Rental Clerk	13.75	***
01300	Scheduler, Maintenance	15.53	***
01311	Secretary I	15.53	***
01312	Secretary II	17.38	
01313	Secretary III	19.36	
01320	Service Order Dispatcher	14.71	***
01410	Supply Technician	25.48	
01420	Survey Worker	15.65	***
01460	Switchboard Operator/Receptionist	14.07	***
01531	Travel Clerk I	16.78	
01532	Travel Clerk II	18.26	
01533	Travel Clerk III	19.31	
01611	Word Processor I	15.06	***
01612	Word Processor II	16.91	
01613	Word Processor III	18.91	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.42	
05010	Automotive Electrician	19.90	
05040	Automotive Glass Installer	18.52	
05070	Automotive Worker	18.52	
05110	Mobile Equipment Servicer	16.28	
05130	Motor Equipment Metal Mechanic	20.98	
05160	Motor Equipment Metal Worker	18.52	
05190	Motor Vehicle Mechanic	20.98	
05220	Motor Vehicle Mechanic Helper	15.17	***
05250	Motor Vehicle Upholstery Worker	17.75	
05280	Motor Vehicle Wrecker	18.52	
05310	Painter, Automotive	19.76	
05340	Radiator Repair Specialist	18.52	
05370	Tire Repairer	13.89	***
05400	Transmission Repair Specialist	20.98	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.96	***
07041	Cook I	12.17	***
07042	Cook II	13.96	***
07070	Dishwasher	11.21	***
07130	Food Service Worker	12.07	***
07210	Meat Cutter	16.63	
07260	Waiter/Waitress	11.00	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	17.92	
09040	Furniture Handler	11.47	***
09080	Furniture Refinisher	17.98	
09090	Furniture Refinisher Helper	13.81	***
09110	Furniture Repairer, Minor	15.87	***
09130	Upholsterer	18.05	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.77	***
11060	Elevator Operator	11.77	***
11090	Gardener	18.36	
11122	Housekeeping Aide	11.61	***
11150	Janitor	11.61	***
11210	Laborer, Grounds Maintenance	14.20	***
11240	Maid or Houseman	11.39	***
11260	Pruner	12.95	***
11270	Tractor Operator	17.10	
11330	Trail Maintenance Worker	14.20	***

11360	Window Cleaner	12.73	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.23	
12011	Breath Alcohol Technician	20.22	
12012	Certified Occupational Therapist Assistant	31.40	
12015	Certified Physical Therapist Assistant	31.30	
12020	Dental Assistant	18.61	
12025	Dental Hygienist	37.46	
12030	EKG Technician	28.35	
12035	Electroneurodiagnostic Technologist	28.35	
12040	Emergency Medical Technician	17.23	
12071	Licensed Practical Nurse I	18.07	
12072	Licensed Practical Nurse II	20.22	
12073	Licensed Practical Nurse III	22.54	
12100	Medical Assistant	15.92	***
12130	Medical Laboratory Technician	22.50	
12160	Medical Record Clerk	18.68	
12190	Medical Record Technician	21.08	
12195	Medical Transcriptionist	15.28	***
12210	Nuclear Medicine Technologist	35.38	
12221	Nursing Assistant I	11.85	***
12222	Nursing Assistant II	13.31	***
12223	Nursing Assistant III	14.52	***
12224	Nursing Assistant IV	16.32	
12235	Optical Dispenser	20.73	
12236	Optical Technician	18.07	
12250	Pharmacy Technician	14.75	***
12280	Phlebotomist	16.56	
12305	Radiologic Technologist	26.50	
12311	Registered Nurse I	24.28	
12312	Registered Nurse II	29.70	
12313	Registered Nurse II, Specialist	29.70	
12314	Registered Nurse III	35.94	
12315	Registered Nurse III, Anesthetist	35.94	
12316	Registered Nurse IV	43.07	
12317	Scheduler (Drug and Alcohol Testing)	25.05	
12320	Substance Abuse Treatment Counselor	22.10	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.89	
13012	Exhibits Specialist II	25.88	
13013	Exhibits Specialist III	31.66	
13041	Illustrator I	20.89	
13042	Illustrator II	25.88	
13043	Illustrator III	31.66	
13047	Librarian	28.66	
13050	Library Aide/Clerk	14.16	***
13054	Library Information Technology Systems Administrator	25.88	
13058	Library Technician	14.87	***
13061	Media Specialist I	18.67	
13062	Media Specialist II	20.89	
13063	Media Specialist III	23.29	
13071	Photographer I	16.08	***
13072	Photographer II	18.26	
13073	Photographer III	22.62	
13074	Photographer IV	27.67	
13075	Photographer V	32.97	
13090	Technical Order Library Clerk	15.32	***
13110	Video Teleconference Technician	19.22	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.01	
14042	Computer Operator II	17.20	
14043	Computer Operator III	19.18	
14044	Computer Operator IV	22.61	

14045	Computer Operator V		25.04
14071	Computer Programmer I	(see 1)	21.05
14072	Computer Programmer II	(see 1)	26.09
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		17.01
14160	Personal Computer Support Technician		23.77
14170	System Support Specialist		26.33

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		29.93	
15020	Aircrew Training Devices Instructor (Rated)		36.21	
15030	Air Crew Training Devices Instructor (Pilot)		43.41	
15050	Computer Based Training Specialist / Instructor		29.93	
15060	Educational Technologist		29.61	
15070	Flight Instructor (Pilot)		43.41	
15080	Graphic Artist		22.65	
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		20.44	
15095	Technical Instructor/Course Developer		25.01	
15110	Test Proctor		16.51	
15120	Tutor		16.51	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		12.46	***
16030	Counter Attendant		12.46	***
16040	Dry Cleaner		14.28	***
16070	Finisher, Flatwork, Machine		12.46	***
16090	Presser, Hand		12.46	***
16110	Presser, Machine, Drycleaning		12.46	***
16130	Presser, Machine, Shirts		12.46	***
16160	Presser, Machine, Wearing Apparel, Laundry		12.46	***
16190	Sewing Machine Operator		14.87	***
16220	Tailor		15.46	***
16250	Washer, Machine		13.04	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		19.00	
19040	Tool And Die Maker		23.67	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		16.67	
21030	Material Coordinator		26.54	
21040	Material Expediter		26.54	
21050	Material Handling Laborer		13.65	***
21071	Order Filler		13.63	***
21080	Production Line Worker (Food Processing)		16.67	
21110	Shipping Packer		17.09	
21130	Shipping/Receiving Clerk		17.09	
21140	Store Worker I		12.15	***
21150	Stock Clerk		16.34	
21210	Tools And Parts Attendant		16.67	
21410	Warehouse Specialist		16.67	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		30.89	
23019	Aircraft Logs and Records Technician		24.28	

23021	Aircraft Mechanic I	29.23	
23022	Aircraft Mechanic II	30.89	
23023	Aircraft Mechanic III	32.57	
23040	Aircraft Mechanic Helper	21.14	
23050	Aircraft, Painter	27.52	
23060	Aircraft Servicer	24.28	
23070	Aircraft Survival Flight Equipment Technician	27.52	
23080	Aircraft Worker	25.81	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	25.81	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.23	
23110	Appliance Mechanic	21.42	
23120	Bicycle Repairer	17.70	
23125	Cable Splicer	30.87	
23130	Carpenter, Maintenance	19.24	
23140	Carpet Layer	20.12	
23160	Electrician, Maintenance	22.62	
23181	Electronics Technician Maintenance I	26.29	
23182	Electronics Technician Maintenance II	28.04	
23183	Electronics Technician Maintenance III	29.78	
23260	Fabric Worker	18.93	
23290	Fire Alarm System Mechanic	19.16	
23310	Fire Extinguisher Repairer	17.70	
23311	Fuel Distribution System Mechanic	32.10	
23312	Fuel Distribution System Operator	24.91	
23370	General Maintenance Worker	18.48	
23380	Ground Support Equipment Mechanic	29.23	
23381	Ground Support Equipment Servicer	24.28	
23382	Ground Support Equipment Worker	25.81	
23391	Gunsmith I	17.70	
23392	Gunsmith II	20.12	
23393	Gunsmith III	22.79	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.26	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.53	
23430	Heavy Equipment Mechanic	24.68	
23440	Heavy Equipment Operator	18.82	
23460	Instrument Mechanic	26.20	
23465	Laboratory/Shelter Mechanic	21.46	
23470	Laborer	13.65	***
23510	Locksmith	21.46	
23530	Machinery Maintenance Mechanic	23.33	
23550	Machinist, Maintenance	19.47	
23580	Maintenance Trades Helper	13.93	***
23591	Metrology Technician I	26.20	
23592	Metrology Technician II	27.69	
23593	Metrology Technician III	29.20	
23640	Millwright	23.89	
23710	Office Appliance Repairer	19.74	
23760	Painter, Maintenance	20.67	
23790	Pipefitter, Maintenance	25.19	
23810	Plumber, Maintenance	23.72	
23820	Pneudraulic Systems Mechanic	22.79	
23850	Rigger	22.69	
23870	Scale Mechanic	20.12	
23890	Sheet-Metal Worker, Maintenance	21.72	
23910	Small Engine Mechanic	17.96	
23931	Telecommunications Mechanic I	23.33	
23932	Telecommunications Mechanic II	24.64	
23950	Telephone Lineman	24.24	
23960	Welder, Combination, Maintenance	18.30	
23965	Well Driller	22.79	
23970	Woodcraft Worker	22.79	
23980	Woodworker	17.70	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.64	
24570	Child Care Attendant	11.25	***
24580	Child Care Center Clerk	14.03	***
24610	Chore Aide	11.35	***

24620	Family Readiness And Support Services Coordinator	17.64
24630	Homemaker	17.64

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.11	
25040	Sewage Plant Operator	20.72	
25070	Stationary Engineer	23.11	
25190	Ventilation Equipment Tender	16.71	
25210	Water Treatment Plant Operator	20.72	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.67	
27007	Baggage Inspector	14.76	***
27008	Corrections Officer	18.09	
27010	Court Security Officer	20.39	
27030	Detection Dog Handler	15.73	***
27040	Detention Officer	18.09	
27070	Firefighter	23.60	
27101	Guard I	14.76	***
27102	Guard II	15.73	***
27131	Police Officer I	20.77	
27132	Police Officer II	23.08	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.53	***
28042	Carnival Equipment Repairer	15.61	***
28043	Carnival Worker	11.01	***
28210	Gate Attendant/Gate Tender	17.20	
28310	Lifeguard	11.95	***
28350	Park Attendant (Aide)	19.25	
28510	Recreation Aide/Health Facility Attendant	14.05	***
28515	Recreation Specialist	23.76	
28630	Sports Official	15.33	***
28690	Swimming Pool Operator	18.27	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.70	
29020	Hatch Tender	23.70	
29030	Line Handler	23.70	
29041	Stevedore I	22.29	
29042	Stevedore II	25.27	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.40	
30022	Archeological Technician II	20.59	
30023	Archeological Technician III	25.51	
30030	Cartographic Technician	25.51	
30040	Civil Engineering Technician	23.49	
30051	Cryogenic Technician I	28.25	
30052	Cryogenic Technician II	31.20	
30061	Drafter/CAD Operator I	18.40	
30062	Drafter/CAD Operator II	20.59	
30063	Drafter/CAD Operator III	22.95	
30064	Drafter/CAD Operator IV	28.25	
30081	Engineering Technician I	15.84	***
30082	Engineering Technician II	17.80	
30083	Engineering Technician III	19.90	
30084	Engineering Technician IV	24.66	
30085	Engineering Technician V	30.16	

30086	Engineering Technician VI	36.50
30090	Environmental Technician	22.61
30095	Evidence Control Specialist	25.51
30210	Laboratory Technician	19.37
30221	Latent Fingerprint Technician I	24.09
30222	Latent Fingerprint Technician II	26.61
30240	Mathematical Technician	25.51
30361	Paralegal/Legal Assistant I	18.58
30362	Paralegal/Legal Assistant II	23.01
30363	Paralegal/Legal Assistant III	28.15
30364	Paralegal/Legal Assistant IV	34.06
30375	Petroleum Supply Specialist	31.20
30390	Photo-Optics Technician	24.87
30395	Radiation Control Technician	31.20
30461	Technical Writer I	24.61
30462	Technical Writer II	30.11
30463	Technical Writer III	36.43
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	28.25
30502	Weather Forecaster II	34.36
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.95
30621	Weather Observer, Senior	(see 2) 25.51

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	14.40	***
31030	Bus Driver	19.91	
31043	Driver Courier	13.61	***
31260	Parking and Lot Attendant	12.82	***
31290	Shuttle Bus Driver	13.98	***
31310	Taxi Driver	13.41	***
31361	Truckdriver, Light	14.61	***
31362	Truckdriver, Medium	15.63	***
31363	Truckdriver, Heavy	23.73	
31364	Truckdriver, Tractor-Trailer	23.73	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.38	***
99050	Desk Clerk	11.27	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	15.28	***
99252	Laboratory Animal Caretaker II	16.41	
99260	Marketing Analyst	29.32	
99310	Mortician	26.22	
99410	Pest Controller	18.96	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	18.19	
99711	Recycling Specialist	21.90	
99730	Refuse Collector	16.59	
99810	Sales Clerk	12.11	***
99820	School Crossing Guard	13.04	***
99830	Survey Party Chief	24.51	
99831	Surveying Aide	16.06	***
99832	Surveying Technician	21.97	
99840	Vending Machine Attendant	17.79	
99841	Vending Machine Repairer	21.72	
99842	Vending Machine Repairer Helper	17.79	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5121

States/Territories. : Arkansas

Revision No. : 20

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Cleveland, Jefferson, Lincoln

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.18	***
01012	Accounting Clerk II	17.04	
01013	Accounting Clerk III	19.06	
01020	Administrative Assistant	21.02	
01035	Court Reporter	15.73	***
01041	Customer Service Representative I	12.86	***
01042	Customer Service Representative II	14.03	***
01043	Customer Service Representative III	15.75	***
01051	Data Entry Operator I	11.60	***
01052	Data Entry Operator II	12.65	***
01060	Dispatcher, Motor Vehicle	15.73	***
01070	Document Preparation Clerk	12.53	***
01090	Duplicating Machine Operator	12.53	***
01111	General Clerk I	12.79	***
01112	General Clerk II	13.96	***
01113	General Clerk III	15.67	***
01120	Housing Referral Assistant	17.54	
01141	Messenger Courier	10.22	***
01191	Order Clerk I	11.48	***
01192	Order Clerk II	12.53	***
01261	Personnel Assistant (Employment) I	14.07	***

01262	Personnel Assistant (Employment) II	15.73	***
01263	Personnel Assistant (Employment) III	17.54	
01270	Production Control Clerk	26.61	
01290	Rental Clerk	12.30	***
01300	Scheduler, Maintenance	14.07	***
01311	Secretary I	14.07	***
01312	Secretary II	15.73	***
01313	Secretary III	17.54	
01320	Service Order Dispatcher	14.07	***
01410	Supply Technician	21.02	
01420	Survey Worker	14.44	***
01460	Switchboard Operator/Receptionist	13.50	***
01531	Travel Clerk I	13.30	***
01532	Travel Clerk II	14.42	***
01533	Travel Clerk III	15.20	***
01611	Word Processor I	12.53	***
01612	Word Processor II	14.07	***
01613	Word Processor III	15.73	***

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	19.90	
05010	Automotive Electrician	19.90	
05040	Automotive Glass Installer	17.75	
05070	Automotive Worker	17.75	
05110	Mobile Equipment Servicer	16.01	***
05130	Motor Equipment Metal Mechanic	19.90	
05160	Motor Equipment Metal Worker	17.75	
05190	Motor Vehicle Mechanic	19.90	
05220	Motor Vehicle Mechanic Helper	14.64	***
05250	Motor Vehicle Upholstery Worker	17.75	
05280	Motor Vehicle Wrecker	17.75	
05310	Painter, Automotive	18.86	
05340	Radiator Repair Specialist	17.75	
05370	Tire Repairer	13.87	***
05400	Transmission Repair Specialist	19.90	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	18.61	
07041	Cook I	12.17	***
07042	Cook II	13.96	***
07070	Dishwasher	11.11	***
07130	Food Service Worker	11.54	***
07210	Meat Cutter	16.90	
07260	Waiter/Waitress	11.00	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	19.86	
09040	Furniture Handler	14.23	***
09080	Furniture Refinisher	19.86	
09090	Furniture Refinisher Helper	16.94	
09110	Furniture Repairer, Minor	19.26	
09130	Upholsterer	19.86	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.62	***
11060	Elevator Operator	11.36	***
11090	Gardener	17.82	
11122	Housekeeping Aide	11.36	***
11150	Janitor	11.36	***
11210	Laborer, Grounds Maintenance	13.78	***
11240	Maid or Houseman	11.02	***
11260	Pruner	12.57	***
11270	Tractor Operator	16.60	
11330	Trail Maintenance Worker	13.78	***

11360	Window Cleaner	12.46	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.56	
12011	Breath Alcohol Technician	19.56	
12012	Certified Occupational Therapist Assistant	26.84	
12015	Certified Physical Therapist Assistant	26.84	
12020	Dental Assistant	17.41	
12025	Dental Hygienist	43.00	
12030	EKG Technician	29.65	
12035	Electroneurodiagnostic Technologist	29.65	
12040	Emergency Medical Technician	19.56	
12071	Licensed Practical Nurse I	17.49	
12072	Licensed Practical Nurse II	19.56	
12073	Licensed Practical Nurse III	21.81	
12100	Medical Assistant	13.93	***
12130	Medical Laboratory Technician	18.63	
12160	Medical Record Clerk	16.13	***
12190	Medical Record Technician	18.33	
12195	Medical Transcriptionist	17.49	
12210	Nuclear Medicine Technologist	43.00	
12221	Nursing Assistant I	11.97	***
12222	Nursing Assistant II	13.45	***
12223	Nursing Assistant III	14.67	***
12224	Nursing Assistant IV	16.47	
12235	Optical Dispenser	19.56	
12236	Optical Technician	17.49	
12250	Pharmacy Technician	14.75	***
12280	Phlebotomist	17.49	
12305	Radiologic Technologist	24.39	
12311	Registered Nurse I	24.61	
12312	Registered Nurse II	30.10	
12313	Registered Nurse II, Specialist	30.10	
12314	Registered Nurse III	36.43	
12315	Registered Nurse III, Anesthetist	36.43	
12316	Registered Nurse IV	43.65	
12317	Scheduler (Drug and Alcohol Testing)	24.24	
12320	Substance Abuse Treatment Counselor	26.98	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	18.72	
13012	Exhibits Specialist II	23.18	
13013	Exhibits Specialist III	28.37	
13041	Illustrator I	18.72	
13042	Illustrator II	23.18	
13043	Illustrator III	28.37	
13047	Librarian	25.68	
13050	Library Aide/Clerk	14.76	***
13054	Library Information Technology Systems Administrator	23.18	
13058	Library Technician	18.72	
13061	Media Specialist I	16.73	
13062	Media Specialist II	18.72	
13063	Media Specialist III	20.87	
13071	Photographer I	16.73	
13072	Photographer II	18.72	
13073	Photographer III	23.18	
13074	Photographer IV	28.37	
13075	Photographer V	34.32	
13090	Technical Order Library Clerk	18.72	
13110	Video Teleconference Technician	16.73	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	11.80	***
14042	Computer Operator II	13.20	***
14043	Computer Operator III	14.72	***
14044	Computer Operator IV	19.77	

14045	Computer Operator V		21.45
14071	Computer Programmer I	(see 1)	17.84
14072	Computer Programmer II	(see 1)	19.77
14073	Computer Programmer III	(see 1)	24.01
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	26.62
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		11.80 ***
14160	Personal Computer Support Technician		21.75
14170	System Support Specialist		21.59

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		24.09	
15020	Aircrew Training Devices Instructor (Rated)		29.15	
15030	Air Crew Training Devices Instructor (Pilot)		34.94	
15050	Computer Based Training Specialist / Instructor		26.62	
15060	Educational Technologist		29.19	
15070	Flight Instructor (Pilot)		34.94	
15080	Graphic Artist		22.64	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		34.94	
15086	Maintenance Test Pilot, Rotary Wing		34.94	
15088	Non-Maintenance Test/Co-Pilot		34.94	
15090	Technical Instructor		19.09	
15095	Technical Instructor/Course Developer		22.64	
15110	Test Proctor		14.94	***
15120	Tutor		14.94	***

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		12.16	***
16030	Counter Attendant		12.16	***
16040	Dry Cleaner		13.88	***
16070	Finisher, Flatwork, Machine		12.16	***
16090	Presser, Hand		12.16	***
16110	Presser, Machine, Drycleaning		12.16	***
16130	Presser, Machine, Shirts		12.16	***
16160	Presser, Machine, Wearing Apparel, Laundry		12.16	***
16190	Sewing Machine Operator		14.46	***
16220	Tailor		15.03	***
16250	Washer, Machine		12.73	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		25.29	
19040	Tool And Die Maker		31.49	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		14.37	***
21030	Material Coordinator		26.61	
21040	Material Expediter		26.61	
21050	Material Handling Laborer		13.73	***
21071	Order Filler		11.53	***
21080	Production Line Worker (Food Processing)		14.37	***
21110	Shipping Packer		16.82	
21130	Shipping/Receiving Clerk		16.82	
21140	Store Worker I		12.15	***
21150	Stock Clerk		16.34	
21210	Tools And Parts Attendant		14.37	***
21410	Warehouse Specialist		14.37	***

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		28.38	
23019	Aircraft Logs and Records Technician		22.30	

23021	Aircraft Mechanic I	26.85	
23022	Aircraft Mechanic II	28.38	
23023	Aircraft Mechanic III	29.93	
23040	Aircraft Mechanic Helper	19.41	
23050	Aircraft, Painter	25.29	
23060	Aircraft Servicer	22.30	
23070	Aircraft Survival Flight Equipment Technician	25.29	
23080	Aircraft Worker	23.71	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	23.71	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	26.85	
23110	Appliance Mechanic	25.29	
23120	Bicycle Repairer	17.35	
23125	Cable Splicer	27.12	
23130	Carpenter, Maintenance	21.48	
23140	Carpet Layer	23.71	
23160	Electrician, Maintenance	31.82	
23181	Electronics Technician Maintenance I	23.71	
23182	Electronics Technician Maintenance II	25.29	
23183	Electronics Technician Maintenance III	26.85	
23260	Fabric Worker	22.30	
23290	Fire Alarm System Mechanic	26.85	
23310	Fire Extinguisher Repairer	20.85	
23311	Fuel Distribution System Mechanic	26.85	
23312	Fuel Distribution System Operator	20.85	
23370	General Maintenance Worker	18.48	
23380	Ground Support Equipment Mechanic	26.85	
23381	Ground Support Equipment Servicer	22.30	
23382	Ground Support Equipment Worker	23.71	
23391	Gunsmith I	20.85	
23392	Gunsmith II	23.71	
23393	Gunsmith III	26.85	
23410	Heating, Ventilation And Air-Conditioning Mechanic	23.82	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.28	
23430	Heavy Equipment Mechanic	26.85	
23440	Heavy Equipment Operator	19.36	
23460	Instrument Mechanic	26.85	
23465	Laboratory/Shelter Mechanic	25.29	
23470	Laborer	13.73	***
23510	Locksmith	25.29	
23530	Machinery Maintenance Mechanic	32.71	
23550	Machinist, Maintenance	26.61	
23580	Maintenance Trades Helper	16.72	
23591	Metrology Technician I	26.85	
23592	Metrology Technician II	28.38	
23593	Metrology Technician III	29.93	
23640	Millwright	26.85	
23710	Office Appliance Repairer	25.29	
23760	Painter, Maintenance	25.29	
23790	Pipefitter, Maintenance	23.34	
23810	Plumber, Maintenance	21.97	
23820	Pneudraulic Systems Mechanic	26.85	
23850	Rigger	26.85	
23870	Scale Mechanic	23.71	
23890	Sheet-Metal Worker, Maintenance	26.85	
23910	Small Engine Mechanic	23.71	
23931	Telecommunications Mechanic I	25.51	
23932	Telecommunications Mechanic II	26.87	
23950	Telephone Lineman	26.85	
23960	Welder, Combination, Maintenance	20.68	
23965	Well Driller	26.85	
23970	Woodcraft Worker	26.85	
23980	Woodworker	20.85	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.37	***
24570	Child Care Attendant	10.04	***
24580	Child Care Center Clerk	12.83	***
24610	Chore Aide	11.19	***

24620	Family Readiness And Support Services Coordinator	14.37	***
24630	Homemaker	14.37	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	26.85	
25040	Sewage Plant Operator	19.78	
25070	Stationary Engineer	26.85	
25190	Ventilation Equipment Tender	19.41	
25210	Water Treatment Plant Operator	19.78	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.30	
27007	Baggage Inspector	16.75	
27008	Corrections Officer	17.86	
27010	Court Security Officer	19.71	
27030	Detection Dog Handler	18.74	
27040	Detention Officer	17.86	
27070	Firefighter	18.57	
27101	Guard I	16.75	
27102	Guard II	18.74	
27131	Police Officer I	20.25	
27132	Police Officer II	22.51	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	12.19	***
28042	Carnival Equipment Repairer	13.09	***
28043	Carnival Worker	9.26	***
28210	Gate Attendant/Gate Tender	14.75	***
28310	Lifeguard	13.84	***
28350	Park Attendant (Aide)	16.50	
28510	Recreation Aide/Health Facility Attendant	12.69	***
28515	Recreation Specialist	17.46	
28630	Sports Official	13.15	***
28690	Swimming Pool Operator	20.99	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.71	
29020	Hatch Tender	23.71	
29030	Line Handler	23.71	
29041	Stevedore I	22.30	
29042	Stevedore II	25.29	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	14.03	***
30022	Archeological Technician II	17.45	
30023	Archeological Technician III	20.55	
30030	Cartographic Technician	20.55	
30040	Civil Engineering Technician	19.44	
30051	Cryogenic Technician I	21.59	
30052	Cryogenic Technician II	23.85	
30061	Drafter/CAD Operator I	14.03	***
30062	Drafter/CAD Operator II	17.45	
30063	Drafter/CAD Operator III	18.71	
30064	Drafter/CAD Operator IV	21.53	
30081	Engineering Technician I	12.50	***
30082	Engineering Technician II	14.03	***
30083	Engineering Technician III	17.45	
30084	Engineering Technician IV	20.55	
30085	Engineering Technician V	26.38	

30086	Engineering Technician VI	28.77	
30090	Environmental Technician	18.68	
30095	Evidence Control Specialist	19.49	
30210	Laboratory Technician	16.64	
30221	Latent Fingerprint Technician I	21.59	
30222	Latent Fingerprint Technician II	23.85	
30240	Mathematical Technician	20.55	
30361	Paralegal/Legal Assistant I	14.07	***
30362	Paralegal/Legal Assistant II	19.49	
30363	Paralegal/Legal Assistant III	23.85	
30364	Paralegal/Legal Assistant IV	28.84	
30375	Petroleum Supply Specialist	23.85	
30390	Photo-Optics Technician	20.55	
30395	Radiation Control Technician	23.85	
30461	Technical Writer I	18.88	
30462	Technical Writer II	23.08	
30463	Technical Writer III	27.93	
30491	Unexploded Ordnance (UXO) Technician I	26.22	
30492	Unexploded Ordnance (UXO) Technician II	31.73	
30493	Unexploded Ordnance (UXO) Technician III	38.03	
30494	Unexploded (UXO) Safety Escort	26.22	
30495	Unexploded (UXO) Sweep Personnel	26.22	
30501	Weather Forecaster I	21.59	
30502	Weather Forecaster II	26.26	
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface	18.71
30621	Weather Observer, Senior	(see 2)	20.55

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	12.94	***
31030	Bus Driver	17.82	
31043	Driver Courier	13.92	***
31260	Parking and Lot Attendant	11.79	***
31290	Shuttle Bus Driver	14.95	***
31310	Taxi Driver	13.41	***
31361	Truckdriver, Light	14.95	***
31362	Truckdriver, Medium	16.56	
31363	Truckdriver, Heavy	20.85	
31364	Truckdriver, Tractor-Trailer	20.85	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.00	***
99050	Desk Clerk	11.00	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	17.79	
99252	Laboratory Animal Caretaker II	19.10	
99260	Marketing Analyst	23.85	
99310	Mortician	26.22	
99410	Pest Controller	20.43	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	15.55	***
99711	Recycling Specialist	18.73	
99730	Refuse Collector	14.18	***
99810	Sales Clerk	12.11	***
99820	School Crossing Guard	13.47	***
99830	Survey Party Chief	19.32	
99831	Surveying Aide	12.65	***
99832	Surveying Technician	17.31	
99840	Vending Machine Attendant	17.79	
99841	Vending Machine Repairer	21.72	
99842	Vending Machine Repairer Helper	17.79	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5123

States/Territories. : Arkansas

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Baxter, Boone, Cleburne, Fulton, Independence, Izard, Jackson, Marion, Searcy, Sharp, Stone, Van Buren, White, Woodruff

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.38	***
01012	Accounting Clerk II	17.26	
01013	Accounting Clerk III	19.95	
01020	Administrative Assistant	22.25	
01035	Court Reporter	15.52	***
01041	Customer Service Representative I	13.12	***
01042	Customer Service Representative II	14.32	***
01043	Customer Service Representative III	16.07	***
01051	Data Entry Operator I	12.70	***
01052	Data Entry Operator II	14.38	***
01060	Dispatcher, Motor Vehicle	21.70	
01070	Document Preparation Clerk	12.36	***
01090	Duplicating Machine Operator	12.36	***
01111	General Clerk I	12.80	***
01112	General Clerk II	13.97	***
01113	General Clerk III	15.68	***
01120	Housing Referral Assistant	17.30	
01141	Messenger Courier	12.63	***
01191	Order Clerk I	14.17	***
01192	Order Clerk II	15.46	***

01261	Personnel Assistant (Employment) I	15.94	***
01262	Personnel Assistant (Employment) II	17.83	
01263	Personnel Assistant (Employment) III	19.88	
01270	Production Control Clerk	22.19	
01290	Rental Clerk	13.11	***
01300	Scheduler, Maintenance	13.87	***
01311	Secretary I	13.87	***
01312	Secretary II	15.52	***
01313	Secretary III	17.30	
01320	Service Order Dispatcher	19.40	
01410	Supply Technician	22.25	
01420	Survey Worker	13.63	***
01460	Switchboard Operator/Receptionist	13.46	***
01531	Travel Clerk I	13.30	***
01532	Travel Clerk II	14.42	***
01533	Travel Clerk III	15.20	***
01611	Word Processor I	12.36	***
01612	Word Processor II	13.87	***
01613	Word Processor III	15.52	***

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.00	
05010	Automotive Electrician	17.59	
05040	Automotive Glass Installer	15.52	***
05070	Automotive Worker	15.52	***
05110	Mobile Equipment Servicer	13.40	***
05130	Motor Equipment Metal Mechanic	17.74	
05160	Motor Equipment Metal Worker	15.52	***
05190	Motor Vehicle Mechanic	17.74	
05220	Motor Vehicle Mechanic Helper	12.42	***
05250	Motor Vehicle Upholstery Worker	14.86	***
05280	Motor Vehicle Wrecker	15.52	***
05310	Painter, Automotive	16.63	
05340	Radiator Repair Specialist	15.52	***
05370	Tire Repairer	15.85	***
05400	Transmission Repair Specialist	17.74	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	12.95	***
07041	Cook I	11.13	***
07042	Cook II	12.88	***
07070	Dishwasher	11.01	***
07130	Food Service Worker	11.41	***
07210	Meat Cutter	13.84	***
07260	Waiter/Waitress	11.00	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	17.49	
09040	Furniture Handler	10.54	***
09080	Furniture Refinisher	16.92	
09090	Furniture Refinisher Helper	12.55	***
09110	Furniture Repairer, Minor	14.71	***
09130	Upholsterer	16.24	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.97	***
11060	Elevator Operator	13.97	***
11090	Gardener	18.05	
11122	Housekeeping Aide	11.58	***
11150	Janitor	11.58	***
11210	Laborer, Grounds Maintenance	13.51	***
11240	Maid or Houseman	11.17	***
11260	Pruner	12.09	***
11270	Tractor Operator	16.60	

11330	Trail Maintenance Worker	13.51	***
11360	Window Cleaner	12.94	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.10	
12011	Breath Alcohol Technician	18.35	
12012	Certified Occupational Therapist Assistant	32.52	
12015	Certified Physical Therapist Assistant	30.12	
12020	Dental Assistant	17.51	
12025	Dental Hygienist	36.79	
12030	EKG Technician	28.36	
12035	Electroneurodiagnostic Technologist	28.36	
12040	Emergency Medical Technician	18.10	
12071	Licensed Practical Nurse I	16.62	
12072	Licensed Practical Nurse II	18.58	
12073	Licensed Practical Nurse III	20.71	
12100	Medical Assistant	13.94	***
12130	Medical Laboratory Technician	17.91	
12160	Medical Record Clerk	15.80	***
12190	Medical Record Technician	17.67	
12195	Medical Transcriptionist	17.47	
12210	Nuclear Medicine Technologist	40.83	
12221	Nursing Assistant I	11.78	***
12222	Nursing Assistant II	13.24	***
12223	Nursing Assistant III	14.44	***
12224	Nursing Assistant IV	16.23	
12235	Optical Dispenser	17.43	
12236	Optical Technician	16.62	
12250	Pharmacy Technician	14.00	***
12280	Phlebotomist	14.97	***
12305	Radiologic Technologist	24.24	
12311	Registered Nurse I	24.41	
12312	Registered Nurse II	29.86	
12313	Registered Nurse II, Specialist	29.86	
12314	Registered Nurse III	36.12	
12315	Registered Nurse III, Anesthetist	36.12	
12316	Registered Nurse IV	43.29	
12317	Scheduler (Drug and Alcohol Testing)	22.73	
12320	Substance Abuse Treatment Counselor	29.90	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	18.29	
13012	Exhibits Specialist II	22.66	
13013	Exhibits Specialist III	27.72	
13041	Illustrator I	18.29	
13042	Illustrator II	22.66	
13043	Illustrator III	27.72	
13047	Librarian	25.09	
13050	Library Aide/Clerk	11.13	***
13054	Library Information Technology Systems Administrator	22.66	
13058	Library Technician	12.15	***
13061	Media Specialist I	16.35	
13062	Media Specialist II	17.41	
13063	Media Specialist III	20.40	
13071	Photographer I	15.46	***
13072	Photographer II	17.29	
13073	Photographer III	21.42	
13074	Photographer IV	26.20	
13075	Photographer V	31.71	
13090	Technical Order Library Clerk	15.49	***
13110	Video Teleconference Technician	17.16	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	15.69	***
14042	Computer Operator II	17.55	
14043	Computer Operator III	19.57	

14044	Computer Operator IV		21.84
14045	Computer Operator V		24.08
14071	Computer Programmer I	(see 1)	21.44
14072	Computer Programmer II	(see 1)	25.80
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		15.69 ***
14160	Personal Computer Support Technician		24.02
14170	System Support Specialist		23.31

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		30.70	
15020	Aircrew Training Devices Instructor (Rated)		37.15	
15030	Air Crew Training Devices Instructor (Pilot)		44.52	
15050	Computer Based Training Specialist / Instructor		30.70	
15060	Educational Technologist		29.22	
15070	Flight Instructor (Pilot)		44.52	
15080	Graphic Artist		19.50	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		44.52	
15086	Maintenance Test Pilot, Rotary Wing		44.52	
15088	Non-Maintenance Test/Co-Pilot		44.52	
15090	Technical Instructor		20.60	
15095	Technical Instructor/Course Developer		25.20	
15110	Test Proctor		16.63	
15120	Tutor		16.63	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		12.46	***
16030	Counter Attendant		12.46	***
16040	Dry Cleaner		14.28	***
16070	Finisher, Flatwork, Machine		12.46	***
16090	Presser, Hand		12.46	***
16110	Presser, Machine, Drycleaning		12.46	***
16130	Presser, Machine, Shirts		12.46	***
16160	Presser, Machine, Wearing Apparel, Laundry		12.46	***
16190	Sewing Machine Operator		14.87	***
16220	Tailor		15.46	***
16250	Washer, Machine		13.04	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		18.97	
19040	Tool And Die Maker		23.83	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		17.69	
21030	Material Coordinator		22.19	
21040	Material Expediter		22.19	
21050	Material Handling Laborer		13.86	***
21071	Order Filler		13.32	***
21080	Production Line Worker (Food Processing)		17.69	
21110	Shipping Packer		16.26	
21130	Shipping/Receiving Clerk		16.26	
21140	Store Worker I		11.95	***
21150	Stock Clerk		16.70	
21210	Tools And Parts Attendant		17.69	
21410	Warehouse Specialist		17.69	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		25.67	

23019	Aircraft Logs and Records Technician	19.79	
23021	Aircraft Mechanic I	24.23	
23022	Aircraft Mechanic II	25.67	
23023	Aircraft Mechanic III	27.16	
23040	Aircraft Mechanic Helper	16.88	
23050	Aircraft, Painter	22.73	
23060	Aircraft Servicer	19.79	
23070	Aircraft Survival Flight Equipment Technician	22.73	
23080	Aircraft Worker	21.24	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	21.24	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	24.23	
23110	Appliance Mechanic	20.83	
23120	Bicycle Repairer	16.78	
23125	Cable Splicer	36.54	
23130	Carpenter, Maintenance	17.87	
23140	Carpet Layer	19.44	
23160	Electrician, Maintenance	20.42	
23181	Electronics Technician Maintenance I	22.41	
23182	Electronics Technician Maintenance II	23.98	
23183	Electronics Technician Maintenance III	25.58	
23260	Fabric Worker	18.12	
23290	Fire Alarm System Mechanic	22.22	
23310	Fire Extinguisher Repairer	16.78	
23311	Fuel Distribution System Mechanic	30.92	
23312	Fuel Distribution System Operator	23.40	
23370	General Maintenance Worker	17.49	
23380	Ground Support Equipment Mechanic	24.23	
23381	Ground Support Equipment Servicer	19.79	
23382	Ground Support Equipment Worker	21.24	
23391	Gunsmith I	16.78	
23392	Gunsmith II	19.44	
23393	Gunsmith III	22.22	
23410	Heating, Ventilation And Air-Conditioning Mechanic	19.47	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	20.58	
23430	Heavy Equipment Mechanic	22.25	
23440	Heavy Equipment Operator	18.63	
23460	Instrument Mechanic	22.22	
23465	Laboratory/Shelter Mechanic	20.83	
23470	Laborer	13.86	***
23510	Locksmith	20.83	
23530	Machinery Maintenance Mechanic	22.96	
23550	Machinist, Maintenance	20.03	
23580	Maintenance Trades Helper	17.35	
23591	Metrology Technician I	22.22	
23592	Metrology Technician II	23.54	
23593	Metrology Technician III	24.90	
23640	Millwright	22.71	
23710	Office Appliance Repairer	20.83	
23760	Painter, Maintenance	17.90	
23790	Pipefitter, Maintenance	19.52	
23810	Plumber, Maintenance	18.69	
23820	Pneudraulic Systems Mechanic	22.22	
23850	Rigger	22.22	
23870	Scale Mechanic	19.44	
23890	Sheet-Metal Worker, Maintenance	21.03	
23910	Small Engine Mechanic	18.43	
23931	Telecommunications Mechanic I	26.17	
23932	Telecommunications Mechanic II	27.56	
23950	Telephone Lineman	25.55	
23960	Welder, Combination, Maintenance	17.66	
23965	Well Driller	22.22	
23970	Woodcraft Worker	22.22	
23980	Woodworker	16.78	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.53	***
24570	Child Care Attendant	11.00	***
24580	Child Care Center Clerk	13.72	***

24610	Chore Aide	11.21	***
24620	Family Readiness And Support Services Coordinator	14.53	***
24630	Homemaker	15.14	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	21.13	
25040	Sewage Plant Operator	17.67	
25070	Stationary Engineer	21.13	
25190	Ventilation Equipment Tender	14.78	***
25210	Water Treatment Plant Operator	17.55	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	14.62	***
27007	Baggage Inspector	16.18	***
27008	Corrections Officer	17.86	
27010	Court Security Officer	17.64	
27030	Detection Dog Handler	18.11	
27040	Detention Officer	17.86	
27070	Firefighter	18.44	
27101	Guard I	16.18	***
27102	Guard II	18.11	
27131	Police Officer I	17.92	
27132	Police Officer II	19.92	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.11	***
28042	Carnival Equipment Repairer	16.44	
28043	Carnival Worker	11.01	***
28210	Gate Attendant/Gate Tender	14.50	***
28310	Lifeguard	12.47	***
28350	Park Attendant (Aide)	16.21	
28510	Recreation Aide/Health Facility Attendant	11.54	***
28515	Recreation Specialist	19.45	
28630	Sports Official	12.60	***
28690	Swimming Pool Operator	19.05	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	19.44	
29020	Hatch Tender	19.44	
29030	Line Handler	19.44	
29041	Stevedore I	18.12	
29042	Stevedore II	20.83	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	17.38	
30022	Archeological Technician II	19.44	
30023	Archeological Technician III	22.65	
30030	Cartographic Technician	24.09	
30040	Civil Engineering Technician	21.75	
30051	Cryogenic Technician I	24.09	
30052	Cryogenic Technician II	26.61	
30061	Drafter/CAD Operator I	17.38	
30062	Drafter/CAD Operator II	19.44	
30063	Drafter/CAD Operator III	21.68	
30064	Drafter/CAD Operator IV	26.67	
30081	Engineering Technician I	15.21	***
30082	Engineering Technician II	17.07	
30083	Engineering Technician III	19.09	
30084	Engineering Technician IV	23.66	

30085	Engineering Technician V	28.94
30086	Engineering Technician VI	35.01
30090	Environmental Technician	21.75
30095	Evidence Control Specialist	21.75
30210	Laboratory Technician	20.97
30221	Latent Fingerprint Technician I	24.09
30222	Latent Fingerprint Technician II	26.61
30240	Mathematical Technician	24.09
30361	Paralegal/Legal Assistant I	18.27
30362	Paralegal/Legal Assistant II	22.04
30363	Paralegal/Legal Assistant III	26.36
30364	Paralegal/Legal Assistant IV	31.88
30375	Petroleum Supply Specialist	26.61
30390	Photo-Optics Technician	24.09
30395	Radiation Control Technician	26.61
30461	Technical Writer I	21.75
30462	Technical Writer II	26.61
30463	Technical Writer III	32.20
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	26.67
30502	Weather Forecaster II	32.45
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 21.68
30621	Weather Observer, Senior	(see 2) 24.09

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	12.12	***
31030	Bus Driver	16.59	
31043	Driver Courier	13.14	***
31260	Parking and Lot Attendant	11.05	***
31290	Shuttle Bus Driver	13.33	***
31310	Taxi Driver	10.42	***
31361	Truckdriver, Light	14.12	***
31362	Truckdriver, Medium	15.25	***
31363	Truckdriver, Heavy	18.40	
31364	Truckdriver, Tractor-Trailer	18.40	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.05	***
99050	Desk Clerk	11.00	***
99095	Embalmer	26.66	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	11.56	***
99252	Laboratory Animal Caretaker II	12.56	***
99260	Marketing Analyst	21.55	
99310	Mortician	26.66	
99410	Pest Controller	14.51	***
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	15.81	***
99711	Recycling Specialist	19.43	
99730	Refuse Collector	14.15	***
99810	Sales Clerk	11.78	***
99820	School Crossing Guard	13.38	***
99830	Survey Party Chief	19.04	
99831	Surveying Aide	12.60	***
99832	Surveying Technician	17.31	
99840	Vending Machine Attendant	18.38	
99841	Vending Machine Repairer	23.16	
99842	Vending Machine Repairer Helper	18.38	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5125

States/Territories. : Arkansas

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Clay, Greene, Lawrence, Monroe, Prairie, Randolph

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.17	***
01012	Accounting Clerk II	15.90	***
01013	Accounting Clerk III	19.95	
01020	Administrative Assistant	23.73	
01035	Court Reporter	15.61	***
01041	Customer Service Representative I	12.91	***
01042	Customer Service Representative II	14.25	***
01043	Customer Service Representative III	15.81	***
01051	Data Entry Operator I	13.75	***
01052	Data Entry Operator II	15.00	***
01060	Dispatcher, Motor Vehicle	19.87	
01070	Document Preparation Clerk	12.43	***
01090	Duplicating Machine Operator	12.43	***
01111	General Clerk I	13.09	***
01112	General Clerk II	14.29	***
01113	General Clerk III	16.04	***
01120	Housing Referral Assistant	17.40	
01141	Messenger Courier	11.92	***
01191	Order Clerk I	11.39	***
01192	Order Clerk II	12.43	***
01261	Personnel Assistant (Employment) I	14.21	***

01262	Personnel Assistant (Employment) II	15.90	***
01263	Personnel Assistant (Employment) III	17.72	
01270	Production Control Clerk	23.56	
01290	Rental Clerk	12.65	***
01300	Scheduler, Maintenance	13.95	***
01311	Secretary I	13.95	***
01312	Secretary II	15.61	***
01313	Secretary III	17.40	
01320	Service Order Dispatcher	18.06	
01410	Supply Technician	23.73	
01420	Survey Worker	13.80	***
01460	Switchboard Operator/Receptionist	13.49	***
01531	Travel Clerk I	14.54	***
01532	Travel Clerk II	15.56	***
01533	Travel Clerk III	16.66	
01611	Word Processor I	12.43	***
01612	Word Processor II	13.95	***
01613	Word Processor III	15.61	***

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	19.08	
05010	Automotive Electrician	17.59	
05040	Automotive Glass Installer	15.47	***
05070	Automotive Worker	15.47	***
05110	Mobile Equipment Servicer	13.38	***
05130	Motor Equipment Metal Mechanic	17.58	
05160	Motor Equipment Metal Worker	15.47	***
05190	Motor Vehicle Mechanic	17.58	
05220	Motor Vehicle Mechanic Helper	12.42	***
05250	Motor Vehicle Upholstery Worker	14.86	***
05280	Motor Vehicle Wrecker	15.47	***
05310	Painter, Automotive	16.53	
05340	Radiator Repair Specialist	15.47	***
05370	Tire Repairer	13.56	***
05400	Transmission Repair Specialist	17.58	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.88	
07041	Cook I	11.29	***
07042	Cook II	13.05	***
07070	Dishwasher	11.01	***
07130	Food Service Worker	11.31	***
07210	Meat Cutter	18.40	
07260	Waiter/Waitress	11.00	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	18.56	
09040	Furniture Handler	12.01	***
09080	Furniture Refinisher	18.56	
09090	Furniture Refinisher Helper	13.89	***
09110	Furniture Repairer, Minor	16.21	
09130	Upholsterer	18.56	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.19	***
11060	Elevator Operator	13.95	***
11090	Gardener	16.81	
11122	Housekeeping Aide	11.40	***
11150	Janitor	11.40	***
11210	Laborer, Grounds Maintenance	12.77	***
11240	Maid or Houseman	11.24	***
11260	Pruner	11.51	***
11270	Tractor Operator	15.51	***
11330	Trail Maintenance Worker	12.77	***

11360	Window Cleaner	12.66	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	15.98	***
12011	Breath Alcohol Technician	18.29	
12012	Certified Occupational Therapist Assistant	28.19	
12015	Certified Physical Therapist Assistant	29.31	
12020	Dental Assistant	17.25	
12025	Dental Hygienist	37.22	
12030	EKG Technician	27.72	
12035	Electroneurodiagnostic Technologist	27.72	
12040	Emergency Medical Technician	15.98	***
12071	Licensed Practical Nurse I	16.36	
12072	Licensed Practical Nurse II	18.29	
12073	Licensed Practical Nurse III	20.39	
12100	Medical Assistant	14.05	***
12130	Medical Laboratory Technician	22.99	
12160	Medical Record Clerk	13.95	***
12190	Medical Record Technician	16.84	
12195	Medical Transcriptionist	16.36	
12210	Nuclear Medicine Technologist	40.20	
12221	Nursing Assistant I	12.18	***
12222	Nursing Assistant II	13.69	***
12223	Nursing Assistant III	14.94	***
12224	Nursing Assistant IV	16.76	
12235	Optical Dispenser	18.29	
12236	Optical Technician	16.36	
12250	Pharmacy Technician	15.04	***
12280	Phlebotomist	16.36	
12305	Radiologic Technologist	23.21	
12311	Registered Nurse I	24.41	
12312	Registered Nurse II	29.86	
12313	Registered Nurse II, Specialist	29.86	
12314	Registered Nurse III	36.12	
12315	Registered Nurse III, Anesthetist	36.12	
12316	Registered Nurse IV	43.29	
12317	Scheduler (Drug and Alcohol Testing)	22.66	
12320	Substance Abuse Treatment Counselor	28.83	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	18.29	
13012	Exhibits Specialist II	22.66	
13013	Exhibits Specialist III	27.72	
13041	Illustrator I	18.29	
13042	Illustrator II	22.66	
13043	Illustrator III	27.72	
13047	Librarian	25.09	
13050	Library Aide/Clerk	11.50	***
13054	Library Information Technology Systems Administrator	22.66	
13058	Library Technician	15.48	***
13061	Media Specialist I	16.35	
13062	Media Specialist II	17.41	
13063	Media Specialist III	20.40	
13071	Photographer I	14.97	***
13072	Photographer II	16.75	
13073	Photographer III	20.75	
13074	Photographer IV	25.39	
13075	Photographer V	30.71	
13090	Technical Order Library Clerk	16.75	
13110	Video Teleconference Technician	17.16	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	15.69	***
14042	Computer Operator II	17.55	
14043	Computer Operator III	19.57	
14044	Computer Operator IV	21.84	

14045	Computer Operator V		24.08
14071	Computer Programmer I	(see 1)	21.44
14072	Computer Programmer II	(see 1)	25.80
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		15.69 ***
14160	Personal Computer Support Technician		24.02
14170	System Support Specialist		24.08

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		29.78	
15020	Aircrew Training Devices Instructor (Rated)		35.88	
15030	Air Crew Training Devices Instructor (Pilot)		41.75	
15050	Computer Based Training Specialist / Instructor		29.78	
15060	Educational Technologist		29.22	
15070	Flight Instructor (Pilot)		41.75	
15080	Graphic Artist		25.20	
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		20.60	
15095	Technical Instructor/Course Developer		25.20	
15110	Test Proctor		16.63	
15120	Tutor		16.63	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		12.53	***
16030	Counter Attendant		12.53	***
16040	Dry Cleaner		14.33	***
16070	Finisher, Flatwork, Machine		12.53	***
16090	Presser, Hand		12.53	***
16110	Presser, Machine, Drycleaning		12.53	***
16130	Presser, Machine, Shirts		12.53	***
16160	Presser, Machine, Wearing Apparel, Laundry		12.53	***
16190	Sewing Machine Operator		15.05	***
16220	Tailor		16.04	***
16250	Washer, Machine		13.12	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		19.17	
19040	Tool And Die Maker		24.04	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		17.75	
21030	Material Coordinator		23.56	
21040	Material Expediter		23.56	
21050	Material Handling Laborer		14.24	***
21071	Order Filler		13.56	***
21080	Production Line Worker (Food Processing)		17.75	
21110	Shipping Packer		16.37	
21130	Shipping/Receiving Clerk		16.37	
21140	Store Worker I		12.14	***
21150	Stock Clerk		16.77	
21210	Tools And Parts Attendant		17.75	
21410	Warehouse Specialist		17.75	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		25.71	
23019	Aircraft Logs and Records Technician		19.96	

23021	Aircraft Mechanic I	24.30	
23022	Aircraft Mechanic II	25.71	
23023	Aircraft Mechanic III	27.19	
23040	Aircraft Mechanic Helper	17.07	
23050	Aircraft, Painter	22.84	
23060	Aircraft Servicer	19.96	
23070	Aircraft Survival Flight Equipment Technician	22.84	
23080	Aircraft Worker	21.38	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	21.38	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	24.30	
23110	Appliance Mechanic	21.80	
23120	Bicycle Repairer	17.64	
23125	Cable Splicer	35.71	
23130	Carpenter, Maintenance	19.92	
23140	Carpet Layer	20.40	
23160	Electrician, Maintenance	22.53	
23181	Electronics Technician Maintenance I	20.40	
23182	Electronics Technician Maintenance II	21.80	
23183	Electronics Technician Maintenance III	23.18	
23260	Fabric Worker	19.04	
23290	Fire Alarm System Mechanic	23.18	
23310	Fire Extinguisher Repairer	17.64	
23311	Fuel Distribution System Mechanic	23.18	
23312	Fuel Distribution System Operator	17.64	
23370	General Maintenance Worker	16.48	
23380	Ground Support Equipment Mechanic	24.30	
23381	Ground Support Equipment Servicer	19.96	
23382	Ground Support Equipment Worker	21.38	
23391	Gunsmith I	17.64	
23392	Gunsmith II	20.40	
23393	Gunsmith III	23.18	
23410	Heating, Ventilation And Air-Conditioning Mechanic	21.48	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.74	
23430	Heavy Equipment Mechanic	23.18	
23440	Heavy Equipment Operator	18.83	
23460	Instrument Mechanic	23.18	
23465	Laboratory/Shelter Mechanic	21.80	
23470	Laborer	14.24	***
23510	Locksmith	21.80	
23530	Machinery Maintenance Mechanic	22.92	
23550	Machinist, Maintenance	18.97	
23580	Maintenance Trades Helper	12.60	***
23591	Metrology Technician I	23.18	
23592	Metrology Technician II	24.54	
23593	Metrology Technician III	25.95	
23640	Millwright	24.26	
23710	Office Appliance Repairer	21.80	
23760	Painter, Maintenance	21.80	
23790	Pipefitter, Maintenance	21.25	
23810	Plumber, Maintenance	20.56	
23820	Pneudraulic Systems Mechanic	23.18	
23850	Rigger	23.18	
23870	Scale Mechanic	20.40	
23890	Sheet-Metal Worker, Maintenance	20.90	
23910	Small Engine Mechanic	19.00	
23931	Telecommunications Mechanic I	26.75	
23932	Telecommunications Mechanic II	28.30	
23950	Telephone Lineman	28.11	
23960	Welder, Combination, Maintenance	19.92	
23965	Well Driller	23.18	
23970	Woodcraft Worker	23.18	
23980	Woodworker	17.64	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.09	***
24570	Child Care Attendant	11.00	***
24580	Child Care Center Clerk	13.72	***
24610	Chore Aide	11.19	***

24620	Family Readiness And Support Services Coordinator	14.09	***
24630	Homemaker	15.14	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.18	
25040	Sewage Plant Operator	16.24	
25070	Stationary Engineer	23.18	
25190	Ventilation Equipment Tender	16.29	
25210	Water Treatment Plant Operator	15.49	***

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	13.86	***
27007	Baggage Inspector	14.66	***
27008	Corrections Officer	18.21	
27010	Court Security Officer	17.64	
27030	Detection Dog Handler	16.41	
27040	Detention Officer	18.21	
27070	Firefighter	18.44	
27101	Guard I	14.66	***
27102	Guard II	16.41	
27131	Police Officer I	17.84	
27132	Police Officer II	19.83	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	11.86	***
28042	Carnival Equipment Repairer	12.82	***
28043	Carnival Worker	8.87	***
28210	Gate Attendant/Gate Tender	17.28	
28310	Lifeguard	15.39	***
28350	Park Attendant (Aide)	19.34	
28510	Recreation Aide/Health Facility Attendant	14.11	***
28515	Recreation Specialist	23.95	
28630	Sports Official	15.39	***
28690	Swimming Pool Operator	21.42	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	25.67	
29020	Hatch Tender	25.67	
29030	Line Handler	25.67	
29041	Stevedore I	23.96	
29042	Stevedore II	27.43	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	17.38	
30022	Archeological Technician II	19.44	
30023	Archeological Technician III	22.65	
30030	Cartographic Technician	24.09	
30040	Civil Engineering Technician	21.18	
30051	Cryogenic Technician I	21.24	
30052	Cryogenic Technician II	23.46	
30061	Drafter/CAD Operator I	17.38	
30062	Drafter/CAD Operator II	19.44	
30063	Drafter/CAD Operator III	21.68	
30064	Drafter/CAD Operator IV	26.67	
30081	Engineering Technician I	15.21	***
30082	Engineering Technician II	17.07	
30083	Engineering Technician III	19.09	
30084	Engineering Technician IV	23.66	
30085	Engineering Technician V	28.94	

30086	Engineering Technician VI	35.01
30090	Environmental Technician	16.97
30095	Evidence Control Specialist	19.18
30210	Laboratory Technician	21.41
30221	Latent Fingerprint Technician I	21.24
30222	Latent Fingerprint Technician II	23.46
30240	Mathematical Technician	24.09
30361	Paralegal/Legal Assistant I	17.62
30362	Paralegal/Legal Assistant II	21.83
30363	Paralegal/Legal Assistant III	25.64
30364	Paralegal/Legal Assistant IV	29.76
30375	Petroleum Supply Specialist	23.46
30390	Photo-Optics Technician	24.09
30395	Radiation Control Technician	23.46
30461	Technical Writer I	19.80
30462	Technical Writer II	24.23
30463	Technical Writer III	29.32
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	23.36
30502	Weather Forecaster II	28.42
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 21.68
30621	Weather Observer, Senior	(see 2) 24.09

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	11.41	***
31030	Bus Driver	15.50	***
31043	Driver Courier	13.14	***
31260	Parking and Lot Attendant	9.49	***
31290	Shuttle Bus Driver	13.33	***
31310	Taxi Driver	12.52	***
31361	Truckdriver, Light	13.86	***
31362	Truckdriver, Medium	14.96	***
31363	Truckdriver, Heavy	18.18	
31364	Truckdriver, Tractor-Trailer	18.18	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.02	***
99050	Desk Clerk	11.00	***
99095	Embalmer	23.85	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	13.98	***
99252	Laboratory Animal Caretaker II	15.08	***
99260	Marketing Analyst	24.28	
99310	Mortician	23.85	
99410	Pest Controller	17.33	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	17.46	
99711	Recycling Specialist	21.03	
99730	Refuse Collector	15.98	***
99810	Sales Clerk	11.93	***
99820	School Crossing Guard	13.62	***
99830	Survey Party Chief	19.06	
99831	Surveying Aide	12.59	***
99832	Surveying Technician	17.31	
99840	Vending Machine Attendant	18.38	
99841	Vending Machine Repairer	23.01	
99842	Vending Machine Repairer Helper	18.38	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5127

States/Territories. : Arkansas

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas County of Phillips

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.17	***
01012	Accounting Clerk II	15.90	***
01013	Accounting Clerk III	17.79	
01020	Administrative Assistant	23.12	
01035	Court Reporter	15.61	***
01041	Customer Service Representative I	12.91	***
01042	Customer Service Representative II	14.25	***
01043	Customer Service Representative III	15.81	***
01051	Data Entry Operator I	12.70	***
01052	Data Entry Operator II	13.86	***
01060	Dispatcher, Motor Vehicle	17.38	
01070	Document Preparation Clerk	12.43	***
01090	Duplicating Machine Operator	12.43	***
01111	General Clerk I	13.34	***
01112	General Clerk II	14.56	***
01113	General Clerk III	16.35	
01120	Housing Referral Assistant	17.40	
01141	Messenger Courier	10.13	***
01191	Order Clerk I	11.39	***
01192	Order Clerk II	12.43	***
01261	Personnel Assistant (Employment) I	13.95	***

01262	Personnel Assistant (Employment) II	15.61	***
01263	Personnel Assistant (Employment) III	17.40	
01270	Production Control Clerk	23.56	
01290	Rental Clerk	12.65	***
01300	Scheduler, Maintenance	13.95	***
01311	Secretary I	13.95	***
01312	Secretary II	15.61	***
01313	Secretary III	17.40	
01320	Service Order Dispatcher	16.45	
01410	Supply Technician	23.12	
01420	Survey Worker	13.80	***
01460	Switchboard Operator/Receptionist	13.49	***
01531	Travel Clerk I	14.54	***
01532	Travel Clerk II	15.56	***
01533	Travel Clerk III	16.66	
01611	Word Processor I	12.43	***
01612	Word Processor II	13.95	***
01613	Word Processor III	15.61	***

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	18.85	
05010	Automotive Electrician	18.09	
05040	Automotive Glass Installer	16.14	***
05070	Automotive Worker	16.14	***
05110	Mobile Equipment Servicer	14.55	***
05130	Motor Equipment Metal Mechanic	18.09	
05160	Motor Equipment Metal Worker	16.14	***
05190	Motor Vehicle Mechanic	18.09	
05220	Motor Vehicle Mechanic Helper	13.31	***
05250	Motor Vehicle Upholstery Worker	16.14	***
05280	Motor Vehicle Wrecker	16.14	***
05310	Painter, Automotive	17.15	
05340	Radiator Repair Specialist	16.14	***
05370	Tire Repairer	13.56	***
05400	Transmission Repair Specialist	18.09	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	19.10	
07041	Cook I	12.17	***
07042	Cook II	13.96	***
07070	Dishwasher	11.01	***
07130	Food Service Worker	11.31	***
07210	Meat Cutter	18.40	
07260	Waiter/Waitress	11.00	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	18.56	
09040	Furniture Handler	12.01	***
09080	Furniture Refinisher	18.56	
09090	Furniture Refinisher Helper	14.00	***
09110	Furniture Repairer, Minor	16.21	
09130	Upholsterer	18.56	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.20	***
11060	Elevator Operator	13.95	***
11090	Gardener	16.81	
11122	Housekeeping Aide	11.40	***
11150	Janitor	11.40	***
11210	Laborer, Grounds Maintenance	12.77	***
11240	Maid or Houseman	11.24	***
11260	Pruner	11.51	***
11270	Tractor Operator	15.51	***
11330	Trail Maintenance Worker	12.77	***

11360	Window Cleaner	12.66	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.23	
12011	Breath Alcohol Technician	18.29	
12012	Certified Occupational Therapist Assistant	28.19	
12015	Certified Physical Therapist Assistant	29.31	
12020	Dental Assistant	17.25	
12025	Dental Hygienist	37.22	
12030	EKG Technician	27.72	
12035	Electroneurodiagnostic Technologist	27.72	
12040	Emergency Medical Technician	17.23	
12071	Licensed Practical Nurse I	16.36	
12072	Licensed Practical Nurse II	18.29	
12073	Licensed Practical Nurse III	20.39	
12100	Medical Assistant	14.05	***
12130	Medical Laboratory Technician	22.71	
12160	Medical Record Clerk	13.95	***
12190	Medical Record Technician	17.28	
12195	Medical Transcriptionist	16.36	
12210	Nuclear Medicine Technologist	40.20	
12221	Nursing Assistant I	12.18	***
12222	Nursing Assistant II	13.69	***
12223	Nursing Assistant III	14.94	***
12224	Nursing Assistant IV	16.76	
12235	Optical Dispenser	18.29	
12236	Optical Technician	16.36	
12250	Pharmacy Technician	15.04	***
12280	Phlebotomist	16.36	
12305	Radiologic Technologist	23.21	
12311	Registered Nurse I	23.63	
12312	Registered Nurse II	28.91	
12313	Registered Nurse II, Specialist	28.91	
12314	Registered Nurse III	34.97	
12315	Registered Nurse III, Anesthetist	34.97	
12316	Registered Nurse IV	41.92	
12317	Scheduler (Drug and Alcohol Testing)	22.66	
12320	Substance Abuse Treatment Counselor	28.83	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	17.79	
13012	Exhibits Specialist II	20.96	
13013	Exhibits Specialist III	26.91	
13041	Illustrator I	17.79	
13042	Illustrator II	20.96	
13043	Illustrator III	26.91	
13047	Librarian	24.38	
13050	Library Aide/Clerk	14.16	***
13054	Library Information Technology Systems Administrator	22.02	
13058	Library Technician	16.75	
13061	Media Specialist I	15.88	***
13062	Media Specialist II	17.76	
13063	Media Specialist III	19.81	
13071	Photographer I	14.97	***
13072	Photographer II	17.79	
13073	Photographer III	21.05	
13074	Photographer IV	26.94	
13075	Photographer V	30.71	
13090	Technical Order Library Clerk	16.75	
13110	Video Teleconference Technician	15.88	***

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	12.98	***
14042	Computer Operator II	14.52	***
14043	Computer Operator III	16.19	***
14044	Computer Operator IV	19.77	

14045	Computer Operator V		21.46
14071	Computer Programmer I	(see 1)	17.96
14072	Computer Programmer II	(see 1)	22.24
14073	Computer Programmer III	(see 1)	26.41
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	26.83
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		12.98 ***
14160	Personal Computer Support Technician		21.75
14170	System Support Specialist		21.46

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		24.09	
15020	Aircrew Training Devices Instructor (Rated)		29.15	
15030	Air Crew Training Devices Instructor (Pilot)		34.94	
15050	Computer Based Training Specialist / Instructor		24.39	
15060	Educational Technologist		29.05	
15070	Flight Instructor (Pilot)		34.94	
15080	Graphic Artist		24.95	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		37.43	
15086	Maintenance Test Pilot, Rotary Wing		37.43	
15088	Non-Maintenance Test/Co-Pilot		37.43	
15090	Technical Instructor		20.40	
15095	Technical Instructor/Course Developer		24.95	
15110	Test Proctor		16.47	
15120	Tutor		16.47	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		12.53	***
16030	Counter Attendant		12.53	***
16040	Dry Cleaner		14.33	***
16070	Finisher, Flatwork, Machine		12.53	***
16090	Presser, Hand		12.53	***
16110	Presser, Machine, Drycleaning		12.53	***
16130	Presser, Machine, Shirts		12.53	***
16160	Presser, Machine, Wearing Apparel, Laundry		12.53	***
16190	Sewing Machine Operator		15.05	***
16220	Tailor		16.04	***
16250	Washer, Machine		13.12	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		20.23	
19040	Tool And Die Maker		24.73	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		17.75	
21030	Material Coordinator		23.56	
21040	Material Expediter		23.56	
21050	Material Handling Laborer		14.24	***
21071	Order Filler		13.56	***
21080	Production Line Worker (Food Processing)		17.75	
21110	Shipping Packer		16.37	
21130	Shipping/Receiving Clerk		16.37	
21140	Store Worker I		12.14	***
21150	Stock Clerk		16.77	
21210	Tools And Parts Attendant		17.75	
21410	Warehouse Specialist		17.75	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		25.71	
23019	Aircraft Logs and Records Technician		19.96	

23021	Aircraft Mechanic I	24.30	
23022	Aircraft Mechanic II	25.71	
23023	Aircraft Mechanic III	27.19	
23040	Aircraft Mechanic Helper	17.07	
23050	Aircraft, Painter	22.84	
23060	Aircraft Servicer	19.96	
23070	Aircraft Survival Flight Equipment Technician	22.84	
23080	Aircraft Worker	21.38	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	21.38	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	24.30	
23110	Appliance Mechanic	21.80	
23120	Bicycle Repairer	17.35	
23125	Cable Splicer	35.71	
23130	Carpenter, Maintenance	19.92	
23140	Carpet Layer	20.40	
23160	Electrician, Maintenance	23.96	
23181	Electronics Technician Maintenance I	20.40	
23182	Electronics Technician Maintenance II	21.80	
23183	Electronics Technician Maintenance III	23.18	
23260	Fabric Worker	19.04	
23290	Fire Alarm System Mechanic	23.18	
23310	Fire Extinguisher Repairer	17.64	
23311	Fuel Distribution System Mechanic	23.18	
23312	Fuel Distribution System Operator	17.64	
23370	General Maintenance Worker	18.48	
23380	Ground Support Equipment Mechanic	24.30	
23381	Ground Support Equipment Servicer	19.96	
23382	Ground Support Equipment Worker	21.38	
23391	Gunsmith I	17.64	
23392	Gunsmith II	20.40	
23393	Gunsmith III	23.18	
23410	Heating, Ventilation And Air-Conditioning Mechanic	21.07	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.31	
23430	Heavy Equipment Mechanic	23.18	
23440	Heavy Equipment Operator	18.83	
23460	Instrument Mechanic	23.18	
23465	Laboratory/Shelter Mechanic	21.80	
23470	Laborer	14.24	***
23510	Locksmith	21.80	
23530	Machinery Maintenance Mechanic	22.92	
23550	Machinist, Maintenance	18.97	
23580	Maintenance Trades Helper	12.60	***
23591	Metrology Technician I	23.18	
23592	Metrology Technician II	24.54	
23593	Metrology Technician III	25.95	
23640	Millwright	24.78	
23710	Office Appliance Repairer	21.80	
23760	Painter, Maintenance	21.80	
23790	Pipefitter, Maintenance	23.17	
23810	Plumber, Maintenance	21.79	
23820	Pneudraulic Systems Mechanic	23.18	
23850	Rigger	23.18	
23870	Scale Mechanic	20.40	
23890	Sheet-Metal Worker, Maintenance	20.90	
23910	Small Engine Mechanic	19.00	
23931	Telecommunications Mechanic I	26.70	
23932	Telecommunications Mechanic II	28.27	
23950	Telephone Lineman	26.13	
23960	Welder, Combination, Maintenance	19.92	
23965	Well Driller	23.18	
23970	Woodcraft Worker	23.18	
23980	Woodworker	17.64	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.36	***
24570	Child Care Attendant	11.00	***
24580	Child Care Center Clerk	13.72	***
24610	Chore Aide	11.19	***

24620	Family Readiness And Support Services Coordinator	14.36	***
24630	Homemaker	14.36	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.18	
25040	Sewage Plant Operator	18.04	
25070	Stationary Engineer	23.18	
25190	Ventilation Equipment Tender	16.29	
25210	Water Treatment Plant Operator	18.04	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	14.91	***
27007	Baggage Inspector	14.76	***
27008	Corrections Officer	18.21	
27010	Court Security Officer	16.93	
27030	Detection Dog Handler	16.41	
27040	Detention Officer	18.21	
27070	Firefighter	15.80	***
27101	Guard I	14.76	***
27102	Guard II	16.41	
27131	Police Officer I	17.85	
27132	Police Officer II	19.84	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	11.86	***
28042	Carnival Equipment Repairer	12.82	***
28043	Carnival Worker	8.92	***
28210	Gate Attendant/Gate Tender	17.28	
28310	Lifeguard	15.39	***
28350	Park Attendant (Aide)	19.34	
28510	Recreation Aide/Health Facility Attendant	14.11	***
28515	Recreation Specialist	23.95	
28630	Sports Official	15.39	***
28690	Swimming Pool Operator	22.19	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	25.67	
29020	Hatch Tender	25.67	
29030	Line Handler	25.67	
29041	Stevedore I	23.96	
29042	Stevedore II	27.43	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	14.03	***
30022	Archeological Technician II	17.45	
30023	Archeological Technician III	20.55	
30030	Cartographic Technician	20.55	
30040	Civil Engineering Technician	19.44	
30051	Cryogenic Technician I	21.24	
30052	Cryogenic Technician II	23.46	
30061	Drafter/CAD Operator I	14.03	***
30062	Drafter/CAD Operator II	17.45	
30063	Drafter/CAD Operator III	18.71	
30064	Drafter/CAD Operator IV	21.53	
30081	Engineering Technician I	12.50	***
30082	Engineering Technician II	14.03	***
30083	Engineering Technician III	17.45	
30084	Engineering Technician IV	20.55	
30085	Engineering Technician V	26.38	

30086	Engineering Technician VI	28.77
30090	Environmental Technician	18.68
30095	Evidence Control Specialist	19.18
30210	Laboratory Technician	21.41
30221	Latent Fingerprint Technician I	21.24
30222	Latent Fingerprint Technician II	23.46
30240	Mathematical Technician	20.55
30361	Paralegal/Legal Assistant I	17.62
30362	Paralegal/Legal Assistant II	21.83
30363	Paralegal/Legal Assistant III	26.71
30364	Paralegal/Legal Assistant IV	32.31
30375	Petroleum Supply Specialist	23.46
30390	Photo-Optics Technician	20.55
30395	Radiation Control Technician	23.46
30461	Technical Writer I	18.88
30462	Technical Writer II	23.08
30463	Technical Writer III	27.93
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	21.59
30502	Weather Forecaster II	26.26
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 18.71
30621	Weather Observer, Senior	(see 2) 20.55

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	10.53	***
31030	Bus Driver	14.96	***
31043	Driver Courier	12.65	***
31260	Parking and Lot Attendant	9.49	***
31290	Shuttle Bus Driver	12.93	***
31310	Taxi Driver	12.74	***
31361	Truckdriver, Light	13.59	***
31362	Truckdriver, Medium	15.23	***
31363	Truckdriver, Heavy	18.18	
31364	Truckdriver, Tractor-Trailer	18.18	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.02	***
99050	Desk Clerk	11.00	***
99095	Embalmer	23.85	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	16.50	
99252	Laboratory Animal Caretaker II	17.84	
99260	Marketing Analyst	24.28	
99310	Mortician	23.85	
99410	Pest Controller	21.48	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	17.46	
99711	Recycling Specialist	21.03	
99730	Refuse Collector	15.73	***
99810	Sales Clerk	12.11	***
99820	School Crossing Guard	13.62	***
99830	Survey Party Chief	19.32	
99831	Surveying Aide	12.65	***
99832	Surveying Technician	17.31	
99840	Vending Machine Attendant	18.38	
99841	Vending Machine Repairer	23.01	
99842	Vending Machine Repairer Helper	18.38	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5129

States/Territories. : Arkansas

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Cross, Lee, Mississippi, St Francis

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.17	***
01012	Accounting Clerk II	15.90	***
01013	Accounting Clerk III	17.79	
01020	Administrative Assistant	23.73	
01035	Court Reporter	17.00	
01041	Customer Service Representative I	12.91	***
01042	Customer Service Representative II	14.25	***
01043	Customer Service Representative III	15.81	***
01051	Data Entry Operator I	13.75	***
01052	Data Entry Operator II	15.00	***
01060	Dispatcher, Motor Vehicle	20.21	
01070	Document Preparation Clerk	12.64	***
01090	Duplicating Machine Operator	12.64	***
01111	General Clerk I	13.34	***
01112	General Clerk II	14.56	***
01113	General Clerk III	16.35	
01120	Housing Referral Assistant	20.25	
01141	Messenger Courier	11.61	***
01191	Order Clerk I	12.37	***
01192	Order Clerk II	13.50	***
01261	Personnel Assistant (Employment) I	15.20	***

01262	Personnel Assistant (Employment) II	17.00	
01263	Personnel Assistant (Employment) III	19.71	
01270	Production Control Clerk	23.56	
01290	Rental Clerk	15.13	***
01300	Scheduler, Maintenance	15.74	***
01311	Secretary I	15.74	***
01312	Secretary II	17.61	
01313	Secretary III	19.63	
01320	Service Order Dispatcher	18.06	
01410	Supply Technician	23.73	
01420	Survey Worker	17.19	
01460	Switchboard Operator/Receptionist	13.49	***
01531	Travel Clerk I	14.54	***
01532	Travel Clerk II	15.56	***
01533	Travel Clerk III	16.66	
01611	Word Processor I	12.43	***
01612	Word Processor II	15.20	***
01613	Word Processor III	17.17	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	19.85	
05010	Automotive Electrician	19.23	
05040	Automotive Glass Installer	17.17	
05070	Automotive Worker	17.21	
05110	Mobile Equipment Servicer	15.07	***
05130	Motor Equipment Metal Mechanic	19.23	
05160	Motor Equipment Metal Worker	17.21	
05190	Motor Vehicle Mechanic	19.23	
05220	Motor Vehicle Mechanic Helper	13.97	***
05250	Motor Vehicle Upholstery Worker	17.21	
05280	Motor Vehicle Wrecker	17.21	
05310	Painter, Automotive	18.23	
05340	Radiator Repair Specialist	17.21	
05370	Tire Repairer	13.56	***
05400	Transmission Repair Specialist	18.98	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	19.10	
07041	Cook I	11.29	***
07042	Cook II	13.05	***
07070	Dishwasher	11.01	***
07130	Food Service Worker	11.31	***
07210	Meat Cutter	18.40	
07260	Waiter/Waitress	11.00	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	19.47	
09040	Furniture Handler	12.01	***
09080	Furniture Refinisher	19.47	
09090	Furniture Refinisher Helper	14.55	***
09110	Furniture Repairer, Minor	17.02	
09130	Upholsterer	19.47	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.20	***
11060	Elevator Operator	14.20	***
11090	Gardener	16.81	
11122	Housekeeping Aide	11.40	***
11150	Janitor	11.40	***
11210	Laborer, Grounds Maintenance	12.77	***
11240	Maid or Houseman	11.24	***
11260	Pruner	11.51	***
11270	Tractor Operator	16.34	
11330	Trail Maintenance Worker	12.77	***

11360	Window Cleaner	12.66	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.62	
12011	Breath Alcohol Technician	18.29	
12012	Certified Occupational Therapist Assistant	28.19	
12015	Certified Physical Therapist Assistant	29.08	
12020	Dental Assistant	17.25	
12025	Dental Hygienist	37.22	
12030	EKG Technician	27.72	
12035	Electroneurodiagnostic Technologist	27.72	
12040	Emergency Medical Technician	17.62	
12071	Licensed Practical Nurse I	16.36	
12072	Licensed Practical Nurse II	18.29	
12073	Licensed Practical Nurse III	20.39	
12100	Medical Assistant	14.05	***
12130	Medical Laboratory Technician	22.99	
12160	Medical Record Clerk	13.95	***
12190	Medical Record Technician	16.26	
12195	Medical Transcriptionist	16.52	
12210	Nuclear Medicine Technologist	40.20	
12221	Nursing Assistant I	12.18	***
12222	Nursing Assistant II	13.69	***
12223	Nursing Assistant III	14.94	***
12224	Nursing Assistant IV	16.76	
12235	Optical Dispenser	18.29	
12236	Optical Technician	16.36	
12250	Pharmacy Technician	15.04	***
12280	Phlebotomist	16.36	
12305	Radiologic Technologist	24.12	
12311	Registered Nurse I	25.41	
12312	Registered Nurse II	30.43	
12313	Registered Nurse II, Specialist	30.43	
12314	Registered Nurse III	36.80	
12315	Registered Nurse III, Anesthetist	36.80	
12316	Registered Nurse IV	44.11	
12317	Scheduler (Drug and Alcohol Testing)	22.66	
12320	Substance Abuse Treatment Counselor	28.83	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	16.75	
13012	Exhibits Specialist II	20.75	
13013	Exhibits Specialist III	25.39	
13041	Illustrator I	16.96	
13042	Illustrator II	20.75	
13043	Illustrator III	25.39	
13047	Librarian	22.98	
13050	Library Aide/Clerk	13.01	***
13054	Library Information Technology Systems Administrator	20.75	
13058	Library Technician	15.82	***
13061	Media Specialist I	14.97	***
13062	Media Specialist II	16.75	
13063	Media Specialist III	18.67	
13071	Photographer I	14.97	***
13072	Photographer II	17.85	
13073	Photographer III	20.75	
13074	Photographer IV	25.39	
13075	Photographer V	30.71	
13090	Technical Order Library Clerk	16.75	
13110	Video Teleconference Technician	18.06	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.64	
14042	Computer Operator II	18.67	
14043	Computer Operator III	20.82	
14044	Computer Operator IV	23.14	

14045	Computer Operator V		25.61
14071	Computer Programmer I	(see 1)	21.66
14072	Computer Programmer II	(see 1)	26.85
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		16.64
14160	Personal Computer Support Technician		23.14
14170	System Support Specialist		25.61

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	28.79	
15020	Aircrew Training Devices Instructor (Rated)	36.76	
15030	Air Crew Training Devices Instructor (Pilot)	41.75	
15050	Computer Based Training Specialist / Instructor	28.79	
15060	Educational Technologist	29.05	
15070	Flight Instructor (Pilot)	41.75	
15080	Graphic Artist	26.71	
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	21.83	
15095	Technical Instructor/Course Developer	26.71	
15110	Test Proctor	17.62	
15120	Tutor	17.62	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	12.53	***
16030	Counter Attendant	12.53	***
16040	Dry Cleaner	14.33	***
16070	Finisher, Flatwork, Machine	12.53	***
16090	Presser, Hand	12.53	***
16110	Presser, Machine, Drycleaning	12.53	***
16130	Presser, Machine, Shirts	12.53	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.53	***
16190	Sewing Machine Operator	15.05	***
16220	Tailor	16.04	***
16250	Washer, Machine	13.12	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	19.17	
19040	Tool And Die Maker	24.04	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	17.75	
21030	Material Coordinator	23.56	
21040	Material Expediter	23.56	
21050	Material Handling Laborer	14.24	***
21071	Order Filler	13.56	***
21080	Production Line Worker (Food Processing)	17.75	
21110	Shipping Packer	16.37	
21130	Shipping/Receiving Clerk	16.37	
21140	Store Worker I	12.14	***
21150	Stock Clerk	16.77	
21210	Tools And Parts Attendant	17.75	
21410	Warehouse Specialist	17.75	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	25.71	
23019	Aircraft Logs and Records Technician	19.96	

23021	Aircraft Mechanic I	24.30	
23022	Aircraft Mechanic II	25.71	
23023	Aircraft Mechanic III	27.19	
23040	Aircraft Mechanic Helper	17.07	
23050	Aircraft, Painter	22.84	
23060	Aircraft Servicer	19.96	
23070	Aircraft Survival Flight Equipment Technician	22.84	
23080	Aircraft Worker	21.38	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	21.38	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	24.30	
23110	Appliance Mechanic	21.80	
23120	Bicycle Repairer	17.64	
23125	Cable Splicer	35.71	
23130	Carpenter, Maintenance	19.92	
23140	Carpet Layer	20.40	
23160	Electrician, Maintenance	23.96	
23181	Electronics Technician Maintenance I	21.17	
23182	Electronics Technician Maintenance II	22.66	
23183	Electronics Technician Maintenance III	24.13	
23260	Fabric Worker	19.04	
23290	Fire Alarm System Mechanic	23.18	
23310	Fire Extinguisher Repairer	17.64	
23311	Fuel Distribution System Mechanic	23.18	
23312	Fuel Distribution System Operator	17.64	
23370	General Maintenance Worker	16.68	
23380	Ground Support Equipment Mechanic	24.30	
23381	Ground Support Equipment Servicer	19.96	
23382	Ground Support Equipment Worker	21.38	
23391	Gunsmith I	17.64	
23392	Gunsmith II	20.40	
23393	Gunsmith III	23.18	
23410	Heating, Ventilation And Air-Conditioning Mechanic	21.48	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.55	
23430	Heavy Equipment Mechanic	23.18	
23440	Heavy Equipment Operator	18.99	
23460	Instrument Mechanic	23.18	
23465	Laboratory/Shelter Mechanic	21.80	
23470	Laborer	14.24	***
23510	Locksmith	21.80	
23530	Machinery Maintenance Mechanic	22.92	
23550	Machinist, Maintenance	18.97	
23580	Maintenance Trades Helper	13.65	***
23591	Metrology Technician I	23.18	
23592	Metrology Technician II	24.54	
23593	Metrology Technician III	25.95	
23640	Millwright	24.26	
23710	Office Appliance Repairer	21.80	
23760	Painter, Maintenance	21.80	
23790	Pipefitter, Maintenance	21.58	
23810	Plumber, Maintenance	20.68	
23820	Pneudraulic Systems Mechanic	23.18	
23850	Rigger	23.18	
23870	Scale Mechanic	20.40	
23890	Sheet-Metal Worker, Maintenance	20.90	
23910	Small Engine Mechanic	19.00	
23931	Telecommunications Mechanic I	26.75	
23932	Telecommunications Mechanic II	28.30	
23950	Telephone Lineman	26.63	
23960	Welder, Combination, Maintenance	19.92	
23965	Well Driller	23.18	
23970	Woodcraft Worker	23.18	
23980	Woodworker	17.64	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.09	***
24570	Child Care Attendant	11.22	***
24580	Child Care Center Clerk	14.11	***
24610	Chore Aide	11.19	***

24620	Family Readiness And Support Services Coordinator	14.09	***
24630	Homemaker	16.62	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.36	
25040	Sewage Plant Operator	19.58	
25070	Stationary Engineer	23.36	
25190	Ventilation Equipment Tender	16.29	
25210	Water Treatment Plant Operator	19.58	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	13.86	***
27007	Baggage Inspector	14.66	***
27008	Corrections Officer	19.23	
27010	Court Security Officer	18.53	
27030	Detection Dog Handler	16.41	
27040	Detention Officer	19.23	
27070	Firefighter	16.97	
27101	Guard I	14.66	***
27102	Guard II	16.41	
27131	Police Officer I	21.51	
27132	Police Officer II	22.53	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	11.86	***
28042	Carnival Equipment Repairer	12.82	***
28043	Carnival Worker	8.87	***
28210	Gate Attendant/Gate Tender	17.28	
28310	Lifeguard	15.39	***
28350	Park Attendant (Aide)	19.34	
28510	Recreation Aide/Health Facility Attendant	14.11	***
28515	Recreation Specialist	23.95	
28630	Sports Official	15.39	***
28690	Swimming Pool Operator	19.73	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	25.67	
29020	Hatch Tender	25.67	
29030	Line Handler	25.67	
29041	Stevedore I	23.96	
29042	Stevedore II	27.43	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	16.54	
30022	Archeological Technician II	18.50	
30023	Archeological Technician III	22.93	
30030	Cartographic Technician	22.93	
30040	Civil Engineering Technician	20.36	
30051	Cryogenic Technician I	21.24	
30052	Cryogenic Technician II	23.46	
30061	Drafter/CAD Operator I	16.54	
30062	Drafter/CAD Operator II	18.50	
30063	Drafter/CAD Operator III	20.64	
30064	Drafter/CAD Operator IV	25.39	
30081	Engineering Technician I	17.14	
30082	Engineering Technician II	18.54	
30083	Engineering Technician III	21.52	
30084	Engineering Technician IV	25.66	
30085	Engineering Technician V	30.95	

30086	Engineering Technician VI	37.45
30090	Environmental Technician	21.22
30095	Evidence Control Specialist	19.18
30210	Laboratory Technician	21.41
30221	Latent Fingerprint Technician I	21.24
30222	Latent Fingerprint Technician II	23.46
30240	Mathematical Technician	22.93
30361	Paralegal/Legal Assistant I	18.81
30362	Paralegal/Legal Assistant II	22.31
30363	Paralegal/Legal Assistant III	27.20
30364	Paralegal/Legal Assistant IV	33.01
30375	Petroleum Supply Specialist	23.46
30390	Photo-Optics Technician	22.93
30395	Radiation Control Technician	23.46
30461	Technical Writer I	22.46
30462	Technical Writer II	27.48
30463	Technical Writer III	33.24
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	23.36
30502	Weather Forecaster II	28.42
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 20.64
30621	Weather Observer, Senior	(see 2) 23.38

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	11.67	***
31030	Bus Driver	16.73	
31043	Driver Courier	13.20	***
31260	Parking and Lot Attendant	9.49	***
31290	Shuttle Bus Driver	13.89	***
31310	Taxi Driver	12.52	***
31361	Truckdriver, Light	13.89	***
31362	Truckdriver, Medium	15.04	***
31363	Truckdriver, Heavy	20.14	
31364	Truckdriver, Tractor-Trailer	20.14	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.02	***
99050	Desk Clerk	11.00	***
99095	Embalmer	24.26	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	14.47	***
99252	Laboratory Animal Caretaker II	16.21	
99260	Marketing Analyst	24.28	
99310	Mortician	24.26	
99410	Pest Controller	20.57	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	17.74	
99711	Recycling Specialist	21.55	
99730	Refuse Collector	15.98	***
99810	Sales Clerk	11.93	***
99820	School Crossing Guard	13.62	***
99830	Survey Party Chief	19.49	
99831	Surveying Aide	12.77	***
99832	Surveying Technician	17.49	
99840	Vending Machine Attendant	18.38	
99841	Vending Machine Repairer	23.01	
99842	Vending Machine Repairer Helper	18.38	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5133

States/Territories. : Arkansas

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Arkansas, Ashley, Bradley, Calhoun, Chicot, Dallas, Desha, Drew, Ouachita, Union

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.00	***
01012	Accounting Clerk II	15.71	***
01013	Accounting Clerk III	17.58	
01020	Administrative Assistant	22.67	
01035	Court Reporter	15.56	***
01041	Customer Service Representative I	12.79	***
01042	Customer Service Representative II	13.95	***
01043	Customer Service Representative III	15.66	***
01051	Data Entry Operator I	12.91	***
01052	Data Entry Operator II	14.09	***
01060	Dispatcher, Motor Vehicle	18.38	
01070	Document Preparation Clerk	12.39	***
01090	Duplicating Machine Operator	12.39	***
01111	General Clerk I	12.79	***
01112	General Clerk II	13.95	***
01113	General Clerk III	15.66	***
01120	Housing Referral Assistant	17.35	
01141	Messenger Courier	10.11	***
01191	Order Clerk I	11.65	***
01192	Order Clerk II	12.71	***

01261	Personnel Assistant (Employment) I	15.03	***
01262	Personnel Assistant (Employment) II	16.81	
01263	Personnel Assistant (Employment) III	18.75	
01270	Production Control Clerk	23.24	
01290	Rental Clerk	13.42	***
01300	Scheduler, Maintenance	13.91	***
01311	Secretary I	13.91	***
01312	Secretary II	15.56	***
01313	Secretary III	17.35	
01320	Service Order Dispatcher	17.51	
01410	Supply Technician	22.67	
01420	Survey Worker	13.46	***
01460	Switchboard Operator/Receptionist	13.40	***
01531	Travel Clerk I	13.30	***
01532	Travel Clerk II	14.42	***
01533	Travel Clerk III	15.20	***
01611	Word Processor I	12.39	***
01612	Word Processor II	13.91	***
01613	Word Processor III	15.56	***

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	20.69	
05010	Automotive Electrician	18.09	
05040	Automotive Glass Installer	16.14	***
05070	Automotive Worker	16.14	***
05110	Mobile Equipment Servicer	14.55	***
05130	Motor Equipment Metal Mechanic	18.09	
05160	Motor Equipment Metal Worker	16.14	***
05190	Motor Vehicle Mechanic	18.09	
05220	Motor Vehicle Mechanic Helper	13.31	***
05250	Motor Vehicle Upholstery Worker	16.14	***
05280	Motor Vehicle Wrecker	16.14	***
05310	Painter, Automotive	17.15	
05340	Radiator Repair Specialist	16.14	***
05370	Tire Repairer	14.46	***
05400	Transmission Repair Specialist	18.09	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	15.36	***
07041	Cook I	12.17	***
07042	Cook II	13.96	***
07070	Dishwasher	11.32	***
07130	Food Service Worker	11.21	***
07210	Meat Cutter	14.44	***
07260	Waiter/Waitress	11.00	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	18.14	
09040	Furniture Handler	12.73	***
09080	Furniture Refinisher	18.14	
09090	Furniture Refinisher Helper	14.61	***
09110	Furniture Repairer, Minor	16.31	
09130	Upholsterer	18.14	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	12.87	***
11060	Elevator Operator	11.30	***
11090	Gardener	15.25	***
11122	Housekeeping Aide	11.30	***
11150	Janitor	11.30	***
11210	Laborer, Grounds Maintenance	12.56	***
11240	Maid or Houseman	11.13	***
11260	Pruner	11.68	***
11270	Tractor Operator	14.42	***

11330	Trail Maintenance Worker	12.56	***
11360	Window Cleaner	12.16	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.23	
12011	Breath Alcohol Technician	17.81	
12012	Certified Occupational Therapist Assistant	24.44	
12015	Certified Physical Therapist Assistant	32.22	
12020	Dental Assistant	14.88	***
12025	Dental Hygienist	37.36	
12030	EKG Technician	27.00	
12035	Electroneurodiagnostic Technologist	27.00	
12040	Emergency Medical Technician	17.23	
12071	Licensed Practical Nurse I	15.92	***
12072	Licensed Practical Nurse II	17.81	
12073	Licensed Practical Nurse III	19.86	
12100	Medical Assistant	14.31	***
12130	Medical Laboratory Technician	21.58	
12160	Medical Record Clerk	15.09	***
12190	Medical Record Technician	17.58	
12195	Medical Transcriptionist	15.86	***
12210	Nuclear Medicine Technologist	39.15	
12221	Nursing Assistant I	12.04	***
12222	Nursing Assistant II	13.53	***
12223	Nursing Assistant III	14.76	***
12224	Nursing Assistant IV	16.57	
12235	Optical Dispenser	17.73	
12236	Optical Technician	15.92	***
12250	Pharmacy Technician	15.96	***
12280	Phlebotomist	14.31	***
12305	Radiologic Technologist	22.96	
12311	Registered Nurse I	23.42	
12312	Registered Nurse II	28.65	
12313	Registered Nurse II, Specialist	28.65	
12314	Registered Nurse III	34.65	
12315	Registered Nurse III, Anesthetist	34.65	
12316	Registered Nurse IV	41.55	
12317	Scheduler (Drug and Alcohol Testing)	22.07	
12320	Substance Abuse Treatment Counselor	24.91	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	17.79	
13012	Exhibits Specialist II	20.98	
13013	Exhibits Specialist III	26.91	
13041	Illustrator I	17.79	
13042	Illustrator II	20.98	
13043	Illustrator III	26.91	
13047	Librarian	24.38	
13050	Library Aide/Clerk	14.16	***
13054	Library Information Technology Systems Administrator	22.02	
13058	Library Technician	16.74	
13061	Media Specialist I	15.88	***
13062	Media Specialist II	17.76	
13063	Media Specialist III	19.81	
13071	Photographer I	15.13	***
13072	Photographer II	17.79	
13073	Photographer III	21.05	
13074	Photographer IV	26.94	
13075	Photographer V	31.04	
13090	Technical Order Library Clerk	16.93	
13110	Video Teleconference Technician	15.88	***

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	14.28	***
14042	Computer Operator II	15.97	***
14043	Computer Operator III	17.81	

14044	Computer Operator IV		20.36
14045	Computer Operator V		22.54
14071	Computer Programmer I	(see 1)	19.55
14072	Computer Programmer II	(see 1)	23.93
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		14.28 ***
14160	Personal Computer Support Technician		21.75
14170	System Support Specialist		23.30

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		29.12	
15020	Aircrew Training Devices Instructor (Rated)		35.22	
15030	Air Crew Training Devices Instructor (Pilot)		42.23	
15050	Computer Based Training Specialist / Instructor		29.12	
15060	Educational Technologist		29.98	
15070	Flight Instructor (Pilot)		42.23	
15080	Graphic Artist		24.39	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		42.23	
15086	Maintenance Test Pilot, Rotary Wing		42.23	
15088	Non-Maintenance Test/Co-Pilot		42.23	
15090	Technical Instructor		20.99	
15095	Technical Instructor/Course Developer		25.67	
15110	Test Proctor		16.94	
15120	Tutor		16.94	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		12.46	***
16030	Counter Attendant		12.46	***
16040	Dry Cleaner		14.28	***
16070	Finisher, Flatwork, Machine		12.46	***
16090	Presser, Hand		12.46	***
16110	Presser, Machine, Drycleaning		12.46	***
16130	Presser, Machine, Shirts		12.46	***
16160	Presser, Machine, Wearing Apparel, Laundry		12.46	***
16190	Sewing Machine Operator		14.87	***
16220	Tailor		15.46	***
16250	Washer, Machine		13.04	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		21.79	
19040	Tool And Die Maker		25.91	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		17.33	
21030	Material Coordinator		23.24	
21040	Material Expediter		23.24	
21050	Material Handling Laborer		14.39	***
21071	Order Filler		12.35	***
21080	Production Line Worker (Food Processing)		17.33	
21110	Shipping Packer		16.35	
21130	Shipping/Receiving Clerk		16.35	
21140	Store Worker I		14.27	***
21150	Stock Clerk		18.07	
21210	Tools And Parts Attendant		17.33	
21410	Warehouse Specialist		17.33	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		26.09	

23019	Aircraft Logs and Records Technician	21.36	
23021	Aircraft Mechanic I	24.93	
23022	Aircraft Mechanic II	26.09	
23023	Aircraft Mechanic III	27.20	
23040	Aircraft Mechanic Helper	19.12	
23050	Aircraft, Painter	23.74	
23060	Aircraft Servicer	21.36	
23070	Aircraft Survival Flight Equipment Technician	23.74	
23080	Aircraft Worker	22.54	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	22.54	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	24.93	
23110	Appliance Mechanic	23.74	
23120	Bicycle Repairer	19.09	
23125	Cable Splicer	37.36	
23130	Carpenter, Maintenance	22.01	
23140	Carpet Layer	22.54	
23160	Electrician, Maintenance	22.55	
23181	Electronics Technician Maintenance I	28.53	
23182	Electronics Technician Maintenance II	30.02	
23183	Electronics Technician Maintenance III	31.44	
23260	Fabric Worker	21.36	
23290	Fire Alarm System Mechanic	24.93	
23310	Fire Extinguisher Repairer	20.22	
23311	Fuel Distribution System Mechanic	26.49	
23312	Fuel Distribution System Operator	21.53	
23370	General Maintenance Worker	18.48	
23380	Ground Support Equipment Mechanic	24.93	
23381	Ground Support Equipment Servicer	21.36	
23382	Ground Support Equipment Worker	22.54	
23391	Gunsmith I	20.22	
23392	Gunsmith II	22.54	
23393	Gunsmith III	24.93	
23410	Heating, Ventilation And Air-Conditioning Mechanic	21.87	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.11	
23430	Heavy Equipment Mechanic	24.77	
23440	Heavy Equipment Operator	17.63	
23460	Instrument Mechanic	24.93	
23465	Laboratory/Shelter Mechanic	23.74	
23470	Laborer	14.39	***
23510	Locksmith	23.74	
23530	Machinery Maintenance Mechanic	24.40	
23550	Machinist, Maintenance	24.61	
23580	Maintenance Trades Helper	13.94	***
23591	Metrology Technician I	24.93	
23592	Metrology Technician II	26.09	
23593	Metrology Technician III	27.20	
23640	Millwright	28.75	
23710	Office Appliance Repairer	21.86	
23760	Painter, Maintenance	19.05	
23790	Pipefitter, Maintenance	22.69	
23810	Plumber, Maintenance	21.66	
23820	Pneudraulic Systems Mechanic	24.93	
23850	Rigger	24.93	
23870	Scale Mechanic	22.54	
23890	Sheet-Metal Worker, Maintenance	23.99	
23910	Small Engine Mechanic	21.82	
23931	Telecommunications Mechanic I	23.11	
23932	Telecommunications Mechanic II	24.19	
23950	Telephone Lineman	28.75	
23960	Welder, Combination, Maintenance	18.78	
23965	Well Driller	24.93	
23970	Woodcraft Worker	24.93	
23980	Woodworker	20.22	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.36	***
24570	Child Care Attendant	11.00	***
24580	Child Care Center Clerk	13.87	***

24610	Chore Aide	11.19	***
24620	Family Readiness And Support Services Coordinator	14.36	***
24630	Homemaker	14.36	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	21.21	
25040	Sewage Plant Operator	18.04	
25070	Stationary Engineer	21.21	
25190	Ventilation Equipment Tender	15.73	***
25210	Water Treatment Plant Operator	18.04	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	14.91	***
27007	Baggage Inspector	14.76	***
27008	Corrections Officer	15.76	***
27010	Court Security Officer	16.46	
27030	Detection Dog Handler	15.73	***
27040	Detention Officer	15.76	***
27070	Firefighter	15.80	***
27101	Guard I	14.76	***
27102	Guard II	15.73	***
27131	Police Officer I	18.16	
27132	Police Officer II	20.18	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.58	***
28042	Carnival Equipment Repairer	14.35	***
28043	Carnival Worker	11.00	***
28210	Gate Attendant/Gate Tender	14.75	***
28310	Lifeguard	11.95	***
28350	Park Attendant (Aide)	16.50	
28510	Recreation Aide/Health Facility Attendant	12.04	***
28515	Recreation Specialist	19.68	
28630	Sports Official	13.14	***
28690	Swimming Pool Operator	17.47	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	22.87	
29020	Hatch Tender	22.87	
29030	Line Handler	22.87	
29041	Stevedore I	21.70	
29042	Stevedore II	24.06	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	16.39	
30022	Archeological Technician II	18.85	
30023	Archeological Technician III	22.71	
30030	Cartographic Technician	22.71	
30040	Civil Engineering Technician	22.71	
30051	Cryogenic Technician I	25.84	
30052	Cryogenic Technician II	28.54	
30061	Drafter/CAD Operator I	16.39	
30062	Drafter/CAD Operator II	18.85	
30063	Drafter/CAD Operator III	20.58	
30064	Drafter/CAD Operator IV	25.16	
30081	Engineering Technician I	14.60	***
30082	Engineering Technician II	16.39	
30083	Engineering Technician III	18.34	
30084	Engineering Technician IV	22.71	

30085	Engineering Technician V	27.78
30086	Engineering Technician VI	33.61
30090	Environmental Technician	22.61
30095	Evidence Control Specialist	23.34
30210	Laboratory Technician	25.05
30221	Latent Fingerprint Technician I	25.84
30222	Latent Fingerprint Technician II	28.54
30240	Mathematical Technician	22.71
30361	Paralegal/Legal Assistant I	17.39
30362	Paralegal/Legal Assistant II	21.55
30363	Paralegal/Legal Assistant III	26.36
30364	Paralegal/Legal Assistant IV	31.88
30375	Petroleum Supply Specialist	28.54
30390	Photo-Optics Technician	22.61
30395	Radiation Control Technician	28.54
30461	Technical Writer I	22.71
30462	Technical Writer II	27.78
30463	Technical Writer III	33.61
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	25.84
30502	Weather Forecaster II	31.44
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 20.58
30621	Weather Observer, Senior	(see 2) 22.71

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	13.74	***
31030	Bus Driver	18.65	
31043	Driver Courier	13.02	***
31260	Parking and Lot Attendant	12.53	***
31290	Shuttle Bus Driver	13.01	***
31310	Taxi Driver	13.41	***
31361	Truckdriver, Light	13.76	***
31362	Truckdriver, Medium	15.23	***
31363	Truckdriver, Heavy	19.60	
31364	Truckdriver, Tractor-Trailer	19.60	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.04	***
99050	Desk Clerk	11.00	***
99095	Embalmer	26.35	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	16.58	
99252	Laboratory Animal Caretaker II	17.81	
99260	Marketing Analyst	27.68	
99310	Mortician	26.35	
99410	Pest Controller	17.32	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	14.83	***
99711	Recycling Specialist	17.02	
99730	Refuse Collector	13.79	***
99810	Sales Clerk	12.11	***
99820	School Crossing Guard	15.59	***
99830	Survey Party Chief	19.57	
99831	Surveying Aide	12.81	***
99832	Surveying Technician	17.53	
99840	Vending Machine Attendant	19.23	
99841	Vending Machine Repairer	22.67	
99842	Vending Machine Repairer Helper	19.23	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5135

States/Territories. : Arkansas

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Columbia, Hempstead, Howard, Lafayette, Nevada, Sevier

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.00	***
01012	Accounting Clerk II	15.71	***
01013	Accounting Clerk III	17.58	
01020	Administrative Assistant	22.67	
01035	Court Reporter	19.24	
01041	Customer Service Representative I	12.79	***
01042	Customer Service Representative II	13.95	***
01043	Customer Service Representative III	15.66	***
01051	Data Entry Operator I	13.19	***
01052	Data Entry Operator II	14.39	***
01060	Dispatcher, Motor Vehicle	19.59	
01070	Document Preparation Clerk	12.39	***
01090	Duplicating Machine Operator	12.39	***
01111	General Clerk I	12.79	***
01112	General Clerk II	13.95	***
01113	General Clerk III	15.66	***
01120	Housing Referral Assistant	17.35	
01141	Messenger Courier	10.11	***
01191	Order Clerk I	12.81	***
01192	Order Clerk II	13.98	***

01261	Personnel Assistant (Employment) I	15.03	***
01262	Personnel Assistant (Employment) II	16.81	
01263	Personnel Assistant (Employment) III	18.75	
01270	Production Control Clerk	23.24	
01290	Rental Clerk	13.68	***
01300	Scheduler, Maintenance	13.91	***
01311	Secretary I	13.91	***
01312	Secretary II	15.56	***
01313	Secretary III	17.35	
01320	Service Order Dispatcher	17.51	
01410	Supply Technician	22.67	
01420	Survey Worker	14.02	***
01460	Switchboard Operator/Receptionist	13.40	***
01531	Travel Clerk I	13.30	***
01532	Travel Clerk II	14.42	***
01533	Travel Clerk III	15.20	***
01611	Word Processor I	13.43	***
01612	Word Processor II	15.15	***
01613	Word Processor III	16.86	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.29	
05010	Automotive Electrician	19.87	
05040	Automotive Glass Installer	17.89	
05070	Automotive Worker	17.89	
05110	Mobile Equipment Servicer	16.31	
05130	Motor Equipment Metal Mechanic	20.91	
05160	Motor Equipment Metal Worker	17.89	
05190	Motor Vehicle Mechanic	20.91	
05220	Motor Vehicle Mechanic Helper	15.27	***
05250	Motor Vehicle Upholstery Worker	17.57	
05280	Motor Vehicle Wrecker	17.89	
05310	Painter, Automotive	19.87	
05340	Radiator Repair Specialist	17.89	
05370	Tire Repairer	14.57	***
05400	Transmission Repair Specialist	20.91	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	12.21	***
07041	Cook I	11.21	***
07042	Cook II	12.50	***
07070	Dishwasher	11.32	***
07130	Food Service Worker	11.21	***
07210	Meat Cutter	14.44	***
07260	Waiter/Waitress	11.00	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	19.87	
09040	Furniture Handler	12.73	***
09080	Furniture Refinisher	19.87	
09090	Furniture Refinisher Helper	15.27	***
09110	Furniture Repairer, Minor	17.57	
09130	Upholsterer	19.87	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	12.87	***
11060	Elevator Operator	11.30	***
11090	Gardener	15.25	***
11122	Housekeeping Aide	11.30	***
11150	Janitor	11.30	***
11210	Laborer, Grounds Maintenance	12.56	***
11240	Maid or Houseman	11.13	***
11260	Pruner	11.68	***
11270	Tractor Operator	14.42	***

11330	Trail Maintenance Worker	12.56	***
11360	Window Cleaner	12.16	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	16.55	
12011	Breath Alcohol Technician	17.81	
12012	Certified Occupational Therapist Assistant	24.44	
12015	Certified Physical Therapist Assistant	32.22	
12020	Dental Assistant	15.20	***
12025	Dental Hygienist	37.36	
12030	EKG Technician	27.00	
12035	Electroneurodiagnostic Technologist	27.00	
12040	Emergency Medical Technician	16.55	
12071	Licensed Practical Nurse I	15.92	***
12072	Licensed Practical Nurse II	17.81	
12073	Licensed Practical Nurse III	19.86	
12100	Medical Assistant	14.31	***
12130	Medical Laboratory Technician	21.58	
12160	Medical Record Clerk	14.81	***
12190	Medical Record Technician	17.58	
12195	Medical Transcriptionist	15.86	***
12210	Nuclear Medicine Technologist	39.15	
12221	Nursing Assistant I	12.04	***
12222	Nursing Assistant II	13.53	***
12223	Nursing Assistant III	14.76	***
12224	Nursing Assistant IV	16.57	
12235	Optical Dispenser	20.89	
12236	Optical Technician	15.92	***
12250	Pharmacy Technician	15.96	***
12280	Phlebotomist	13.79	***
12305	Radiologic Technologist	22.96	
12311	Registered Nurse I	23.42	
12312	Registered Nurse II	28.65	
12313	Registered Nurse II, Specialist	28.65	
12314	Registered Nurse III	34.65	
12315	Registered Nurse III, Anesthetist	34.65	
12316	Registered Nurse IV	41.55	
12317	Scheduler (Drug and Alcohol Testing)	22.07	
12320	Substance Abuse Treatment Counselor	24.91	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	17.10	
13012	Exhibits Specialist II	21.88	
13013	Exhibits Specialist III	25.92	
13041	Illustrator I	17.10	
13042	Illustrator II	21.88	
13043	Illustrator III	25.92	
13047	Librarian	23.46	
13050	Library Aide/Clerk	13.48	***
13054	Library Information Technology Systems Administrator	21.19	
13058	Library Technician	16.74	
13061	Media Specialist I	15.29	***
13062	Media Specialist II	17.10	
13063	Media Specialist III	19.07	
13071	Photographer I	15.13	***
13072	Photographer II	16.93	
13073	Photographer III	20.98	
13074	Photographer IV	25.65	
13075	Photographer V	31.04	
13090	Technical Order Library Clerk	16.93	
13110	Video Teleconference Technician	15.49	***

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	14.68	***
14042	Computer Operator II	16.43	
14043	Computer Operator III	19.08	

14044	Computer Operator IV		20.40
14045	Computer Operator V		22.54
14071	Computer Programmer I	(see 1)	19.55
14072	Computer Programmer II	(see 1)	24.21
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		14.68 ***
14160	Personal Computer Support Technician		23.14
14170	System Support Specialist		23.30

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		29.12	
15020	Aircrew Training Devices Instructor (Rated)		35.22	
15030	Air Crew Training Devices Instructor (Pilot)		42.23	
15050	Computer Based Training Specialist / Instructor		29.12	
15060	Educational Technologist		29.98	
15070	Flight Instructor (Pilot)		42.23	
15080	Graphic Artist		22.87	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		42.23	
15086	Maintenance Test Pilot, Rotary Wing		42.23	
15088	Non-Maintenance Test/Co-Pilot		42.23	
15090	Technical Instructor		20.99	
15095	Technical Instructor/Course Developer		25.67	
15110	Test Proctor		16.94	
15120	Tutor		16.94	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		12.46	***
16030	Counter Attendant		12.46	***
16040	Dry Cleaner		14.28	***
16070	Finisher, Flatwork, Machine		12.46	***
16090	Presser, Hand		12.46	***
16110	Presser, Machine, Drycleaning		12.46	***
16130	Presser, Machine, Shirts		12.46	***
16160	Presser, Machine, Wearing Apparel, Laundry		12.46	***
16190	Sewing Machine Operator		14.87	***
16220	Tailor		15.46	***
16250	Washer, Machine		13.04	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		21.79	
19040	Tool And Die Maker		25.91	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		17.33	
21030	Material Coordinator		23.24	
21040	Material Expediter		23.24	
21050	Material Handling Laborer		14.39	***
21071	Order Filler		13.50	***
21080	Production Line Worker (Food Processing)		17.33	
21110	Shipping Packer		16.35	
21130	Shipping/Receiving Clerk		16.35	
21140	Store Worker I		14.27	***
21150	Stock Clerk		18.07	
21210	Tools And Parts Attendant		17.33	
21410	Warehouse Specialist		17.33	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		26.09	

23019	Aircraft Logs and Records Technician	21.36	
23021	Aircraft Mechanic I	24.93	
23022	Aircraft Mechanic II	26.09	
23023	Aircraft Mechanic III	27.20	
23040	Aircraft Mechanic Helper	19.12	
23050	Aircraft, Painter	23.74	
23060	Aircraft Servicer	21.36	
23070	Aircraft Survival Flight Equipment Technician	23.74	
23080	Aircraft Worker	22.54	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	22.54	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	24.93	
23110	Appliance Mechanic	23.74	
23120	Bicycle Repairer	20.22	
23125	Cable Splicer	37.49	
23130	Carpenter, Maintenance	22.01	
23140	Carpet Layer	22.54	
23160	Electrician, Maintenance	22.55	
23181	Electronics Technician Maintenance I	28.53	
23182	Electronics Technician Maintenance II	30.24	
23183	Electronics Technician Maintenance III	32.81	
23260	Fabric Worker	21.36	
23290	Fire Alarm System Mechanic	24.93	
23310	Fire Extinguisher Repairer	20.22	
23311	Fuel Distribution System Mechanic	26.49	
23312	Fuel Distribution System Operator	21.93	
23370	General Maintenance Worker	17.52	
23380	Ground Support Equipment Mechanic	24.93	
23381	Ground Support Equipment Servicer	21.36	
23382	Ground Support Equipment Worker	22.54	
23391	Gunsmith I	20.22	
23392	Gunsmith II	22.54	
23393	Gunsmith III	24.93	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.14	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.19	
23430	Heavy Equipment Mechanic	25.05	
23440	Heavy Equipment Operator	19.17	
23460	Instrument Mechanic	24.93	
23465	Laboratory/Shelter Mechanic	23.74	
23470	Laborer	14.39	***
23510	Locksmith	23.74	
23530	Machinery Maintenance Mechanic	24.40	
23550	Machinist, Maintenance	24.61	
23580	Maintenance Trades Helper	15.27	***
23591	Metrology Technician I	24.93	
23592	Metrology Technician II	26.09	
23593	Metrology Technician III	27.20	
23640	Millwright	28.75	
23710	Office Appliance Repairer	21.91	
23760	Painter, Maintenance	19.92	
23790	Pipefitter, Maintenance	22.69	
23810	Plumber, Maintenance	21.66	
23820	Pneudraulic Systems Mechanic	24.93	
23850	Rigger	24.93	
23870	Scale Mechanic	22.54	
23890	Sheet-Metal Worker, Maintenance	23.99	
23910	Small Engine Mechanic	21.82	
23931	Telecommunications Mechanic I	23.11	
23932	Telecommunications Mechanic II	24.19	
23950	Telephone Lineman	28.75	
23960	Welder, Combination, Maintenance	19.17	
23965	Well Driller	24.93	
23970	Woodcraft Worker	24.93	
23980	Woodworker	20.22	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.53	***
24570	Child Care Attendant	11.00	***
24580	Child Care Center Clerk	13.87	***

24610	Chore Aide	11.19	***
24620	Family Readiness And Support Services Coordinator	14.53	***
24630	Homemaker	14.53	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.80	
25040	Sewage Plant Operator	19.87	
25070	Stationary Engineer	23.80	
25190	Ventilation Equipment Tender	17.26	
25210	Water Treatment Plant Operator	18.06	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	14.88	***
27007	Baggage Inspector	13.19	***
27008	Corrections Officer	17.31	
27010	Court Security Officer	17.74	
27030	Detection Dog Handler	14.76	***
27040	Detention Officer	17.31	
27070	Firefighter	18.39	
27101	Guard I	13.19	***
27102	Guard II	14.76	***
27131	Police Officer I	18.32	
27132	Police Officer II	20.36	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.58	***
28042	Carnival Equipment Repairer	14.35	***
28043	Carnival Worker	11.00	***
28210	Gate Attendant/Gate Tender	14.44	***
28310	Lifeguard	11.70	***
28350	Park Attendant (Aide)	16.15	***
28510	Recreation Aide/Health Facility Attendant	11.79	***
28515	Recreation Specialist	19.68	
28630	Sports Official	12.87	***
28690	Swimming Pool Operator	16.00	***

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	24.38	
29020	Hatch Tender	23.82	
29030	Line Handler	24.38	
29041	Stevedore I	23.09	
29042	Stevedore II	25.64	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	17.64	
30022	Archeological Technician II	19.73	
30023	Archeological Technician III	24.44	
30030	Cartographic Technician	24.44	
30040	Civil Engineering Technician	23.34	
30051	Cryogenic Technician I	25.84	
30052	Cryogenic Technician II	28.54	
30061	Drafter/CAD Operator I	17.64	
30062	Drafter/CAD Operator II	19.73	
30063	Drafter/CAD Operator III	22.00	
30064	Drafter/CAD Operator IV	27.08	
30081	Engineering Technician I	14.86	***
30082	Engineering Technician II	19.06	
30083	Engineering Technician III	21.32	
30084	Engineering Technician IV	26.42	

30085	Engineering Technician V	32.32
30086	Engineering Technician VI	38.24
30090	Environmental Technician	23.34
30095	Evidence Control Specialist	23.34
30210	Laboratory Technician	27.48
30221	Latent Fingerprint Technician I	25.84
30222	Latent Fingerprint Technician II	28.54
30240	Mathematical Technician	24.44
30361	Paralegal/Legal Assistant I	17.39
30362	Paralegal/Legal Assistant II	21.55
30363	Paralegal/Legal Assistant III	26.36
30364	Paralegal/Legal Assistant IV	31.88
30375	Petroleum Supply Specialist	28.54
30390	Photo-Optics Technician	24.44
30395	Radiation Control Technician	28.54
30461	Technical Writer I	24.44
30462	Technical Writer II	31.19
30463	Technical Writer III	37.52
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	25.84
30502	Weather Forecaster II	31.44
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.00
30621	Weather Observer, Senior	(see 2) 24.44

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	14.64	***
31030	Bus Driver	18.65	
31043	Driver Courier	13.02	***
31260	Parking and Lot Attendant	12.30	***
31290	Shuttle Bus Driver	13.16	***
31310	Taxi Driver	11.79	***
31361	Truckdriver, Light	13.76	***
31362	Truckdriver, Medium	15.99	***
31363	Truckdriver, Heavy	19.92	
31364	Truckdriver, Tractor-Trailer	19.92	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.04	***
99050	Desk Clerk	11.00	***
99095	Embalmer	26.09	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	12.88	***
99252	Laboratory Animal Caretaker II	13.62	***
99260	Marketing Analyst	27.68	
99310	Mortician	26.09	
99410	Pest Controller	16.62	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	14.83	***
99711	Recycling Specialist	17.02	
99730	Refuse Collector	13.79	***
99810	Sales Clerk	12.21	***
99820	School Crossing Guard	15.59	***
99830	Survey Party Chief	20.87	
99831	Surveying Aide	12.79	***
99832	Surveying Technician	17.53	
99840	Vending Machine Attendant	19.23	
99841	Vending Machine Repairer	22.67	
99842	Vending Machine Repairer Helper	19.23	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5137

States/Territories. : Arkansas

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
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If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
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The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Conway, Hot Spring, Montgomery, Pope, Yell

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.00	***
01012	Accounting Clerk II	15.71	***
01013	Accounting Clerk III	19.95	
01020	Administrative Assistant	22.83	
01035	Court Reporter	15.56	***
01041	Customer Service Representative I	13.21	***
01042	Customer Service Representative II	14.87	***
01043	Customer Service Representative III	16.23	
01051	Data Entry Operator I	12.88	***
01052	Data Entry Operator II	14.38	***
01060	Dispatcher, Motor Vehicle	20.45	
01070	Document Preparation Clerk	12.39	***
01090	Duplicating Machine Operator	12.39	***
01111	General Clerk I	12.81	***
01112	General Clerk II	13.98	***
01113	General Clerk III	15.69	***
01120	Housing Referral Assistant	17.35	
01141	Messenger Courier	11.92	***
01191	Order Clerk I	11.36	***
01192	Order Clerk II	12.39	***
01261	Personnel Assistant (Employment) I	15.94	***

01262	Personnel Assistant (Employment) II	17.83	
01263	Personnel Assistant (Employment) III	19.88	
01270	Production Control Clerk	27.53	
01290	Rental Clerk	13.31	***
01300	Scheduler, Maintenance	13.91	***
01311	Secretary I	13.91	***
01312	Secretary II	15.56	***
01313	Secretary III	17.35	
01320	Service Order Dispatcher	19.43	
01410	Supply Technician	22.83	
01420	Survey Worker	13.92	***
01460	Switchboard Operator/Receptionist	13.53	***
01531	Travel Clerk I	13.30	***
01532	Travel Clerk II	14.42	***
01533	Travel Clerk III	15.20	***
01611	Word Processor I	12.39	***
01612	Word Processor II	13.91	***
01613	Word Processor III	15.56	***

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.21	
05010	Automotive Electrician	17.59	
05040	Automotive Glass Installer	15.36	***
05070	Automotive Worker	15.36	***
05110	Mobile Equipment Servicer	13.51	***
05130	Motor Equipment Metal Mechanic	17.40	
05160	Motor Equipment Metal Worker	15.36	***
05190	Motor Vehicle Mechanic	17.43	
05220	Motor Vehicle Mechanic Helper	12.58	***
05250	Motor Vehicle Upholstery Worker	14.86	***
05280	Motor Vehicle Wrecker	15.36	***
05310	Painter, Automotive	16.38	
05340	Radiator Repair Specialist	15.36	***
05370	Tire Repairer	13.57	***
05400	Transmission Repair Specialist	17.43	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.59	***
07041	Cook I	11.21	***
07042	Cook II	12.75	***
07070	Dishwasher	11.14	***
07130	Food Service Worker	11.46	***
07210	Meat Cutter	13.99	***
07260	Waiter/Waitress	11.00	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	17.21	
09040	Furniture Handler	13.73	***
09080	Furniture Refinisher	17.21	
09090	Furniture Refinisher Helper	13.95	***
09110	Furniture Repairer, Minor	15.92	***
09130	Upholsterer	17.86	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.78	***
11060	Elevator Operator	13.78	***
11090	Gardener	16.07	***
11122	Housekeeping Aide	11.30	***
11150	Janitor	11.30	***
11210	Laborer, Grounds Maintenance	12.43	***
11240	Maid or Houseman	11.16	***
11260	Pruner	11.33	***
11270	Tractor Operator	14.96	***
11330	Trail Maintenance Worker	12.43	***

11360	Window Cleaner	12.39	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	16.73	
12011	Breath Alcohol Technician	18.82	
12012	Certified Occupational Therapist Assistant	25.82	
12015	Certified Physical Therapist Assistant	29.13	
12020	Dental Assistant	17.96	
12025	Dental Hygienist	38.22	
12030	EKG Technician	28.52	
12035	Electroneurodiagnostic Technologist	28.52	
12040	Emergency Medical Technician	15.95	***
12071	Licensed Practical Nurse I	16.83	
12072	Licensed Practical Nurse II	18.82	
12073	Licensed Practical Nurse III	20.98	
12100	Medical Assistant	14.05	***
12130	Medical Laboratory Technician	22.51	
12160	Medical Record Clerk	13.78	***
12190	Medical Record Technician	15.31	***
12195	Medical Transcriptionist	16.83	
12210	Nuclear Medicine Technologist	41.36	
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	19.23	
12236	Optical Technician	16.83	
12250	Pharmacy Technician	14.01	***
12280	Phlebotomist	14.17	***
12305	Radiologic Technologist	22.88	
12311	Registered Nurse I	24.41	
12312	Registered Nurse II	29.86	
12313	Registered Nurse II, Specialist	29.86	
12314	Registered Nurse III	36.12	
12315	Registered Nurse III, Anesthetist	36.12	
12316	Registered Nurse IV	43.29	
12317	Scheduler (Drug and Alcohol Testing)	23.32	
12320	Substance Abuse Treatment Counselor	21.27	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	19.13	
13012	Exhibits Specialist II	23.69	
13013	Exhibits Specialist III	28.98	
13041	Illustrator I	19.13	
13042	Illustrator II	23.69	
13043	Illustrator III	28.98	
13047	Librarian	26.24	
13050	Library Aide/Clerk	12.64	***
13054	Library Information Technology Systems Administrator	23.69	
13058	Library Technician	19.08	
13061	Media Specialist I	17.09	
13062	Media Specialist II	19.13	
13063	Media Specialist III	21.33	
13071	Photographer I	17.09	
13072	Photographer II	19.13	
13073	Photographer III	23.69	
13074	Photographer IV	28.98	
13075	Photographer V	35.06	
13090	Technical Order Library Clerk	17.04	
13110	Video Teleconference Technician	17.16	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	15.69	***
14042	Computer Operator II	17.55	
14043	Computer Operator III	19.57	
14044	Computer Operator IV	21.84	

14045	Computer Operator V		24.08
14071	Computer Programmer I	(see 1)	21.44
14072	Computer Programmer II	(see 1)	25.80
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		15.69 ***
14160	Personal Computer Support Technician		24.02
14170	System Support Specialist		22.75

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	29.78	
15020	Aircrew Training Devices Instructor (Rated)	35.88	
15030	Air Crew Training Devices Instructor (Pilot)	41.37	
15050	Computer Based Training Specialist / Instructor	29.78	
15060	Educational Technologist	29.34	
15070	Flight Instructor (Pilot)	41.37	
15080	Graphic Artist	21.45	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	41.37	
15086	Maintenance Test Pilot, Rotary Wing	41.37	
15088	Non-Maintenance Test/Co-Pilot	41.37	
15090	Technical Instructor	20.87	
15095	Technical Instructor/Course Developer	25.53	
15110	Test Proctor	16.85	
15120	Tutor	16.85	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	12.46	***
16030	Counter Attendant	12.46	***
16040	Dry Cleaner	14.28	***
16070	Finisher, Flatwork, Machine	12.46	***
16090	Presser, Hand	12.46	***
16110	Presser, Machine, Drycleaning	12.46	***
16130	Presser, Machine, Shirts	12.46	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.46	***
16190	Sewing Machine Operator	14.87	***
16220	Tailor	15.46	***
16250	Washer, Machine	13.04	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	22.04	
19040	Tool And Die Maker	27.46	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	17.48	
21030	Material Coordinator	27.53	
21040	Material Expediter	27.53	
21050	Material Handling Laborer	14.39	***
21071	Order Filler	13.63	***
21080	Production Line Worker (Food Processing)	17.48	
21110	Shipping Packer	16.69	
21130	Shipping/Receiving Clerk	16.69	
21140	Store Worker I	12.15	***
21150	Stock Clerk	16.34	
21210	Tools And Parts Attendant	17.48	
21410	Warehouse Specialist	17.48	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	24.78	
23019	Aircraft Logs and Records Technician	19.17	

23021	Aircraft Mechanic I	23.45	
23022	Aircraft Mechanic II	24.78	
23023	Aircraft Mechanic III	26.13	
23040	Aircraft Mechanic Helper	16.74	
23050	Aircraft, Painter	22.08	
23060	Aircraft Servicer	19.17	
23070	Aircraft Survival Flight Equipment Technician	22.08	
23080	Aircraft Worker	20.38	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	20.38	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	23.45	
23110	Appliance Mechanic	22.04	
23120	Bicycle Repairer	18.18	
23125	Cable Splicer	36.85	
23130	Carpenter, Maintenance	17.83	
23140	Carpet Layer	20.67	
23160	Electrician, Maintenance	25.78	
23181	Electronics Technician Maintenance I	29.72	
23182	Electronics Technician Maintenance II	31.70	
23183	Electronics Technician Maintenance III	33.67	
23260	Fabric Worker	19.44	
23290	Fire Alarm System Mechanic	23.41	
23310	Fire Extinguisher Repairer	18.18	
23311	Fuel Distribution System Mechanic	30.00	
23312	Fuel Distribution System Operator	26.06	
23370	General Maintenance Worker	17.26	
23380	Ground Support Equipment Mechanic	23.45	
23381	Ground Support Equipment Servicer	19.17	
23382	Ground Support Equipment Worker	20.38	
23391	Gunsmith I	18.18	
23392	Gunsmith II	20.67	
23393	Gunsmith III	23.41	
23410	Heating, Ventilation And Air-Conditioning Mechanic	20.33	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.48	
23430	Heavy Equipment Mechanic	22.77	
23440	Heavy Equipment Operator	17.87	
23460	Instrument Mechanic	23.41	
23465	Laboratory/Shelter Mechanic	22.04	
23470	Laborer	14.39	***
23510	Locksmith	22.04	
23530	Machinery Maintenance Mechanic	26.61	
23550	Machinist, Maintenance	18.12	
23580	Maintenance Trades Helper	14.11	***
23591	Metrology Technician I	23.41	
23592	Metrology Technician II	24.75	
23593	Metrology Technician III	26.09	
23640	Millwright	22.36	
23710	Office Appliance Repairer	22.04	
23760	Painter, Maintenance	17.04	
23790	Pipefitter, Maintenance	19.32	
23810	Plumber, Maintenance	18.69	
23820	Pneudraulic Systems Mechanic	23.41	
23850	Rigger	23.41	
23870	Scale Mechanic	20.67	
23890	Sheet-Metal Worker, Maintenance	18.74	
23910	Small Engine Mechanic	20.67	
23931	Telecommunications Mechanic I	25.82	
23932	Telecommunications Mechanic II	27.28	
23950	Telephone Lineman	30.77	
23960	Welder, Combination, Maintenance	18.42	
23965	Well Driller	23.41	
23970	Woodcraft Worker	23.41	
23980	Woodworker	18.18	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.28	***
24570	Child Care Attendant	11.00	***
24580	Child Care Center Clerk	13.72	***
24610	Chore Aide	11.20	***

24620	Family Readiness And Support Services Coordinator	14.28	***
24630	Homemaker	15.14	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	22.56	
25040	Sewage Plant Operator	18.15	
25070	Stationary Engineer	22.56	
25190	Ventilation Equipment Tender	16.40	
25210	Water Treatment Plant Operator	18.15	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	14.26	***
27007	Baggage Inspector	14.82	***
27008	Corrections Officer	18.09	
27010	Court Security Officer	17.96	
27030	Detection Dog Handler	16.70	
27040	Detention Officer	18.09	
27070	Firefighter	18.44	
27101	Guard I	14.82	***
27102	Guard II	16.70	
27131	Police Officer I	17.94	
27132	Police Officer II	19.94	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.75	***
28042	Carnival Equipment Repairer	15.84	***
28043	Carnival Worker	11.17	***
28210	Gate Attendant/Gate Tender	14.50	***
28310	Lifeguard	11.34	***
28350	Park Attendant (Aide)	16.21	
28510	Recreation Aide/Health Facility Attendant	11.54	***
28515	Recreation Specialist	18.70	
28630	Sports Official	12.60	***
28690	Swimming Pool Operator	18.01	

18. Stevedoring/Longshoremens Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	20.67	
29020	Hatch Tender	20.67	
29030	Line Handler	20.67	
29041	Stevedore I	19.44	
29042	Stevedore II	22.04	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.22	
30022	Archeological Technician II	20.38	
30023	Archeological Technician III	24.92	
30030	Cartographic Technician	25.23	
30040	Civil Engineering Technician	23.69	
30051	Cryogenic Technician I	25.70	
30052	Cryogenic Technician II	28.39	
30061	Drafter/CAD Operator I	18.22	
30062	Drafter/CAD Operator II	20.38	
30063	Drafter/CAD Operator III	22.71	
30064	Drafter/CAD Operator IV	27.95	
30081	Engineering Technician I	16.22	
30082	Engineering Technician II	18.22	
30083	Engineering Technician III	20.38	
30084	Engineering Technician IV	25.23	
30085	Engineering Technician V	30.88	

30086	Engineering Technician VI	37.35
30090	Environmental Technician	20.54
30095	Evidence Control Specialist	23.21
30210	Laboratory Technician	23.96
30221	Latent Fingerprint Technician I	25.70
30222	Latent Fingerprint Technician II	28.39
30240	Mathematical Technician	25.23
30361	Paralegal/Legal Assistant I	17.42
30362	Paralegal/Legal Assistant II	21.58
30363	Paralegal/Legal Assistant III	25.64
30364	Paralegal/Legal Assistant IV	29.85
30375	Petroleum Supply Specialist	28.39
30390	Photo-Optics Technician	25.23
30395	Radiation Control Technician	28.39
30461	Technical Writer I	23.69
30462	Technical Writer II	28.98
30463	Technical Writer III	35.06
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	27.95
30502	Weather Forecaster II	34.00
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.71
30621	Weather Observer, Senior	(see 2) 25.23

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	12.22	***
31030	Bus Driver	16.78	
31043	Driver Courier	13.14	***
31260	Parking and Lot Attendant	11.13	***
31290	Shuttle Bus Driver	13.63	***
31310	Taxi Driver	12.48	***
31361	Truckdriver, Light	13.99	***
31362	Truckdriver, Medium	14.97	***
31363	Truckdriver, Heavy	18.53	
31364	Truckdriver, Tractor-Trailer	18.53	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.07	***
99050	Desk Clerk	11.00	***
99095	Embalmer	23.85	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	13.64	***
99252	Laboratory Animal Caretaker II	14.65	***
99260	Marketing Analyst	29.10	
99310	Mortician	23.85	
99410	Pest Controller	16.60	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	16.27	
99711	Recycling Specialist	19.59	
99730	Refuse Collector	14.84	***
99810	Sales Clerk	11.47	***
99820	School Crossing Guard	13.47	***
99830	Survey Party Chief	22.29	
99831	Surveying Aide	14.72	***
99832	Surveying Technician	20.24	
99840	Vending Machine Attendant	17.79	
99841	Vending Machine Repairer	21.72	
99842	Vending Machine Repairer Helper	17.79	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5139

States/Territories. : Arkansas

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Franklin, Johnson, Logan, Polk, Scott

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.00	***
01012	Accounting Clerk II	15.71	***
01013	Accounting Clerk III	17.58	
01020	Administrative Assistant	22.83	
01035	Court Reporter	15.56	***
01041	Customer Service Representative I	13.21	***
01042	Customer Service Representative II	14.87	***
01043	Customer Service Representative III	16.23	
01051	Data Entry Operator I	12.88	***
01052	Data Entry Operator II	14.05	***
01060	Dispatcher, Motor Vehicle	21.74	
01070	Document Preparation Clerk	12.39	***
01090	Duplicating Machine Operator	12.39	***
01111	General Clerk I	12.81	***
01112	General Clerk II	13.98	***
01113	General Clerk III	15.69	***
01120	Housing Referral Assistant	17.35	
01141	Messenger Courier	10.45	***
01191	Order Clerk I	11.36	***
01192	Order Clerk II	12.39	***
01261	Personnel Assistant (Employment) I	15.94	***

01262	Personnel Assistant (Employment) II	17.83	
01263	Personnel Assistant (Employment) III	19.88	
01270	Production Control Clerk	26.73	
01290	Rental Clerk	13.31	***
01300	Scheduler, Maintenance	13.91	***
01311	Secretary I	13.91	***
01312	Secretary II	15.56	***
01313	Secretary III	17.35	
01320	Service Order Dispatcher	19.39	
01410	Supply Technician	22.83	
01420	Survey Worker	12.83	***
01460	Switchboard Operator/Receptionist	13.53	***
01531	Travel Clerk I	13.30	***
01532	Travel Clerk II	14.42	***
01533	Travel Clerk III	15.20	***
01611	Word Processor I	12.39	***
01612	Word Processor II	13.91	***
01613	Word Processor III	15.56	***

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.21	
05010	Automotive Electrician	16.38	
05040	Automotive Glass Installer	15.36	***
05070	Automotive Worker	15.36	***
05110	Mobile Equipment Servicer	13.51	***
05130	Motor Equipment Metal Mechanic	17.40	
05160	Motor Equipment Metal Worker	15.36	***
05190	Motor Vehicle Mechanic	17.40	
05220	Motor Vehicle Mechanic Helper	12.74	***
05250	Motor Vehicle Upholstery Worker	14.45	***
05280	Motor Vehicle Wrecker	15.36	***
05310	Painter, Automotive	16.38	
05340	Radiator Repair Specialist	15.36	***
05370	Tire Repairer	13.57	***
05400	Transmission Repair Specialist	17.40	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	18.48	
07041	Cook I	11.46	***
07042	Cook II	13.04	***
07070	Dishwasher	11.14	***
07130	Food Service Worker	11.46	***
07210	Meat Cutter	13.99	***
07260	Waiter/Waitress	11.00	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	17.21	
09040	Furniture Handler	11.68	***
09080	Furniture Refinisher	17.21	
09090	Furniture Refinisher Helper	13.62	***
09110	Furniture Repairer, Minor	15.55	***
09130	Upholsterer	17.21	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.78	***
11060	Elevator Operator	13.78	***
11090	Gardener	16.07	***
11122	Housekeeping Aide	11.30	***
11150	Janitor	11.30	***
11210	Laborer, Grounds Maintenance	12.43	***
11240	Maid or Houseman	11.16	***
11260	Pruner	11.33	***
11270	Tractor Operator	14.96	***
11330	Trail Maintenance Worker	12.43	***

11360	Window Cleaner	12.39	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	15.77	***
12011	Breath Alcohol Technician	18.82	
12012	Certified Occupational Therapist Assistant	25.82	
12015	Certified Physical Therapist Assistant	30.81	
12020	Dental Assistant	17.96	
12025	Dental Hygienist	38.22	
12030	EKG Technician	28.52	
12035	Electroneurodiagnostic Technologist	28.52	
12040	Emergency Medical Technician	15.77	***
12071	Licensed Practical Nurse I	16.83	
12072	Licensed Practical Nurse II	18.82	
12073	Licensed Practical Nurse III	20.98	
12100	Medical Assistant	14.05	***
12130	Medical Laboratory Technician	22.51	
12160	Medical Record Clerk	13.18	***
12190	Medical Record Technician	15.03	***
12195	Medical Transcriptionist	16.83	
12210	Nuclear Medicine Technologist	41.36	
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	19.23	
12236	Optical Technician	16.83	
12250	Pharmacy Technician	16.07	***
12280	Phlebotomist	13.86	***
12305	Radiologic Technologist	22.85	
12311	Registered Nurse I	23.80	
12312	Registered Nurse II	29.11	
12313	Registered Nurse II, Specialist	29.11	
12314	Registered Nurse III	35.21	
12315	Registered Nurse III, Anesthetist	35.21	
12316	Registered Nurse IV	42.21	
12317	Scheduler (Drug and Alcohol Testing)	23.32	
12320	Substance Abuse Treatment Counselor	21.27	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	19.13	
13012	Exhibits Specialist II	23.69	
13013	Exhibits Specialist III	28.98	
13041	Illustrator I	19.13	
13042	Illustrator II	23.69	
13043	Illustrator III	28.98	
13047	Librarian	26.24	
13050	Library Aide/Clerk	13.75	***
13054	Library Information Technology Systems Administrator	23.69	
13058	Library Technician	19.13	
13061	Media Specialist I	17.09	
13062	Media Specialist II	19.13	
13063	Media Specialist III	21.33	
13071	Photographer I	17.09	
13072	Photographer II	19.13	
13073	Photographer III	23.69	
13074	Photographer IV	28.98	
13075	Photographer V	35.06	
13090	Technical Order Library Clerk	17.04	
13110	Video Teleconference Technician	17.09	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	14.82	***
14042	Computer Operator II	16.58	
14043	Computer Operator III	18.49	
14044	Computer Operator IV	20.55	

14045	Computer Operator V		22.75
14071	Computer Programmer I	(see 1)	18.65
14072	Computer Programmer II	(see 1)	20.79
14073	Computer Programmer III	(see 1)	26.85
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		14.82 ***
14160	Personal Computer Support Technician		20.55
14170	System Support Specialist		22.75

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		28.53	
15020	Aircrew Training Devices Instructor (Rated)		34.52	
15030	Air Crew Training Devices Instructor (Pilot)		41.37	
15050	Computer Based Training Specialist / Instructor		28.53	
15060	Educational Technologist		29.34	
15070	Flight Instructor (Pilot)		41.37	
15080	Graphic Artist		17.45	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		41.37	
15086	Maintenance Test Pilot, Rotary Wing		41.37	
15088	Non-Maintenance Test/Co-Pilot		41.37	
15090	Technical Instructor		20.87	
15095	Technical Instructor/Course Developer		25.53	
15110	Test Proctor		16.85	
15120	Tutor		16.85	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		12.46	***
16030	Counter Attendant		12.46	***
16040	Dry Cleaner		14.28	***
16070	Finisher, Flatwork, Machine		12.46	***
16090	Presser, Hand		12.46	***
16110	Presser, Machine, Drycleaning		12.46	***
16130	Presser, Machine, Shirts		12.46	***
16160	Presser, Machine, Wearing Apparel, Laundry		12.46	***
16190	Sewing Machine Operator		14.87	***
16220	Tailor		15.46	***
16250	Washer, Machine		13.04	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		19.61	
19040	Tool And Die Maker		24.43	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		17.48	
21030	Material Coordinator		26.73	
21040	Material Expediter		26.73	
21050	Material Handling Laborer		14.39	***
21071	Order Filler		13.63	***
21080	Production Line Worker (Food Processing)		17.48	
21110	Shipping Packer		16.69	
21130	Shipping/Receiving Clerk		16.69	
21140	Store Worker I		12.15	***
21150	Stock Clerk		16.34	
21210	Tools And Parts Attendant		17.48	
21410	Warehouse Specialist		17.48	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		24.41	
23019	Aircraft Logs and Records Technician		19.17	

23021	Aircraft Mechanic I	23.09	
23022	Aircraft Mechanic II	24.41	
23023	Aircraft Mechanic III	25.73	
23040	Aircraft Mechanic Helper	16.70	
23050	Aircraft, Painter	21.75	
23060	Aircraft Servicer	19.17	
23070	Aircraft Survival Flight Equipment Technician	21.75	
23080	Aircraft Worker	20.38	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	20.38	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	23.09	
23110	Appliance Mechanic	22.04	
23120	Bicycle Repairer	18.18	
23125	Cable Splicer	37.21	
23130	Carpenter, Maintenance	17.73	
23140	Carpet Layer	20.67	
23160	Electrician, Maintenance	25.78	
23181	Electronics Technician Maintenance I	29.72	
23182	Electronics Technician Maintenance II	31.82	
23183	Electronics Technician Maintenance III	33.67	
23260	Fabric Worker	19.44	
23290	Fire Alarm System Mechanic	23.41	
23310	Fire Extinguisher Repairer	18.18	
23311	Fuel Distribution System Mechanic	30.36	
23312	Fuel Distribution System Operator	25.05	
23370	General Maintenance Worker	17.26	
23380	Ground Support Equipment Mechanic	23.09	
23381	Ground Support Equipment Servicer	19.17	
23382	Ground Support Equipment Worker	20.38	
23391	Gunsmith I	18.18	
23392	Gunsmith II	20.67	
23393	Gunsmith III	23.41	
23410	Heating, Ventilation And Air-Conditioning Mechanic	20.08	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.21	
23430	Heavy Equipment Mechanic	22.77	
23440	Heavy Equipment Operator	17.87	
23460	Instrument Mechanic	23.41	
23465	Laboratory/Shelter Mechanic	22.04	
23470	Laborer	14.39	***
23510	Locksmith	22.04	
23530	Machinery Maintenance Mechanic	26.61	
23550	Machinist, Maintenance	18.12	
23580	Maintenance Trades Helper	14.11	***
23591	Metrology Technician I	23.41	
23592	Metrology Technician II	24.75	
23593	Metrology Technician III	26.09	
23640	Millwright	22.36	
23710	Office Appliance Repairer	22.04	
23760	Painter, Maintenance	17.04	
23790	Pipefitter, Maintenance	18.98	
23810	Plumber, Maintenance	17.87	
23820	Pneudraulic Systems Mechanic	23.41	
23850	Rigger	23.41	
23870	Scale Mechanic	20.67	
23890	Sheet-Metal Worker, Maintenance	18.74	
23910	Small Engine Mechanic	20.67	
23931	Telecommunications Mechanic I	25.82	
23932	Telecommunications Mechanic II	27.28	
23950	Telephone Lineman	30.77	
23960	Welder, Combination, Maintenance	18.42	
23965	Well Driller	23.41	
23970	Woodcraft Worker	23.41	
23980	Woodworker	18.18	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.28	***
24570	Child Care Attendant	11.00	***
24580	Child Care Center Clerk	13.72	***
24610	Chore Aide	11.20	***

24620	Family Readiness And Support Services Coordinator	14.28	***
24630	Homemaker	14.28	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.02	
25040	Sewage Plant Operator	18.15	
25070	Stationary Engineer	23.02	
25190	Ventilation Equipment Tender	16.31	
25210	Water Treatment Plant Operator	18.15	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	14.26	***
27007	Baggage Inspector	14.15	***
27008	Corrections Officer	17.57	
27010	Court Security Officer	17.96	
27030	Detection Dog Handler	15.83	***
27040	Detention Officer	17.57	
27070	Firefighter	17.86	
27101	Guard I	14.15	***
27102	Guard II	15.83	***
27131	Police Officer I	17.94	
27132	Police Officer II	19.94	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.75	***
28042	Carnival Equipment Repairer	15.84	***
28043	Carnival Worker	11.17	***
28210	Gate Attendant/Gate Tender	14.00	***
28310	Lifeguard	11.34	***
28350	Park Attendant (Aide)	15.66	***
28510	Recreation Aide/Health Facility Attendant	11.10	***
28515	Recreation Specialist	18.70	
28630	Sports Official	12.47	***
28690	Swimming Pool Operator	18.01	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	20.67	
29020	Hatch Tender	20.67	
29030	Line Handler	20.67	
29041	Stevedore I	19.44	
29042	Stevedore II	22.04	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	17.09	
30022	Archeological Technician II	19.13	
30023	Archeological Technician III	23.69	
30030	Cartographic Technician	23.69	
30040	Civil Engineering Technician	23.69	
30051	Cryogenic Technician I	25.70	
30052	Cryogenic Technician II	28.39	
30061	Drafter/CAD Operator I	17.09	
30062	Drafter/CAD Operator II	19.13	
30063	Drafter/CAD Operator III	21.33	
30064	Drafter/CAD Operator IV	26.24	
30081	Engineering Technician I	15.33	***
30082	Engineering Technician II	18.00	
30083	Engineering Technician III	20.00	
30084	Engineering Technician IV	25.18	
30085	Engineering Technician V	27.53	

30086	Engineering Technician VI	36.95
30090	Environmental Technician	23.69
30095	Evidence Control Specialist	23.21
30210	Laboratory Technician	24.70
30221	Latent Fingerprint Technician I	25.70
30222	Latent Fingerprint Technician II	28.39
30240	Mathematical Technician	23.69
30361	Paralegal/Legal Assistant I	17.42
30362	Paralegal/Legal Assistant II	21.58
30363	Paralegal/Legal Assistant III	26.40
30364	Paralegal/Legal Assistant IV	31.94
30375	Petroleum Supply Specialist	28.39
30390	Photo-Optics Technician	24.17
30395	Radiation Control Technician	28.39
30461	Technical Writer I	23.69
30462	Technical Writer II	28.98
30463	Technical Writer III	35.06
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	27.95
30502	Weather Forecaster II	34.00
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 21.33
30621	Weather Observer, Senior	(see 2) 23.69

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	12.22	***
31030	Bus Driver	16.78	
31043	Driver Courier	13.03	***
31260	Parking and Lot Attendant	11.13	***
31290	Shuttle Bus Driver	13.63	***
31310	Taxi Driver	12.48	***
31361	Truckdriver, Light	13.99	***
31362	Truckdriver, Medium	14.97	***
31363	Truckdriver, Heavy	18.95	
31364	Truckdriver, Tractor-Trailer	18.95	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.07	***
99050	Desk Clerk	11.00	***
99095	Embalmer	23.85	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	13.92	***
99252	Laboratory Animal Caretaker II	14.75	***
99260	Marketing Analyst	29.10	
99310	Mortician	23.85	
99410	Pest Controller	16.60	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	16.27	
99711	Recycling Specialist	19.59	
99730	Refuse Collector	14.84	***
99810	Sales Clerk	11.47	***
99820	School Crossing Guard	13.47	***
99830	Survey Party Chief	22.30	
99831	Surveying Aide	14.72	***
99832	Surveying Technician	20.24	
99840	Vending Machine Attendant	17.79	
99841	Vending Machine Repairer	21.72	
99842	Vending Machine Repairer Helper	17.79	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5141

States/Territories. : Arkansas

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Crawford, Sebastian

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.50	***
01012	Accounting Clerk II	16.35	
01013	Accounting Clerk III	18.22	
01020	Administrative Assistant	22.67	
01035	Court Reporter	16.14	***
01041	Customer Service Representative I	12.79	***
01042	Customer Service Representative II	13.95	***
01043	Customer Service Representative III	15.66	***
01051	Data Entry Operator I	13.12	***
01052	Data Entry Operator II	14.32	***
01060	Dispatcher, Motor Vehicle	18.63	
01070	Document Preparation Clerk	12.86	***
01090	Duplicating Machine Operator	12.86	***
01111	General Clerk I	12.88	***
01112	General Clerk II	14.05	***
01113	General Clerk III	15.77	***
01120	Housing Referral Assistant	18.00	
01141	Messenger Courier	11.86	***
01191	Order Clerk I	15.14	***
01192	Order Clerk II	16.52	
01261	Personnel Assistant (Employment) I	15.95	***

01262	Personnel Assistant (Employment) II	17.85	
01263	Personnel Assistant (Employment) III	19.90	
01270	Production Control Clerk	22.09	
01290	Rental Clerk	13.59	***
01300	Scheduler, Maintenance	14.43	***
01311	Secretary I	14.43	***
01312	Secretary II	16.14	***
01313	Secretary III	18.00	
01320	Service Order Dispatcher	16.03	***
01410	Supply Technician	22.67	
01420	Survey Worker	13.89	***
01460	Switchboard Operator/Receptionist	13.38	***
01531	Travel Clerk I	13.30	***
01532	Travel Clerk II	14.42	***
01533	Travel Clerk III	15.20	***
01611	Word Processor I	12.86	***
01612	Word Processor II	14.43	***
01613	Word Processor III	16.14	***

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	18.50	
05010	Automotive Electrician	17.77	
05040	Automotive Glass Installer	16.59	
05070	Automotive Worker	16.59	
05110	Mobile Equipment Servicer	14.32	***
05130	Motor Equipment Metal Mechanic	18.95	
05160	Motor Equipment Metal Worker	16.59	
05190	Motor Vehicle Mechanic	18.95	
05220	Motor Vehicle Mechanic Helper	14.01	***
05250	Motor Vehicle Upholstery Worker	15.46	***
05280	Motor Vehicle Wrecker	16.59	
05310	Painter, Automotive	17.77	
05340	Radiator Repair Specialist	16.59	
05370	Tire Repairer	13.27	***
05400	Transmission Repair Specialist	18.95	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.04	***
07041	Cook I	11.46	***
07042	Cook II	13.04	***
07070	Dishwasher	11.23	***
07130	Food Service Worker	11.60	***
07210	Meat Cutter	13.91	***
07260	Waiter/Waitress	11.00	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	18.04	
09040	Furniture Handler	10.88	***
09080	Furniture Refinisher	18.04	
09090	Furniture Refinisher Helper	13.36	***
09110	Furniture Repairer, Minor	15.69	***
09130	Upholsterer	18.04	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.29	***
11060	Elevator Operator	12.88	***
11090	Gardener	18.33	
11122	Housekeeping Aide	11.71	***
11150	Janitor	11.71	***
11210	Laborer, Grounds Maintenance	13.72	***
11240	Maid or Houseman	11.06	***
11260	Pruner	12.28	***
11270	Tractor Operator	16.86	
11330	Trail Maintenance Worker	13.72	***

11360	Window Cleaner	13.09	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.38	
12011	Breath Alcohol Technician	19.68	
12012	Certified Occupational Therapist Assistant	29.22	
12015	Certified Physical Therapist Assistant	29.66	
12020	Dental Assistant	17.16	
12025	Dental Hygienist	37.05	
12030	EKG Technician	28.90	
12035	Electroneurodiagnostic Technologist	28.90	
12040	Emergency Medical Technician	17.38	
12071	Licensed Practical Nurse I	17.60	
12072	Licensed Practical Nurse II	19.68	
12073	Licensed Practical Nurse III	21.93	
12100	Medical Assistant	14.03	***
12130	Medical Laboratory Technician	20.36	
12160	Medical Record Clerk	15.75	***
12190	Medical Record Technician	17.61	
12195	Medical Transcriptionist	17.71	
12210	Nuclear Medicine Technologist	43.25	
12221	Nursing Assistant I	12.05	***
12222	Nursing Assistant II	13.54	***
12223	Nursing Assistant III	14.78	***
12224	Nursing Assistant IV	16.60	
12235	Optical Dispenser	17.61	
12236	Optical Technician	17.13	
12250	Pharmacy Technician	16.07	***
12280	Phlebotomist	16.00	***
12305	Radiologic Technologist	24.78	
12311	Registered Nurse I	23.80	
12312	Registered Nurse II	29.11	
12313	Registered Nurse II, Specialist	29.11	
12314	Registered Nurse III	35.21	
12315	Registered Nurse III, Anesthetist	35.21	
12316	Registered Nurse IV	42.21	
12317	Scheduler (Drug and Alcohol Testing)	24.38	
12320	Substance Abuse Treatment Counselor	22.81	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.98	
13012	Exhibits Specialist II	26.00	
13013	Exhibits Specialist III	31.81	
13041	Illustrator I	20.98	
13042	Illustrator II	26.00	
13043	Illustrator III	31.81	
13047	Librarian	28.79	
13050	Library Aide/Clerk	16.64	
13054	Library Information Technology Systems Administrator	26.00	
13058	Library Technician	20.98	
13061	Media Specialist I	18.76	
13062	Media Specialist II	20.98	
13063	Media Specialist III	23.39	
13071	Photographer I	18.76	
13072	Photographer II	20.98	
13073	Photographer III	26.00	
13074	Photographer IV	31.81	
13075	Photographer V	38.47	
13090	Technical Order Library Clerk	20.98	
13110	Video Teleconference Technician	18.76	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	15.82	***
14042	Computer Operator II	18.03	
14043	Computer Operator III	20.31	
14044	Computer Operator IV	21.91	

14045	Computer Operator V		24.98
14071	Computer Programmer I	(see 1)	20.32
14072	Computer Programmer II	(see 1)	25.18
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		15.82 ***
14160	Personal Computer Support Technician		21.91
14170	System Support Specialist		24.19

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		29.16	
15020	Aircrew Training Devices Instructor (Rated)		35.28	
15030	Air Crew Training Devices Instructor (Pilot)		42.28	
15050	Computer Based Training Specialist / Instructor		29.16	
15060	Educational Technologist		33.94	
15070	Flight Instructor (Pilot)		42.28	
15080	Graphic Artist		18.49	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		42.28	
15086	Maintenance Test Pilot, Rotary Wing		42.28	
15088	Non-Maintenance Test/Co-Pilot		42.28	
15090	Technical Instructor		19.25	
15095	Technical Instructor/Course Developer		23.55	
15110	Test Proctor		15.54 ***	
15120	Tutor		15.54 ***	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		12.46	***
16030	Counter Attendant		12.46	***
16040	Dry Cleaner		14.28	***
16070	Finisher, Flatwork, Machine		12.46	***
16090	Presser, Hand		12.46	***
16110	Presser, Machine, Drycleaning		12.46	***
16130	Presser, Machine, Shirts		12.46	***
16160	Presser, Machine, Wearing Apparel, Laundry		12.46	***
16190	Sewing Machine Operator		14.87	***
16220	Tailor		15.46	***
16250	Washer, Machine		13.04	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		20.15	
19040	Tool And Die Maker		25.31	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		14.60	***
21030	Material Coordinator		22.09	
21040	Material Expediter		22.09	
21050	Material Handling Laborer		13.30	***
21071	Order Filler		13.35	***
21080	Production Line Worker (Food Processing)		14.60	***
21110	Shipping Packer		14.34	***
21130	Shipping/Receiving Clerk		14.34	***
21140	Store Worker I		11.95	***
21150	Stock Clerk		16.70	
21210	Tools And Parts Attendant		14.60	***
21410	Warehouse Specialist		14.60	***

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		22.79	
23019	Aircraft Logs and Records Technician		17.57	

23021	Aircraft Mechanic I	21.51	
23022	Aircraft Mechanic II	22.79	
23023	Aircraft Mechanic III	24.12	
23040	Aircraft Mechanic Helper	14.99	***
23050	Aircraft, Painter	20.18	
23060	Aircraft Servicer	17.57	
23070	Aircraft Survival Flight Equipment Technician	20.18	
23080	Aircraft Worker	18.86	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	18.86	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	21.51	
23110	Appliance Mechanic	20.18	
23120	Bicycle Repairer	16.24	
23125	Cable Splicer	36.39	
23130	Carpenter, Maintenance	17.84	
23140	Carpet Layer	18.86	
23160	Electrician, Maintenance	22.44	
23181	Electronics Technician Maintenance I	22.50	
23182	Electronics Technician Maintenance II	24.10	
23183	Electronics Technician Maintenance III	25.71	
23260	Fabric Worker	17.57	
23290	Fire Alarm System Mechanic	19.90	
23310	Fire Extinguisher Repairer	16.28	
23311	Fuel Distribution System Mechanic	25.73	
23312	Fuel Distribution System Operator	19.47	
23370	General Maintenance Worker	16.89	
23380	Ground Support Equipment Mechanic	21.51	
23381	Ground Support Equipment Servicer	17.57	
23382	Ground Support Equipment Worker	18.86	
23391	Gunsmith I	16.28	
23392	Gunsmith II	18.86	
23393	Gunsmith III	21.51	
23410	Heating, Ventilation And Air-Conditioning Mechanic	19.07	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	20.21	
23430	Heavy Equipment Mechanic	23.74	
23440	Heavy Equipment Operator	18.11	
23460	Instrument Mechanic	21.51	
23465	Laboratory/Shelter Mechanic	20.18	
23470	Laborer	13.30	***
23510	Locksmith	20.18	
23530	Machinery Maintenance Mechanic	22.77	
23550	Machinist, Maintenance	21.44	
23580	Maintenance Trades Helper	13.05	***
23591	Metrology Technician I	21.51	
23592	Metrology Technician II	22.79	
23593	Metrology Technician III	24.12	
23640	Millwright	21.51	
23710	Office Appliance Repairer	19.99	
23760	Painter, Maintenance	16.23	
23790	Pipefitter, Maintenance	22.94	
23810	Plumber, Maintenance	21.50	
23820	Pneudraulic Systems Mechanic	21.51	
23850	Rigger	21.51	
23870	Scale Mechanic	18.86	
23890	Sheet-Metal Worker, Maintenance	17.74	
23910	Small Engine Mechanic	18.80	
23931	Telecommunications Mechanic I	24.93	
23932	Telecommunications Mechanic II	26.25	
23950	Telephone Lineman	30.44	
23960	Welder, Combination, Maintenance	20.25	
23965	Well Driller	21.51	
23970	Woodcraft Worker	21.51	
23980	Woodworker	16.28	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.43	***
24570	Child Care Attendant	11.00	***
24580	Child Care Center Clerk	13.72	***
24610	Chore Aide	11.09	***

24620	Family Readiness And Support Services Coordinator	14.43	***
24630	Homemaker	14.43	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	21.51	
25040	Sewage Plant Operator	17.33	
25070	Stationary Engineer	21.51	
25190	Ventilation Equipment Tender	14.99	***
25210	Water Treatment Plant Operator	17.33	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	12.85	***
27007	Baggage Inspector	12.02	***
27008	Corrections Officer	14.51	***
27010	Court Security Officer	15.57	***
27030	Detection Dog Handler	13.45	***
27040	Detention Officer	14.51	***
27070	Firefighter	16.69	
27101	Guard I	12.02	***
27102	Guard II	13.45	***
27131	Police Officer I	19.41	
27132	Police Officer II	21.57	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.10	***
28042	Carnival Equipment Repairer	16.41	
28043	Carnival Worker	11.00	***
28210	Gate Attendant/Gate Tender	13.75	***
28310	Lifeguard	12.25	***
28350	Park Attendant (Aide)	15.38	***
28510	Recreation Aide/Health Facility Attendant	11.23	***
28515	Recreation Specialist	19.06	
28630	Sports Official	12.25	***
28690	Swimming Pool Operator	19.01	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	25.56	
29020	Hatch Tender	25.56	
29030	Line Handler	25.56	
29041	Stevedore I	23.82	
29042	Stevedore II	27.36	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.38	
30022	Archeological Technician II	20.56	
30023	Archeological Technician III	25.47	
30030	Cartographic Technician	25.47	
30040	Civil Engineering Technician	25.47	
30051	Cryogenic Technician I	28.21	
30052	Cryogenic Technician II	31.16	
30061	Drafter/CAD Operator I	18.38	
30062	Drafter/CAD Operator II	20.56	
30063	Drafter/CAD Operator III	22.92	
30064	Drafter/CAD Operator IV	28.21	
30081	Engineering Technician I	16.38	
30082	Engineering Technician II	18.38	
30083	Engineering Technician III	20.56	
30084	Engineering Technician IV	25.47	
30085	Engineering Technician V	31.16	

30086	Engineering Technician VI	37.69
30090	Environmental Technician	25.47
30095	Evidence Control Specialist	25.47
30210	Laboratory Technician	22.63
30221	Latent Fingerprint Technician I	28.21
30222	Latent Fingerprint Technician II	31.16
30240	Mathematical Technician	25.47
30361	Paralegal/Legal Assistant I	18.82
30362	Paralegal/Legal Assistant II	23.32
30363	Paralegal/Legal Assistant III	28.52
30364	Paralegal/Legal Assistant IV	34.51
30375	Petroleum Supply Specialist	31.16
30390	Photo-Optics Technician	25.47
30395	Radiation Control Technician	31.16
30461	Technical Writer I	25.47
30462	Technical Writer II	31.16
30463	Technical Writer III	37.69
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	28.21
30502	Weather Forecaster II	34.31
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.92
30621	Weather Observer, Senior	(see 2) 25.47

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	12.79	***
31030	Bus Driver	18.41	
31043	Driver Courier	13.12	***
31260	Parking and Lot Attendant	12.34	***
31290	Shuttle Bus Driver	13.60	***
31310	Taxi Driver	11.11	***
31361	Truckdriver, Light	14.27	***
31362	Truckdriver, Medium	15.41	***
31363	Truckdriver, Heavy	22.94	
31364	Truckdriver, Tractor-Trailer	22.94	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.00	***
99050	Desk Clerk	11.00	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	13.67	***
99252	Laboratory Animal Caretaker II	14.86	***
99260	Marketing Analyst	27.87	
99310	Mortician	26.22	
99410	Pest Controller	15.39	***
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	16.32	
99711	Recycling Specialist	20.03	
99730	Refuse Collector	14.60	***
99810	Sales Clerk	11.55	***
99820	School Crossing Guard	13.38	***
99830	Survey Party Chief	20.02	
99831	Surveying Aide	13.23	***
99832	Surveying Technician	18.19	
99840	Vending Machine Attendant	17.07	
99841	Vending Machine Repairer	20.70	
99842	Vending Machine Repairer Helper	17.07	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5145

States/Territories. : Arkansas

Revision No. : 20

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

States: Arkansas, Texas

Area: Arkansas Counties of Little River, Miller

Texas County of Bowie

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.37	***
01012	Accounting Clerk II	16.14	***
01013	Accounting Clerk III	18.05	
01020	Administrative Assistant	26.64	
01035	Court Reporter	19.24	
01041	Customer Service Representative I	13.00	***
01042	Customer Service Representative II	14.18	***
01043	Customer Service Representative III	15.91	***
01051	Data Entry Operator I	12.85	***
01052	Data Entry Operator II	14.02	***
01060	Dispatcher, Motor Vehicle	18.20	
01070	Document Preparation Clerk	13.22	***
01090	Duplicating Machine Operator	13.22	***
01111	General Clerk I	13.13	***
01112	General Clerk II	14.33	***
01113	General Clerk III	16.08	***
01120	Housing Referral Assistant	18.51	
01141	Messenger Courier	11.01	***
01191	Order Clerk I	13.68	***
01192	Order Clerk II	14.93	***

01261	Personnel Assistant (Employment) I	16.35	
01262	Personnel Assistant (Employment) II	18.28	
01263	Personnel Assistant (Employment) III	20.38	
01270	Production Control Clerk	26.34	
01290	Rental Clerk	14.41	***
01300	Scheduler, Maintenance	14.84	***
01311	Secretary I	14.84	***
01312	Secretary II	16.60	
01313	Secretary III	18.51	
01320	Service Order Dispatcher	16.26	
01410	Supply Technician	26.64	
01420	Survey Worker	15.28	***
01460	Switchboard Operator/Receptionist	11.58	***
01531	Travel Clerk I	13.50	***
01532	Travel Clerk II	14.48	***
01533	Travel Clerk III	15.15	***
01611	Word Processor I	13.43	***
01612	Word Processor II	15.15	***
01613	Word Processor III	16.86	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	27.70	
05010	Automotive Electrician	19.87	
05040	Automotive Glass Installer	17.89	
05070	Automotive Worker	17.89	
05110	Mobile Equipment Servicer	16.31	
05130	Motor Equipment Metal Mechanic	20.91	
05160	Motor Equipment Metal Worker	17.89	
05190	Motor Vehicle Mechanic	20.91	
05220	Motor Vehicle Mechanic Helper	15.52	***
05250	Motor Vehicle Upholstery Worker	17.57	
05280	Motor Vehicle Wrecker	17.89	
05310	Painter, Automotive	19.87	
05340	Radiator Repair Specialist	17.89	
05370	Tire Repairer	14.33	***
05400	Transmission Repair Specialist	20.91	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	12.73	***
07041	Cook I	11.32	***
07042	Cook II	12.40	***
07070	Dishwasher	11.00	***
07130	Food Service Worker	11.26	***
07210	Meat Cutter	14.21	***
07260	Waiter/Waitress	10.99	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	19.87	
09040	Furniture Handler	15.19	***
09080	Furniture Refinisher	19.87	
09090	Furniture Refinisher Helper	16.93	
09110	Furniture Repairer, Minor	18.44	
09130	Upholsterer	19.87	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.11	***
11060	Elevator Operator	11.51	***
11090	Gardener	15.42	***
11122	Housekeeping Aide	11.51	***
11150	Janitor	11.51	***
11210	Laborer, Grounds Maintenance	13.41	***
11240	Maid or Houseman	11.04	***
11260	Pruner	12.66	***
11270	Tractor Operator	14.79	***

11330	Trail Maintenance Worker	13.41	***
11360	Window Cleaner	12.20	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	22.66	
12011	Breath Alcohol Technician	21.32	
12012	Certified Occupational Therapist Assistant	26.50	
12015	Certified Physical Therapist Assistant	32.55	
12020	Dental Assistant	17.95	
12025	Dental Hygienist	37.59	
12030	EKG Technician	28.90	
12035	Electroneurodiagnostic Technologist	28.90	
12040	Emergency Medical Technician	22.66	
12071	Licensed Practical Nurse I	17.26	
12072	Licensed Practical Nurse II	19.31	
12073	Licensed Practical Nurse III	21.53	
12100	Medical Assistant	15.01	***
12130	Medical Laboratory Technician	20.25	
12160	Medical Record Clerk	13.89	***
12190	Medical Record Technician	17.24	
12195	Medical Transcriptionist	17.26	
12210	Nuclear Medicine Technologist	42.45	
12221	Nursing Assistant I	12.21	***
12222	Nursing Assistant II	13.72	***
12223	Nursing Assistant III	14.97	***
12224	Nursing Assistant IV	16.80	
12235	Optical Dispenser	20.89	
12236	Optical Technician	17.26	
12250	Pharmacy Technician	16.82	
12280	Phlebotomist	14.61	***
12305	Radiologic Technologist	28.90	
12311	Registered Nurse I	23.90	
12312	Registered Nurse II	29.24	
12313	Registered Nurse II, Specialist	29.24	
12314	Registered Nurse III	35.37	
12315	Registered Nurse III, Anesthetist	35.37	
12316	Registered Nurse IV	42.40	
12317	Scheduler (Drug and Alcohol Testing)	26.41	
12320	Substance Abuse Treatment Counselor	20.10	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	19.32	
13012	Exhibits Specialist II	23.94	
13013	Exhibits Specialist III	29.28	
13041	Illustrator I	19.32	
13042	Illustrator II	23.94	
13043	Illustrator III	29.28	
13047	Librarian	26.51	
13050	Library Aide/Clerk	15.03	***
13054	Library Information Technology Systems Administrator	23.94	
13058	Library Technician	18.89	
13061	Media Specialist I	17.27	
13062	Media Specialist II	19.32	
13063	Media Specialist III	21.55	
13071	Photographer I	17.27	
13072	Photographer II	19.32	
13073	Photographer III	23.94	
13074	Photographer IV	29.28	
13075	Photographer V	35.42	
13090	Technical Order Library Clerk	18.64	
13110	Video Teleconference Technician	17.27	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	14.95	***
14042	Computer Operator II	16.70	
14043	Computer Operator III	19.08	

14044	Computer Operator IV		20.72
14045	Computer Operator V		22.95
14071	Computer Programmer I	(see 1)	18.88
14072	Computer Programmer II	(see 1)	23.38
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		14.95 ***
14160	Personal Computer Support Technician		23.14
14170	System Support Specialist		24.49

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		29.88	
15020	Aircrew Training Devices Instructor (Rated)		36.14	
15030	Air Crew Training Devices Instructor (Pilot)		43.33	
15050	Computer Based Training Specialist / Instructor		29.88	
15060	Educational Technologist		32.66	
15070	Flight Instructor (Pilot)		43.33	
15080	Graphic Artist		24.40	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		43.33	
15086	Maintenance Test Pilot, Rotary Wing		43.33	
15088	Non-Maintenance Test/Co-Pilot		43.33	
15090	Technical Instructor		19.48	
15095	Technical Instructor/Course Developer		23.84	
15110	Test Proctor		15.73 ***	
15120	Tutor		15.73 ***	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		10.03	***
16030	Counter Attendant		10.03	***
16040	Dry Cleaner		11.87	***
16070	Finisher, Flatwork, Machine		10.03	***
16090	Presser, Hand		10.03	***
16110	Presser, Machine, Drycleaning		10.03	***
16130	Presser, Machine, Shirts		10.03	***
16160	Presser, Machine, Wearing Apparel, Laundry		10.03	***
16190	Sewing Machine Operator		12.58	***
16220	Tailor		13.26	***
16250	Washer, Machine		10.60	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		22.76	
19040	Tool And Die Maker		26.20	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		19.35	
21030	Material Coordinator		26.34	
21040	Material Expediter		26.34	
21050	Material Handling Laborer		15.71	***
21071	Order Filler		13.48	***
21080	Production Line Worker (Food Processing)		19.35	
21110	Shipping Packer		18.23	
21130	Shipping/Receiving Clerk		18.23	
21140	Store Worker I		16.01	***
21150	Stock Clerk		19.34	
21210	Tools And Parts Attendant		19.35	
21410	Warehouse Specialist		19.35	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		24.13	

23019	Aircraft Logs and Records Technician	19.75	
23021	Aircraft Mechanic I	22.95	
23022	Aircraft Mechanic II	24.13	
23023	Aircraft Mechanic III	25.35	
23040	Aircraft Mechanic Helper	18.13	
23050	Aircraft, Painter	21.56	
23060	Aircraft Servicer	19.75	
23070	Aircraft Survival Flight Equipment Technician	21.56	
23080	Aircraft Worker	20.71	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	20.71	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	22.95	
23110	Appliance Mechanic	21.56	
23120	Bicycle Repairer	18.91	
23125	Cable Splicer	22.30	
23130	Carpenter, Maintenance	18.11	
23140	Carpet Layer	20.71	
23160	Electrician, Maintenance	23.88	
23181	Electronics Technician Maintenance I	26.92	
23182	Electronics Technician Maintenance II	28.03	
23183	Electronics Technician Maintenance III	28.99	
23260	Fabric Worker	19.75	
23290	Fire Alarm System Mechanic	21.79	
23310	Fire Extinguisher Repairer	18.91	
23311	Fuel Distribution System Mechanic	26.71	
23312	Fuel Distribution System Operator	22.65	
23370	General Maintenance Worker	17.08	
23380	Ground Support Equipment Mechanic	22.95	
23381	Ground Support Equipment Servicer	19.75	
23382	Ground Support Equipment Worker	20.71	
23391	Gunsmith I	18.91	
23392	Gunsmith II	20.71	
23393	Gunsmith III	22.30	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.80	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.64	
23430	Heavy Equipment Mechanic	27.75	
23440	Heavy Equipment Operator	19.17	
23460	Instrument Mechanic	22.30	
23465	Laboratory/Shelter Mechanic	21.56	
23470	Laborer	14.80	***
23510	Locksmith	21.56	
23530	Machinery Maintenance Mechanic	29.95	
23550	Machinist, Maintenance	20.71	
23580	Maintenance Trades Helper	18.38	
23591	Metrology Technician I	22.30	
23592	Metrology Technician II	23.13	
23593	Metrology Technician III	23.84	
23640	Millwright	22.30	
23710	Office Appliance Repairer	20.24	
23760	Painter, Maintenance	24.48	
23790	Pipefitter, Maintenance	23.12	
23810	Plumber, Maintenance	22.36	
23820	Pneudraulic Systems Mechanic	22.30	
23850	Rigger	22.30	
23870	Scale Mechanic	20.71	
23890	Sheet-Metal Worker, Maintenance	22.74	
23910	Small Engine Mechanic	20.71	
23931	Telecommunications Mechanic I	21.28	
23932	Telecommunications Mechanic II	22.07	
23950	Telephone Lineman	22.30	
23960	Welder, Combination, Maintenance	19.17	
23965	Well Driller	22.30	
23970	Woodcraft Worker	22.30	
23980	Woodworker	18.91	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	16.60	
24570	Child Care Attendant	10.04	***
24580	Child Care Center Clerk	13.02	***

24610	Chore Aide	10.07	***
24620	Family Readiness And Support Services Coordinator	16.60	
24630	Homemaker	16.60	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.00	
25040	Sewage Plant Operator	19.87	
25070	Stationary Engineer	23.71	
25190	Ventilation Equipment Tender	18.13	
25210	Water Treatment Plant Operator	18.06	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	16.95	
27007	Baggage Inspector	14.93	***
27008	Corrections Officer	19.33	
27010	Court Security Officer	22.48	
27030	Detection Dog Handler	16.70	
27040	Detention Officer	19.33	
27070	Firefighter	25.15	
27101	Guard I	14.93	***
27102	Guard II	16.70	
27131	Police Officer I	21.13	
27132	Police Officer II	23.49	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	11.67	***
28042	Carnival Equipment Repairer	12.18	***
28043	Carnival Worker	9.99	***
28210	Gate Attendant/Gate Tender	15.14	***
28310	Lifeguard	13.74	***
28350	Park Attendant (Aide)	16.94	
28510	Recreation Aide/Health Facility Attendant	12.60	***
28515	Recreation Specialist	20.98	
28630	Sports Official	13.49	***
28690	Swimming Pool Operator	14.00	***

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	24.81	
29020	Hatch Tender	24.81	
29030	Line Handler	24.81	
29041	Stevedore I	23.66	
29042	Stevedore II	25.75	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	17.64	
30022	Archeological Technician II	19.73	
30023	Archeological Technician III	24.44	
30030	Cartographic Technician	24.44	
30040	Civil Engineering Technician	23.23	
30051	Cryogenic Technician I	25.97	
30052	Cryogenic Technician II	28.68	
30061	Drafter/CAD Operator I	17.64	
30062	Drafter/CAD Operator II	19.73	
30063	Drafter/CAD Operator III	22.00	
30064	Drafter/CAD Operator IV	27.08	
30081	Engineering Technician I	15.07	***
30082	Engineering Technician II	19.06	
30083	Engineering Technician III	21.32	
30084	Engineering Technician IV	26.42	

30085	Engineering Technician V		32.32
30086	Engineering Technician VI		38.24
30090	Environmental Technician		23.45
30095	Evidence Control Specialist		23.45
30210	Laboratory Technician		22.86
30221	Latent Fingerprint Technician I		25.97
30222	Latent Fingerprint Technician II		28.68
30240	Mathematical Technician		24.44
30361	Paralegal/Legal Assistant I		19.75
30362	Paralegal/Legal Assistant II		24.46
30363	Paralegal/Legal Assistant III		29.92
30364	Paralegal/Legal Assistant IV		36.20
30375	Petroleum Supply Specialist		28.68
30390	Photo-Optics Technician		24.44
30395	Radiation Control Technician		28.68
30461	Technical Writer I		24.44
30462	Technical Writer II		31.19
30463	Technical Writer III		37.52
30491	Unexploded Ordnance (UXO) Technician I		26.22
30492	Unexploded Ordnance (UXO) Technician II		31.73
30493	Unexploded Ordnance (UXO) Technician III		38.03
30494	Unexploded (UXO) Safety Escort		26.22
30495	Unexploded (UXO) Sweep Personnel		26.22
30501	Weather Forecaster I		27.08
30502	Weather Forecaster II		32.94
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface	22.00
30621	Weather Observer, Senior	(see 2)	24.44

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	15.08	***
31030	Bus Driver	18.86	
31043	Driver Courier	15.79	***
31260	Parking and Lot Attendant	14.19	***
31290	Shuttle Bus Driver	14.32	***
31310	Taxi Driver	12.35	***
31361	Truckdriver, Light	16.47	
31362	Truckdriver, Medium	17.59	
31363	Truckdriver, Heavy	21.31	
31364	Truckdriver, Tractor-Trailer	21.31	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	10.93	***
99050	Desk Clerk	11.09	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	13.56	***
99252	Laboratory Animal Caretaker II	13.76	***
99260	Marketing Analyst	26.24	
99310	Mortician	26.22	
99410	Pest Controller	21.99	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	16.16	***
99711	Recycling Specialist	17.83	
99730	Refuse Collector	15.25	***
99810	Sales Clerk	12.21	***
99820	School Crossing Guard	15.92	***
99830	Survey Party Chief	20.61	
99831	Surveying Aide	12.63	***
99832	Surveying Technician	17.31	
99840	Vending Machine Attendant	20.19	
99841	Vending Machine Repairer	23.06	
99842	Vending Machine Repairer Helper	20.19	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5721

States/Territories. : Arkansas

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Clark, Pike

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.00	***
01012	Accounting Clerk II	15.71	***
01013	Accounting Clerk III	17.58	
01020	Administrative Assistant	22.83	
01035	Court Reporter	15.56	***
01041	Customer Service Representative I	13.21	***
01042	Customer Service Representative II	14.87	***
01043	Customer Service Representative III	16.23	
01051	Data Entry Operator I	12.88	***
01052	Data Entry Operator II	14.05	***
01060	Dispatcher, Motor Vehicle	20.22	
01070	Document Preparation Clerk	12.39	***
01090	Duplicating Machine Operator	12.39	***
01111	General Clerk I	12.81	***
01112	General Clerk II	13.98	***
01113	General Clerk III	15.69	***
01120	Housing Referral Assistant	17.35	
01141	Messenger Courier	10.11	***
01191	Order Clerk I	11.36	***
01192	Order Clerk II	12.39	***
01261	Personnel Assistant (Employment) I	15.94	***

01262	Personnel Assistant (Employment) II	17.83	
01263	Personnel Assistant (Employment) III	19.88	
01270	Production Control Clerk	28.07	
01290	Rental Clerk	13.31	***
01300	Scheduler, Maintenance	13.91	***
01311	Secretary I	13.91	***
01312	Secretary II	15.56	***
01313	Secretary III	17.35	
01320	Service Order Dispatcher	18.14	
01410	Supply Technician	22.83	
01420	Survey Worker	13.42	***
01460	Switchboard Operator/Receptionist	13.53	***
01531	Travel Clerk I	13.30	***
01532	Travel Clerk II	14.42	***
01533	Travel Clerk III	15.20	***
01611	Word Processor I	12.39	***
01612	Word Processor II	13.91	***
01613	Word Processor III	15.56	***

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.21	
05010	Automotive Electrician	18.09	
05040	Automotive Glass Installer	16.14	***
05070	Automotive Worker	16.14	***
05110	Mobile Equipment Servicer	14.55	***
05130	Motor Equipment Metal Mechanic	18.09	
05160	Motor Equipment Metal Worker	16.14	***
05190	Motor Vehicle Mechanic	18.09	
05220	Motor Vehicle Mechanic Helper	13.31	***
05250	Motor Vehicle Upholstery Worker	16.14	***
05280	Motor Vehicle Wrecker	16.14	***
05310	Painter, Automotive	17.15	
05340	Radiator Repair Specialist	16.14	***
05370	Tire Repairer	13.57	***
05400	Transmission Repair Specialist	18.09	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	18.48	
07041	Cook I	12.17	***
07042	Cook II	13.96	***
07070	Dishwasher	11.14	***
07130	Food Service Worker	11.46	***
07210	Meat Cutter	13.99	***
07260	Waiter/Waitress	11.00	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	18.05	
09040	Furniture Handler	13.73	***
09080	Furniture Refinisher	18.05	
09090	Furniture Refinisher Helper	15.40	***
09110	Furniture Repairer, Minor	17.51	
09130	Upholsterer	18.05	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.78	***
11060	Elevator Operator	13.78	***
11090	Gardener	16.07	***
11122	Housekeeping Aide	11.30	***
11150	Janitor	11.30	***
11210	Laborer, Grounds Maintenance	12.43	***
11240	Maid or Houseman	11.16	***
11260	Pruner	11.33	***
11270	Tractor Operator	14.96	***
11330	Trail Maintenance Worker	12.43	***

11360	Window Cleaner	12.39	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.23	
12011	Breath Alcohol Technician	18.82	
12012	Certified Occupational Therapist Assistant	25.82	
12015	Certified Physical Therapist Assistant	29.13	
12020	Dental Assistant	17.96	
12025	Dental Hygienist	38.22	
12030	EKG Technician	28.52	
12035	Electroneurodiagnostic Technologist	28.52	
12040	Emergency Medical Technician	15.95	***
12071	Licensed Practical Nurse I	16.83	
12072	Licensed Practical Nurse II	18.82	
12073	Licensed Practical Nurse III	20.98	
12100	Medical Assistant	14.05	***
12130	Medical Laboratory Technician	22.51	
12160	Medical Record Clerk	13.18	***
12190	Medical Record Technician	15.71	***
12195	Medical Transcriptionist	16.83	
12210	Nuclear Medicine Technologist	41.36	
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	19.23	
12236	Optical Technician	16.83	
12250	Pharmacy Technician	14.75	***
12280	Phlebotomist	13.86	***
12305	Radiologic Technologist	22.85	
12311	Registered Nurse I	23.80	
12312	Registered Nurse II	29.11	
12313	Registered Nurse II, Specialist	29.11	
12314	Registered Nurse III	35.21	
12315	Registered Nurse III, Anesthetist	35.21	
12316	Registered Nurse IV	42.21	
12317	Scheduler (Drug and Alcohol Testing)	23.32	
12320	Substance Abuse Treatment Counselor	21.27	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	19.13	
13012	Exhibits Specialist II	23.69	
13013	Exhibits Specialist III	28.98	
13041	Illustrator I	19.13	
13042	Illustrator II	23.69	
13043	Illustrator III	28.98	
13047	Librarian	26.24	
13050	Library Aide/Clerk	14.16	***
13054	Library Information Technology Systems Administrator	23.69	
13058	Library Technician	19.13	
13061	Media Specialist I	17.09	
13062	Media Specialist II	19.13	
13063	Media Specialist III	21.33	
13071	Photographer I	17.09	
13072	Photographer II	19.13	
13073	Photographer III	23.69	
13074	Photographer IV	28.98	
13075	Photographer V	35.06	
13090	Technical Order Library Clerk	17.04	
13110	Video Teleconference Technician	17.09	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	13.35	***
14042	Computer Operator II	14.94	***
14043	Computer Operator III	16.65	
14044	Computer Operator IV	20.55	

14045	Computer Operator V		22.75
14071	Computer Programmer I	(see 1)	17.84
14072	Computer Programmer II	(see 1)	19.77
14073	Computer Programmer III	(see 1)	24.01
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		13.35 ***
14160	Personal Computer Support Technician		21.75
14170	System Support Specialist		22.75

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	28.53	
15020	Aircrew Training Devices Instructor (Rated)	34.52	
15030	Air Crew Training Devices Instructor (Pilot)	41.37	
15050	Computer Based Training Specialist / Instructor	28.53	
15060	Educational Technologist	29.34	
15070	Flight Instructor (Pilot)	41.37	
15080	Graphic Artist	22.16	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	41.37	
15086	Maintenance Test Pilot, Rotary Wing	41.37	
15088	Non-Maintenance Test/Co-Pilot	41.37	
15090	Technical Instructor	20.87	
15095	Technical Instructor/Course Developer	25.53	
15110	Test Proctor	16.85	
15120	Tutor	16.85	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	12.46	***
16030	Counter Attendant	12.46	***
16040	Dry Cleaner	14.28	***
16070	Finisher, Flatwork, Machine	12.46	***
16090	Presser, Hand	12.46	***
16110	Presser, Machine, Drycleaning	12.46	***
16130	Presser, Machine, Shirts	12.46	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.46	***
16190	Sewing Machine Operator	14.87	***
16220	Tailor	15.46	***
16250	Washer, Machine	13.04	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	22.04	
19040	Tool And Die Maker	27.46	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	17.48	
21030	Material Coordinator	28.07	
21040	Material Expediter	28.07	
21050	Material Handling Laborer	14.39	***
21071	Order Filler	13.63	***
21080	Production Line Worker (Food Processing)	17.48	
21110	Shipping Packer	16.69	
21130	Shipping/Receiving Clerk	16.69	
21140	Store Worker I	12.15	***
21150	Stock Clerk	16.34	
21210	Tools And Parts Attendant	17.48	
21410	Warehouse Specialist	17.48	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	24.41	
23019	Aircraft Logs and Records Technician	19.17	

23021	Aircraft Mechanic I	23.09	
23022	Aircraft Mechanic II	24.41	
23023	Aircraft Mechanic III	25.73	
23040	Aircraft Mechanic Helper	16.70	
23050	Aircraft, Painter	21.75	
23060	Aircraft Servicer	19.17	
23070	Aircraft Survival Flight Equipment Technician	21.75	
23080	Aircraft Worker	20.38	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	20.38	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	23.09	
23110	Appliance Mechanic	22.04	
23120	Bicycle Repairer	18.18	
23125	Cable Splicer	36.18	
23130	Carpenter, Maintenance	17.83	
23140	Carpet Layer	20.67	
23160	Electrician, Maintenance	25.78	
23181	Electronics Technician Maintenance I	29.72	
23182	Electronics Technician Maintenance II	31.70	
23183	Electronics Technician Maintenance III	33.67	
23260	Fabric Worker	19.44	
23290	Fire Alarm System Mechanic	23.41	
23310	Fire Extinguisher Repairer	18.18	
23311	Fuel Distribution System Mechanic	30.87	
23312	Fuel Distribution System Operator	24.00	
23370	General Maintenance Worker	18.48	
23380	Ground Support Equipment Mechanic	23.09	
23381	Ground Support Equipment Servicer	19.17	
23382	Ground Support Equipment Worker	20.38	
23391	Gunsmith I	18.18	
23392	Gunsmith II	20.67	
23393	Gunsmith III	23.41	
23410	Heating, Ventilation And Air-Conditioning Mechanic	20.08	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.21	
23430	Heavy Equipment Mechanic	22.77	
23440	Heavy Equipment Operator	17.87	
23460	Instrument Mechanic	23.41	
23465	Laboratory/Shelter Mechanic	22.04	
23470	Laborer	14.39	***
23510	Locksmith	22.04	
23530	Machinery Maintenance Mechanic	26.61	
23550	Machinist, Maintenance	18.76	
23580	Maintenance Trades Helper	14.11	***
23591	Metrology Technician I	23.41	
23592	Metrology Technician II	24.75	
23593	Metrology Technician III	26.09	
23640	Millwright	23.11	
23710	Office Appliance Repairer	22.04	
23760	Painter, Maintenance	17.04	
23790	Pipefitter, Maintenance	21.06	
23810	Plumber, Maintenance	20.49	
23820	Pneudraulic Systems Mechanic	23.41	
23850	Rigger	23.41	
23870	Scale Mechanic	20.67	
23890	Sheet-Metal Worker, Maintenance	20.42	
23910	Small Engine Mechanic	20.67	
23931	Telecommunications Mechanic I	24.11	
23932	Telecommunications Mechanic II	25.47	
23950	Telephone Lineman	28.06	
23960	Welder, Combination, Maintenance	18.42	
23965	Well Driller	23.41	
23970	Woodcraft Worker	23.41	
23980	Woodworker	18.18	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.36	***
24570	Child Care Attendant	11.00	***
24580	Child Care Center Clerk	13.72	***
24610	Chore Aide	11.20	***

24620	Family Readiness And Support Services Coordinator	14.36	***
24630	Homemaker	14.36	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.02	
25040	Sewage Plant Operator	18.15	
25070	Stationary Engineer	23.02	
25190	Ventilation Equipment Tender	16.64	
25210	Water Treatment Plant Operator	18.15	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	14.91	***
27007	Baggage Inspector	15.92	***
27008	Corrections Officer	17.57	
27010	Court Security Officer	17.96	
27030	Detection Dog Handler	17.30	
27040	Detention Officer	17.57	
27070	Firefighter	17.86	
27101	Guard I	15.92	***
27102	Guard II	17.30	
27131	Police Officer I	17.94	
27132	Police Officer II	19.94	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.75	***
28042	Carnival Equipment Repairer	15.84	***
28043	Carnival Worker	11.17	***
28210	Gate Attendant/Gate Tender	14.53	***
28310	Lifeguard	11.95	***
28350	Park Attendant (Aide)	16.26	
28510	Recreation Aide/Health Facility Attendant	11.87	***
28515	Recreation Specialist	18.70	
28630	Sports Official	12.95	***
28690	Swimming Pool Operator	18.01	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	20.67	
29020	Hatch Tender	20.67	
29030	Line Handler	20.67	
29041	Stevedore I	19.44	
29042	Stevedore II	22.04	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	16.97	
30022	Archeological Technician II	19.20	
30023	Archeological Technician III	23.69	
30030	Cartographic Technician	23.69	
30040	Civil Engineering Technician	23.52	
30051	Cryogenic Technician I	25.70	
30052	Cryogenic Technician II	28.39	
30061	Drafter/CAD Operator I	16.97	
30062	Drafter/CAD Operator II	19.20	
30063	Drafter/CAD Operator III	21.33	
30064	Drafter/CAD Operator IV	26.05	
30081	Engineering Technician I	15.13	***
30082	Engineering Technician II	16.97	
30083	Engineering Technician III	19.20	
30084	Engineering Technician IV	23.69	
30085	Engineering Technician V	29.02	

30086	Engineering Technician VI	34.82
30090	Environmental Technician	22.61
30095	Evidence Control Specialist	23.21
30210	Laboratory Technician	23.96
30221	Latent Fingerprint Technician I	25.70
30222	Latent Fingerprint Technician II	28.39
30240	Mathematical Technician	23.69
30361	Paralegal/Legal Assistant I	17.01
30362	Paralegal/Legal Assistant II	21.45
30363	Paralegal/Legal Assistant III	26.26
30364	Paralegal/Legal Assistant IV	31.72
30375	Petroleum Supply Specialist	28.39
30390	Photo-Optics Technician	23.69
30395	Radiation Control Technician	28.39
30461	Technical Writer I	22.85
30462	Technical Writer II	27.93
30463	Technical Writer III	33.79
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	27.95
30502	Weather Forecaster II	34.00
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 21.33
30621	Weather Observer, Senior	(see 2) 23.69

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	12.22	***
31030	Bus Driver	16.78	
31043	Driver Courier	13.03	***
31260	Parking and Lot Attendant	11.13	***
31290	Shuttle Bus Driver	13.63	***
31310	Taxi Driver	12.48	***
31361	Truckdriver, Light	13.99	***
31362	Truckdriver, Medium	15.23	***
31363	Truckdriver, Heavy	18.53	
31364	Truckdriver, Tractor-Trailer	18.53	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.07	***
99050	Desk Clerk	11.00	***
99095	Embalmer	23.85	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	16.31	
99252	Laboratory Animal Caretaker II	17.51	
99260	Marketing Analyst	29.10	
99310	Mortician	23.85	
99410	Pest Controller	19.05	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	16.27	
99711	Recycling Specialist	19.59	
99730	Refuse Collector	14.84	***
99810	Sales Clerk	12.11	***
99820	School Crossing Guard	13.47	***
99830	Survey Party Chief	22.58	
99831	Surveying Aide	14.80	***
99832	Surveying Technician	20.24	
99840	Vending Machine Attendant	17.79	
99841	Vending Machine Repairer	21.72	
99842	Vending Machine Repairer Helper	17.79	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5723

States/Territories. : Arkansas

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Carroll, Newton

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.38	***
01012	Accounting Clerk II	17.26	
01013	Accounting Clerk III	19.31	
01020	Administrative Assistant	22.25	
01035	Court Reporter	15.52	***
01041	Customer Service Representative I	13.12	***
01042	Customer Service Representative II	14.32	***
01043	Customer Service Representative III	16.07	***
01051	Data Entry Operator I	12.70	***
01052	Data Entry Operator II	13.86	***
01060	Dispatcher, Motor Vehicle	21.70	
01070	Document Preparation Clerk	12.36	***
01090	Duplicating Machine Operator	12.36	***
01111	General Clerk I	12.80	***
01112	General Clerk II	13.97	***
01113	General Clerk III	15.68	***
01120	Housing Referral Assistant	17.30	
01141	Messenger Courier	12.63	***
01191	Order Clerk I	14.17	***
01192	Order Clerk II	15.46	***
01261	Personnel Assistant (Employment) I	15.94	***

01262	Personnel Assistant (Employment) II	17.83	
01263	Personnel Assistant (Employment) III	19.88	
01270	Production Control Clerk	22.19	
01290	Rental Clerk	13.11	***
01300	Scheduler, Maintenance	13.87	***
01311	Secretary I	13.87	***
01312	Secretary II	15.52	***
01313	Secretary III	17.30	
01320	Service Order Dispatcher	19.40	
01410	Supply Technician	22.25	
01420	Survey Worker	13.50	***
01460	Switchboard Operator/Receptionist	13.46	***
01531	Travel Clerk I	13.30	***
01532	Travel Clerk II	14.42	***
01533	Travel Clerk III	15.20	***
01611	Word Processor I	12.36	***
01612	Word Processor II	13.87	***
01613	Word Processor III	15.52	***

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.00	
05010	Automotive Electrician	16.63	
05040	Automotive Glass Installer	15.52	***
05070	Automotive Worker	15.52	***
05110	Mobile Equipment Servicer	13.40	***
05130	Motor Equipment Metal Mechanic	17.74	
05160	Motor Equipment Metal Worker	15.52	***
05190	Motor Vehicle Mechanic	17.74	
05220	Motor Vehicle Mechanic Helper	12.74	***
05250	Motor Vehicle Upholstery Worker	14.47	***
05280	Motor Vehicle Wrecker	15.52	***
05310	Painter, Automotive	16.63	
05340	Radiator Repair Specialist	15.52	***
05370	Tire Repairer	15.19	***
05400	Transmission Repair Specialist	17.74	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	15.25	***
07041	Cook I	11.46	***
07042	Cook II	13.06	***
07070	Dishwasher	11.01	***
07130	Food Service Worker	11.41	***
07210	Meat Cutter	13.84	***
07260	Waiter/Waitress	11.00	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	17.49	
09040	Furniture Handler	10.22	***
09080	Furniture Refinisher	16.92	
09090	Furniture Refinisher Helper	12.55	***
09110	Furniture Repairer, Minor	14.71	***
09130	Upholsterer	15.97	***

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.97	***
11060	Elevator Operator	13.97	***
11090	Gardener	18.05	
11122	Housekeeping Aide	11.58	***
11150	Janitor	11.58	***
11210	Laborer, Grounds Maintenance	13.51	***
11240	Maid or Houseman	11.17	***
11260	Pruner	12.09	***
11270	Tractor Operator	16.60	
11330	Trail Maintenance Worker	13.51	***

11360	Window Cleaner	12.94	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.35	
12011	Breath Alcohol Technician	18.35	
12012	Certified Occupational Therapist Assistant	32.52	
12015	Certified Physical Therapist Assistant	30.12	
12020	Dental Assistant	17.28	
12025	Dental Hygienist	36.79	
12030	EKG Technician	28.36	
12035	Electroneurodiagnostic Technologist	28.36	
12040	Emergency Medical Technician	17.35	
12071	Licensed Practical Nurse I	16.62	
12072	Licensed Practical Nurse II	18.58	
12073	Licensed Practical Nurse III	20.71	
12100	Medical Assistant	13.94	***
12130	Medical Laboratory Technician	17.91	
12160	Medical Record Clerk	15.80	***
12190	Medical Record Technician	17.67	
12195	Medical Transcriptionist	17.47	
12210	Nuclear Medicine Technologist	40.83	
12221	Nursing Assistant I	11.78	***
12222	Nursing Assistant II	13.24	***
12223	Nursing Assistant III	14.44	***
12224	Nursing Assistant IV	16.23	
12235	Optical Dispenser	17.43	
12236	Optical Technician	16.62	
12250	Pharmacy Technician	16.07	***
12280	Phlebotomist	14.11	***
12305	Radiologic Technologist	24.24	
12311	Registered Nurse I	23.51	
12312	Registered Nurse II	28.76	
12313	Registered Nurse II, Specialist	28.76	
12314	Registered Nurse III	34.79	
12315	Registered Nurse III, Anesthetist	34.79	
12316	Registered Nurse IV	41.71	
12317	Scheduler (Drug and Alcohol Testing)	22.73	
12320	Substance Abuse Treatment Counselor	29.90	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	17.24	
13012	Exhibits Specialist II	21.35	
13013	Exhibits Specialist III	26.11	
13041	Illustrator I	17.24	
13042	Illustrator II	21.35	
13043	Illustrator III	26.11	
13047	Librarian	23.64	
13050	Library Aide/Clerk	12.50	***
13054	Library Information Technology Systems Administrator	21.35	
13058	Library Technician	15.13	***
13061	Media Specialist I	15.40	***
13062	Media Specialist II	17.24	
13063	Media Specialist III	19.21	
13071	Photographer I	15.46	***
13072	Photographer II	17.29	
13073	Photographer III	21.42	
13074	Photographer IV	26.20	
13075	Photographer V	31.71	
13090	Technical Order Library Clerk	15.49	***
13110	Video Teleconference Technician	15.40	***

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	15.19	***
14042	Computer Operator II	17.00	
14043	Computer Operator III	18.94	
14044	Computer Operator IV	21.05	

14045	Computer Operator V		23.32
14071	Computer Programmer I	(see 1)	20.42
14072	Computer Programmer II	(see 1)	24.72
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		15.19 ***
14160	Personal Computer Support Technician		21.05
14170	System Support Specialist		23.31

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		30.70	
15020	Aircrew Training Devices Instructor (Rated)		37.15	
15030	Air Crew Training Devices Instructor (Pilot)		44.52	
15050	Computer Based Training Specialist / Instructor		30.70	
15060	Educational Technologist		28.98	
15070	Flight Instructor (Pilot)		44.52	
15080	Graphic Artist		17.03	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		44.52	
15086	Maintenance Test Pilot, Rotary Wing		44.52	
15088	Non-Maintenance Test/Co-Pilot		44.52	
15090	Technical Instructor		18.80	
15095	Technical Instructor/Course Developer		23.00	
15110	Test Proctor		15.17	***
15120	Tutor		15.17	***

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		12.46	***
16030	Counter Attendant		12.46	***
16040	Dry Cleaner		14.28	***
16070	Finisher, Flatwork, Machine		12.46	***
16090	Presser, Hand		12.46	***
16110	Presser, Machine, Drycleaning		12.46	***
16130	Presser, Machine, Shirts		12.46	***
16160	Presser, Machine, Wearing Apparel, Laundry		12.46	***
16190	Sewing Machine Operator		14.87	***
16220	Tailor		15.46	***
16250	Washer, Machine		13.04	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		18.91	
19040	Tool And Die Maker		23.76	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		17.75	
21030	Material Coordinator		22.19	
21040	Material Expediter		22.19	
21050	Material Handling Laborer		13.86	***
21071	Order Filler		13.32	***
21080	Production Line Worker (Food Processing)		17.75	
21110	Shipping Packer		16.26	
21130	Shipping/Receiving Clerk		16.26	
21140	Store Worker I		11.95	***
21150	Stock Clerk		16.70	
21210	Tools And Parts Attendant		17.75	
21410	Warehouse Specialist		17.75	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		25.66	
23019	Aircraft Logs and Records Technician		19.79	

23021	Aircraft Mechanic I	24.23	
23022	Aircraft Mechanic II	25.66	
23023	Aircraft Mechanic III	26.95	
23040	Aircraft Mechanic Helper	16.88	
23050	Aircraft, Painter	21.80	
23060	Aircraft Servicer	19.79	
23070	Aircraft Survival Flight Equipment Technician	21.80	
23080	Aircraft Worker	21.24	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	21.24	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	24.23	
23110	Appliance Mechanic	20.83	
23120	Bicycle Repairer	16.78	
23125	Cable Splicer	36.54	
23130	Carpenter, Maintenance	17.87	
23140	Carpet Layer	19.44	
23160	Electrician, Maintenance	20.42	
23181	Electronics Technician Maintenance I	21.92	
23182	Electronics Technician Maintenance II	23.98	
23183	Electronics Technician Maintenance III	25.58	
23260	Fabric Worker	18.12	
23290	Fire Alarm System Mechanic	22.22	
23310	Fire Extinguisher Repairer	16.78	
23311	Fuel Distribution System Mechanic	30.92	
23312	Fuel Distribution System Operator	23.40	
23370	General Maintenance Worker	17.49	
23380	Ground Support Equipment Mechanic	24.23	
23381	Ground Support Equipment Servicer	19.79	
23382	Ground Support Equipment Worker	21.24	
23391	Gunsmith I	16.78	
23392	Gunsmith II	19.44	
23393	Gunsmith III	22.22	
23410	Heating, Ventilation And Air-Conditioning Mechanic	17.88	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	18.94	
23430	Heavy Equipment Mechanic	21.86	
23440	Heavy Equipment Operator	18.63	
23460	Instrument Mechanic	22.22	
23465	Laboratory/Shelter Mechanic	20.83	
23470	Laborer	13.86	***
23510	Locksmith	20.83	
23530	Machinery Maintenance Mechanic	22.96	
23550	Machinist, Maintenance	20.03	
23580	Maintenance Trades Helper	17.35	
23591	Metrology Technician I	22.22	
23592	Metrology Technician II	23.54	
23593	Metrology Technician III	24.90	
23640	Millwright	22.71	
23710	Office Appliance Repairer	19.59	
23760	Painter, Maintenance	17.90	
23790	Pipefitter, Maintenance	19.52	
23810	Plumber, Maintenance	18.30	
23820	Pneudraulic Systems Mechanic	22.22	
23850	Rigger	22.22	
23870	Scale Mechanic	19.44	
23890	Sheet-Metal Worker, Maintenance	20.92	
23910	Small Engine Mechanic	18.43	
23931	Telecommunications Mechanic I	26.17	
23932	Telecommunications Mechanic II	27.65	
23950	Telephone Lineman	27.67	
23960	Welder, Combination, Maintenance	17.66	
23965	Well Driller	22.22	
23970	Woodcraft Worker	22.22	
23980	Woodworker	16.78	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.53	***
24570	Child Care Attendant	11.00	***
24580	Child Care Center Clerk	13.72	***
24610	Chore Aide	11.21	***

24620	Family Readiness And Support Services Coordinator	14.53	***
24630	Homemaker	14.53	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	21.13	
25040	Sewage Plant Operator	17.55	
25070	Stationary Engineer	21.13	
25190	Ventilation Equipment Tender	14.74	***
25210	Water Treatment Plant Operator	17.55	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	14.27	***
27007	Baggage Inspector	15.62	***
27008	Corrections Officer	17.74	
27010	Court Security Officer	16.80	
27030	Detection Dog Handler	17.47	
27040	Detention Officer	17.74	
27070	Firefighter	15.17	***
27101	Guard I	15.62	***
27102	Guard II	17.47	
27131	Police Officer I	17.86	
27132	Police Officer II	19.84	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.11	***
28042	Carnival Equipment Repairer	16.44	
28043	Carnival Worker	11.01	***
28210	Gate Attendant/Gate Tender	14.04	***
28310	Lifeguard	12.47	***
28350	Park Attendant (Aide)	15.70	***
28510	Recreation Aide/Health Facility Attendant	11.45	***
28515	Recreation Specialist	19.45	
28630	Sports Official	12.50	***
28690	Swimming Pool Operator	19.05	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	19.44	
29020	Hatch Tender	19.44	
29030	Line Handler	19.44	
29041	Stevedore I	18.12	
29042	Stevedore II	20.83	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	15.70	***
30022	Archeological Technician II	17.56	
30023	Archeological Technician III	21.75	
30030	Cartographic Technician	21.75	
30040	Civil Engineering Technician	21.75	
30051	Cryogenic Technician I	24.09	
30052	Cryogenic Technician II	26.61	
30061	Drafter/CAD Operator I	15.70	***
30062	Drafter/CAD Operator II	17.56	
30063	Drafter/CAD Operator III	19.57	
30064	Drafter/CAD Operator IV	24.09	
30081	Engineering Technician I	13.98	***
30082	Engineering Technician II	16.36	
30083	Engineering Technician III	18.18	
30084	Engineering Technician IV	22.89	
30085	Engineering Technician V	26.61	

30086	Engineering Technician VI	33.59
30090	Environmental Technician	21.75
30095	Evidence Control Specialist	21.75
30210	Laboratory Technician	22.45
30221	Latent Fingerprint Technician I	24.09
30222	Latent Fingerprint Technician II	26.61
30240	Mathematical Technician	21.75
30361	Paralegal/Legal Assistant I	18.27
30362	Paralegal/Legal Assistant II	22.64
30363	Paralegal/Legal Assistant III	27.68
30364	Paralegal/Legal Assistant IV	33.50
30375	Petroleum Supply Specialist	26.61
30390	Photo-Optics Technician	21.97
30395	Radiation Control Technician	26.61
30461	Technical Writer I	21.75
30462	Technical Writer II	26.61
30463	Technical Writer III	32.20
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	24.09
30502	Weather Forecaster II	29.31
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 19.57
30621	Weather Observer, Senior	(see 2) 21.75

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	12.12	***
31030	Bus Driver	16.59	
31043	Driver Courier	12.98	***
31260	Parking and Lot Attendant	11.08	***
31290	Shuttle Bus Driver	13.30	***
31310	Taxi Driver	12.22	***
31361	Truckdriver, Light	14.12	***
31362	Truckdriver, Medium	15.25	***
31363	Truckdriver, Heavy	18.95	
31364	Truckdriver, Tractor-Trailer	18.95	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.05	***
99050	Desk Clerk	11.00	***
99095	Embalmer	26.66	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	11.56	***
99252	Laboratory Animal Caretaker II	12.56	***
99260	Marketing Analyst	21.55	
99310	Mortician	26.66	
99410	Pest Controller	14.51	***
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	15.81	***
99711	Recycling Specialist	19.43	
99730	Refuse Collector	14.15	***
99810	Sales Clerk	11.78	***
99820	School Crossing Guard	13.38	***
99830	Survey Party Chief	18.80	
99831	Surveying Aide	12.43	***
99832	Surveying Technician	17.08	
99840	Vending Machine Attendant	18.38	
99841	Vending Machine Repairer	23.16	
99842	Vending Machine Repairer Helper	18.38	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and 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, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).