

Standard Wage Determinants

From 2015-4095 to 2015-4185

March 24, 2022

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Standard Wage Determination No.: 2015-4095

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                              Wage Determinations

Wage Determination No.: 2015-4095  
Revision No.: 19  
Date Of Last Revision: 12/27/2021

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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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

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Applicable in the state of Massachusetts as follows:

FRANKLIN COUNTY - Ashfield town Conway town Deerfield town Leverett town Shutesbury town Sunderland town Wendell town Whately town

HAMPDEN COUNTY - Agawam city Blandford town Chester town Chicopee city East Longmeadow town Granville town Hampden town Holyoke city Longmeadow town Ludlow town Monson town Montgomery town Palmer town Russell town Southwich town Springfield city Tolland town Wales town West Springfield town Westfield city Wilbraham town

HAMPSHIRE COUNTY - Amherst town Belchertown town Chesterfield town Cummington town Easthampton town Goshen town Granby town Hadley town Hatfield town Huntington town Northampton city Pelham town South Hadley town Southampton town Ware town Westhampton town Williamsburg town Worthington town

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\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

**OCCUPATION CODE - TITLE**

**FOOTNOTE**

**RATE**

<b>01000 - Administrative Support And Clerical Occupations</b>	
01011 - Accounting Clerk I	16.42
01012 - Accounting Clerk II	18.44
01013 - Accounting Clerk III	20.62
01020 - Administrative Assistant	28.64
01035 - Court Reporter	20.43
01041 - Customer Service Representative I	15.11
01042 - Customer Service Representative II	16.98
01043 - Customer Service Representative III	18.54
01051 - Data Entry Operator I	18.05
01052 - Data Entry Operator II	19.70
01060 - Dispatcher Motor Vehicle	21.37
01070 - Document Preparation Clerk	18.44
01090 - Duplicating Machine Operator	18.44
01111 - General Clerk I	15.19
01112 - General Clerk II	16.58
01113 - General Clerk III	18.61
01120 - Housing Referral Assistant	22.78
01141 - Messenger Courier	16.30
01191 - Order Clerk I	18.35
01192 - Order Clerk II	20.02
01261 - Personnel Assistant (Employment) I	18.40
01262 - Personnel Assistant (Employment) II	20.59
01263 - Personnel Assistant (Employment) III	22.96
01270 - Production Control Clerk	26.01
01290 - Rental Clerk	16.25
01300 - Scheduler Maintenance	18.26
01311 - Secretary I	18.26
01312 - Secretary II	20.43
01313 - Secretary III	22.78
01320 - Service Order Dispatcher	19.35
01410 - Supply Technician	28.64
01420 - Survey Worker	18.92
01460 - Switchboard Operator/Receptionist	15.36
01531 - Travel Clerk I	14.91
01532 - Travel Clerk II	16.26
01533 - Travel Clerk III	17.68
01611 - Word Processor I	17.67
01612 - Word Processor II	19.85
01613 - Word Processor III	22.20
<b>05000 - Automotive Service Occupations</b>	

05005 - Automobile Body Repairer		25.32
<b>Fiberglass</b>		
05010 - Automotive	Electrician	20.32
05040 - Automotive Glass Installer		19.49
05070 - Automotive Worker		19.49
05110 - Mobile Equipment Servicer		17.82
05130 - Motor Equipment Metal		21.15
<b>Mechanic</b>		
05160 - Motor Equipment Metal Worker		19.49
05190 - Motor Vehicle Mechanic		21.15
05220 - Motor Vehicle Mechanic		16.82
<b>Helper</b>		
05250 - Motor Vehicle Upholstery		18.74
<b>Worker</b>		
05280 - Motor Vehicle Wrecker		19.49
05310 - Painter Automotive		20.32
05340 - Radiator Repair Specialist		19.49
05370 - Tire Repairer		15.43
05400 - Transmission Repair		21.15
<b>Specialist</b>		
<b>07000 - Food Preparation And Service Occupations</b>		
07010 - Baker		15.75
07041 - Cook I		18.11
07042 - Cook II		19.80
07070 - Dishwasher		13.60
07130 - Food Service Worker		14.77
07210 - Meat Cutter		22.25
07260 - Waiter/Waitress		14.33
<b>09000 - Furniture Maintenance And Repair Occupations</b>		
09010 - Electrostatic Spray Painter		20.86
09040 - Furniture Handler		16.45
09080 - Furniture Refinisher		22.59
09090 - Furniture Refinisher Helper		19.06
09110 - Furniture Repairer Minor		20.90
09130 - Upholsterer		20.54
<b>11000 - General Services And Support Occupations</b>		
11030 - Cleaner Vehicles		13.63
11060 - Elevator Operator		16.43
11090 - Gardener		21.68
11122 - Housekeeping Aide		16.43
11150 - Janitor		16.43
11210 - Laborer Grounds Maintenance		17.79
11240 - Maid or Houseman		14.07
11260 - Pruner		16.21
11270 - Tractor Operator		20.47
11330 - Trail Maintenance Worker		17.79

11360 - Window Cleaner	18.03
12000 - Health Occupations	
12010 - Ambulance Driver	22.06
12011 - Breath Alcohol Technician	25.40
12012 - Certified Occupational Therapist Assistant	28.78
12015 - Certified Physical Therapist Assistant	29.82
12020 - Dental Assistant	21.80
12025 - Dental Hygienist	40.08
12030 - EKG Technician	28.43
12035 - Electroneurodiagnostic Technologist	28.43
12040 - Emergency Medical Technician	22.06
12071 - Licensed Practical Nurse I	22.71
12072 - Licensed Practical Nurse II	25.40
12073 - Licensed Practical Nurse III	28.31
12100 - Medical Assistant	18.82
12130 - Medical Laboratory Technician	30.66
12160 - Medical Record Clerk	19.11
12190 - Medical Record Technician	22.49
12195 - Medical Transcriptionist	19.91
12210 - Nuclear Medicine Technologist	42.83
12221 - Nursing Assistant I	12.77
12222 - Nursing Assistant II	14.35
12223 - Nursing Assistant III	15.66
12224 - Nursing Assistant IV	17.59
12235 - Optical Dispenser	24.88
12236 - Optical Technician	22.71
12250 - Pharmacy Technician	17.01
12280 - Phlebotomist	19.60
12305 - Radiologic Technologist	30.61
12311 - Registered Nurse I	29.56
12312 - Registered Nurse II	36.16
12313 - Registered Nurse II	36.16
Specialist	
12314 - Registered Nurse III	45.75
12315 - Registered Nurse III	43.75
Anesthetist	
12316 - Registered Nurse IV	52.44
12317 - Scheduler (Drug and Alcohol Testing)	31.47
12320 - Substance Abuse Treatment Counselor	24.25
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.79

13012 - Exhibits Specialist II	29.48
13013 - Exhibits Specialist III	36.05
13041 - Illustrator I	23.79
13042 - Illustrator II	29.48
13043 - Illustrator III	36.05
13047 - Librarian	32.64
13050 - Library Aide/Clerk	17.30
13054 - Library Information	29.48
<b>Technology Systems</b>	
<b>Administrator</b>	
13058 - Library Technician	19.25
13061 - Media Specialist I	21.27
13062 - Media Specialist II	23.79
13063 - Media Specialist III	26.52
13071 - Photographer I	16.47
13072 - Photographer II	20.21
13073 - Photographer III	23.37
13074 - Photographer IV	28.59
13075 - Photographer V	35.87
13090 - Technical Order Library	21.72
<b>Clerk</b>	
13110 - Video Teleconference	22.50
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	19.51
14042 - Computer Operator II	22.34
14043 - Computer Operator III	24.75
14044 - Computer Operator IV	27.68
14045 - Computer Operator V	30.66
14071 - Computer Programmer I	(see 1) 23.30
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	19.51
<b>Operator</b>	
14160 - Personal Computer Support	27.68
<b>Technician</b>	
14170 - System Support Specialist	39.52
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	32.41
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	39.24
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	47.00
<b>Instructor (Pilot)</b>	



15050 - Computer Based Training	32.41
Specialist / Instructor	
15060 - Educational Technologist	31.19
15070 - Flight Instructor (Pilot)	47.00
15080 - Graphic Artist	27.67
15085 - Maintenance Test Pilot Fixed	46.98
Jet/Prop	
15086 - Maintenance Test Pilot	46.98
Rotary Wing	
15088 - Non-Maintenance Test/Co-	46.98
Pilot	
15090 - Technical Instructor	26.08
15095 - Technical Instructor/Course	31.90
Developer	
15110 - Test Proctor	21.05
15120 - Tutor	21.05
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing	14.76
Apparel Laundry	
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	23.16
Room)	
19040 - Tool And Die Maker	26.82
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.98
21030 - Material Coordinator	26.01
21040 - Material Expediter	26.01
21050 - Material Handling Laborer	15.62
21071 - Order Filler	15.11
21080 - Production Line Worker (Food	18.98
Processing)	
21110 - Shipping Packer	19.41
21130 - Shipping/Receiving Clerk	19.41
21140 - Store Worker I	14.96
21150 - Stock Clerk	19.62
21210 - Tools And Parts Attendant	18.98

21410 - Warehouse Specialist	18.98
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	37.18
23019 - Aircraft Logs and Records Technician	31.79
23021 - Aircraft Mechanic I	35.89
23022 - Aircraft Mechanic II	37.18
23023 - Aircraft Mechanic III	38.59
23040 - Aircraft Mechanic Helper	28.54
23050 - Aircraft Painter	34.48
23060 - Aircraft Servicer	31.79
23070 - Aircraft Survival Flight Equipment Technician	34.48
23080 - Aircraft Worker	33.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	33.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.89
23110 - Appliance Mechanic	22.34
23120 - Bicycle Repairer	21.31
23125 - Cable Splicer	41.73
23130 - Carpenter Maintenance	25.66
23140 - Carpet Layer	23.56
23160 - Electrician Maintenance	30.93
23181 - Electronics Technician Maintenance I	35.77
23182 - Electronics Technician Maintenance II	37.22
23183 - Electronics Technician Maintenance III	39.23
23260 - Fabric Worker	26.31
23290 - Fire Alarm System Mechanic	27.51
23310 - Fire Extinguisher Repairer	25.02
23311 - Fuel Distribution System Mechanic	38.03
23312 - Fuel Distribution System Operator	32.31
23370 - General Maintenance Worker	20.60
23380 - Ground Support Equipment Mechanic	35.89
23381 - Ground Support Equipment Servicer	31.79
23382 - Ground Support Equipment Worker	33.06
23391 - Gunsmith I	25.02
23392 - Gunsmith II	27.35

23393 - Gunsmith III	29.69
23410 - Heating Ventilation And Air- Conditioning Mechanic	30.45
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.55
23430 - Heavy Equipment Mechanic	29.42
23440 - Heavy Equipment Operator	32.33
23460 - Instrument Mechanic	29.47
23465 - Laboratory/Shelter Mechanic	28.53
23470 - Laborer	15.62
23510 - Locksmith	28.04
23530 - Machinery Maintenance Mechanic	25.37
23550 - Machinist Maintenance	23.28
23580 - Maintenance Trades Helper	16.08
23591 - Metrology Technician I	29.47
23592 - Metrology Technician II	30.53
23593 - Metrology Technician III	31.68
23640 - Millwright	29.01
23710 - Office Appliance Repairer	23.93
23760 - Painter Maintenance	22.95
23790 - Pipefitter Maintenance	30.83
23810 - Plumber Maintenance	29.62
23820 - Pneudraulic Systems Mechanic	29.69
23850 - Rigger	29.69
23870 - Scale Mechanic	27.35
23890 - Sheet-Metal Worker Maintenance	28.94
23910 - Small Engine Mechanic	19.44
23931 - Telecommunications Mechanic I	40.98
23932 - Telecommunications Mechanic II	42.46
23950 - Telephone Lineman	34.33
23960 - Welder Combination Maintenance	24.98
23965 - Well Driller	29.69
23970 - Woodcraft Worker	29.69
23980 - Woodworker	25.02
24000 - Personal Needs Occupations	
24550 - Case Manager	17.90
24570 - Child Care Attendant	14.44
24580 - Child Care Center Clerk	18.02
24610 - Chore Aide	15.20
24620 - Family Readiness And Support Services Coordinator	17.90

24630 - Homemaker		18.54
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		28.21
25040 - Sewage Plant Operator		27.38
25070 - Stationary Engineer		28.21
25190 - Ventilation Equipment Tender		22.43
25210 - Water Treatment Plant Operator		27.38
27000 - Protective Service Occupations		
27004 - Alarm Monitor		22.73
27007 - Baggage Inspector		14.74
27008 - Corrections Officer		25.39
27010 - Court Security Officer		26.59
27030 - Detection Dog Handler		18.61
27040 - Detention Officer		25.39
27070 - Firefighter		27.79
27101 - Guard I		14.74
27102 - Guard II		18.61
27131 - Police Officer I		29.06
27132 - Police Officer II		32.30
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.19
28042 - Carnival Equipment Repairer		15.35
28043 - Carnival Worker		12.86
28210 - Gate Attendant/Gate Tender		17.59
28310 - Lifeguard		13.63
28350 - Park Attendant (Aide)		19.67
28510 - Recreation Aide/Health Facility Attendant		14.35
28515 - Recreation Specialist		24.37
28630 - Sports Official		15.66
28690 - Swimming Pool Operator		20.70
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.35
29020 - Hatch Tender		27.35
29030 - Line Handler		27.35
29041 - Stevedore I		26.31
29042 - Stevedore II		28.53
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.99
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	31.03
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)		34.17
30021 - Archeological Technician I		18.73
30022 - Archeological Technician II		20.95

30023 - Archeological Technician III	25.95
30030 - Cartographic Technician	25.95
30040 - Civil Engineering Technician	28.93
30051 - Cryogenic Technician I	28.74
30052 - Cryogenic Technician II	31.75
30061 - Drafter/CAD Operator I	18.73
30062 - Drafter/CAD Operator II	20.95
30063 - Drafter/CAD Operator III	23.36
30064 - Drafter/CAD Operator IV	28.74
30081 - Engineering Technician I	17.82
30082 - Engineering Technician II	20.00
30083 - Engineering Technician III	22.37
30084 - Engineering Technician IV	27.71
30085 - Engineering Technician V	33.90
30086 - Engineering Technician VI	41.01
30090 - Environmental Technician	25.95
30095 - Evidence Control Specialist	25.95
30210 - Laboratory Technician	29.12
30221 - Latent Fingerprint	28.74
Technician I	
30222 - Latent Fingerprint	31.75
Technician II	
30240 - Mathematical Technician	28.55
30361 - Paralegal/Legal Assistant I	20.28
30362 - Paralegal/Legal Assistant II	25.11
30363 - Paralegal/Legal Assistant	30.72
III	
30364 - Paralegal/Legal Assistant IV	37.17
30375 - Petroleum Supply Specialist	31.75
30390 - Photo-Optics Technician	25.95
30395 - Radiation Control Technician	31.75
30461 - Technical Writer I	27.27
30462 - Technical Writer II	33.36
30463 - Technical Writer III	40.36
30491 - Unexploded Ordnance (UXO)	28.59
Technician I	
30492 - Unexploded Ordnance (UXO)	34.59
Technician II	
30493 - Unexploded Ordnance (UXO)	41.46
Technician III	
30494 - Unexploded (UXO) Safety	28.59
Escort	
30495 - Unexploded (UXO) Sweep	28.59
Personnel	
30501 - Weather Forecaster I	28.74
30502 - Weather Forecaster II	34.96
30620 - Weather Observer Combined (see 2)	23.36
Upper Air Or	
Surface Programs	

30621 - Weather Observer Senior	(see 2)	25.95
<b>31000 - Transportation/Mobile</b>		
<b>Equipment Operation Occupations</b>		
31010 - Airplane Pilot		34.59
31020 - Bus Aide		18.79
31030 - Bus Driver		25.76
31043 - Driver Courier		17.60
31260 - Parking and Lot Attendant		14.05
31290 - Shuttle Bus Driver		17.88
31310 - Taxi Driver		15.57
31361 - Truckdriver Light		18.65
31362 - Truckdriver Medium		19.61
31363 - Truckdriver Heavy		23.48
31364 - Truckdriver Tractor-Trailer		23.48
<b>99000 - Miscellaneous Occupations</b>		
99020 - Cabin Safety Specialist		16.87
99030 - Cashier		13.29
99050 - Desk Clerk		14.05
99095 - Embalmer		29.67
99130 - Flight Follower		28.59
99251 - Laboratory Animal Caretaker		18.80
<b>I</b>		
99252 - Laboratory Animal Caretaker		19.92
<b>II</b>		
99260 - Marketing Analyst		29.36
99310 - Mortician		30.30
99410 - Pest Controller		20.76
99510 - Photofinishing Worker		13.94
99710 - Recycling Laborer		21.34
99711 - Recycling Specialist		24.55
99730 - Refuse Collector		19.45
99810 - Sales Clerk		13.98
99820 - School Crossing Guard		14.42
99830 - Survey Party Chief		25.60
99831 - Surveying Aide		16.76
99832 - Surveying Technician		22.97
99840 - Vending Machine Attendant		20.95
99841 - Vending Machine Repairer		24.27
99842 - Vending Machine Repairer		20.95
<b>Helper</b>		

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their

own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer

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

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

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

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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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



The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the

contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

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

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

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

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

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

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

Standard Wage Determination No.: 2015-4097

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4097  
Revision No.: 19  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: Connecticut

This wage determination applies to the following towns in Windham county:  
Brooklyn Killingly Plainfield Pomfret Putnam Sterling Thompson Woodstock

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

<b>OCCUPATION CODE - TITLE</b>	<b>FOOTNOTE</b>	<b>RATE</b>
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		17.35
01012 - Accounting Clerk II		19.49
01013 - Accounting Clerk III		21.79
01020 - Administrative Assistant		28.46
01035 - Court Reporter		19.67
01041 - Customer Service Representative I		15.79

01042 - Customer Service Representative II	17.24
01043 - Customer Service Representative III	19.36
01051 - Data Entry Operator I	16.34
01052 - Data Entry Operator II	17.83
01060 - Dispatcher Motor Vehicle	22.18
01070 - Document Preparation Clerk	20.11
01090 - Duplicating Machine Operator	20.11
01111 - General Clerk I	15.18
01112 - General Clerk II	16.56
01113 - General Clerk III	18.59
01120 - Housing Referral Assistant	22.34
01141 - Messenger Courier	17.20
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.53
01261 - Personnel Assistant (Employment) I	18.32
01262 - Personnel Assistant (Employment) II	20.49
01263 - Personnel Assistant (Employment) III	22.85
01270 - Production Control Clerk	25.51
01290 - Rental Clerk	16.42
01300 - Scheduler Maintenance	17.77
01311 - Secretary I	17.77
01312 - Secretary II	19.87
01313 - Secretary III	22.21
01320 - Service Order Dispatcher	19.84
01410 - Supply Technician	28.46
01420 - Survey Worker	20.12
01460 - Switchboard Operator/Receptionist	16.08
01531 - Travel Clerk I	15.68
01532 - Travel Clerk II	17.08
01533 - Travel Clerk III	18.01
01611 - Word Processor I	15.82
01612 - Word Processor II	17.77
01613 - Word Processor III	19.87
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.72
<b>Fiberglass</b>	
05010 - Automotive Electrician	22.65
05040 - Automotive Glass Installer	21.90
05070 - Automotive Worker	21.90
05110 - Mobile Equipment Servicer	20.56
05130 - Motor Equipment Metal	23.38
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	21.90

05190 - Motor Vehicle Mechanic	23.38
05220 - Motor Vehicle Mechanic	19.81
Helper	
05250 - Motor Vehicle Upholstery	21.27
Worker	
05280 - Motor Vehicle Wrecker	21.90
05310 - Painter Automotive	22.57
05340 - Radiator Repair Specialist	21.73
05370 - Tire Repairer	15.94
05400 - Transmission Repair	23.38
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.55
07041 - Cook I	17.82
07042 - Cook II	19.41
07070 - Dishwasher	13.27
07130 - Food Service Worker	14.13
07210 - Meat Cutter	21.53
07260 - Waiter/Waitress	13.75
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	24.44
09040 - Furniture Handler	19.92
09080 - Furniture Refinisher	26.25
09090 - Furniture Refinisher Helper	21.99
09110 - Furniture Repairer Minor	24.18
09130 - Upholsterer	24.44
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.87
11060 - Elevator Operator	14.87
11090 - Gardener	22.17
11122 - Housekeeping Aide	15.66
11150 - Janitor	15.66
11210 - Laborer Grounds Maintenance	18.40
11240 - Maid or Houseman	14.55
11260 - Pruner	17.06
11270 - Tractor Operator	20.97
11330 - Trail Maintenance Worker	18.40
11360 - Window Cleaner	16.89
12000 - Health Occupations	
12010 - Ambulance Driver	22.03
12011 - Breath Alcohol Technician	25.15
12012 - Certified Occupational	32.13
Therapist Assistant	
12015 - Certified Physical Therapist	29.60
Assistant	
12020 - Dental Assistant	24.70

12025 - Dental Hygienist	46.21
12030 - EKG Technician	39.33
12035 - Electroneurodiagnostic Technologist	39.33
12040 - Emergency Medical Technician	22.03
12071 - Licensed Practical Nurse I	22.49
12072 - Licensed Practical Nurse II	25.15
12073 - Licensed Practical Nurse III	28.03
12100 - Medical Assistant	19.47
12130 - Medical Laboratory Technician	25.81
12160 - Medical Record Clerk	19.73
12190 - Medical Record Technician	24.29
12195 - Medical Transcriptionist	20.99
12210 - Nuclear Medicine Technologist	55.27
12221 - Nursing Assistant I	12.87
12222 - Nursing Assistant II	14.46
12223 - Nursing Assistant III	15.78
12224 - Nursing Assistant IV	17.73
12235 - Optical Dispenser	27.06
12236 - Optical Technician	22.49
12250 - Pharmacy Technician	16.18
12280 - Phlebotomist	20.06
12305 - Radiologic Technologist	36.98
12311 - Registered Nurse I	27.91
12312 - Registered Nurse II	34.14
12313 - Registered Nurse II	34.14
Specialist	
12314 - Registered Nurse III	41.30
12315 - Registered Nurse III	41.30
Anesthetist	
12316 - Registered Nurse IV	49.50
12317 - Scheduler (Drug and Alcohol Testing)	31.15
12320 - Substance Abuse Treatment Counselor	25.58
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.71
13012 - Exhibits Specialist II	28.13
13013 - Exhibits Specialist III	34.42
13041 - Illustrator I	23.40
13042 - Illustrator II	29.00
13043 - Illustrator III	35.47
13047 - Librarian	30.08
13050 - Library Aide/Clerk	15.08
13054 - Library Information Technology Systems	27.17

<b>Administrator</b>		
13058 - Library Technician		18.75
13061 - Media Specialist I		19.60
13062 - Media Specialist II		21.93
13063 - Media Specialist III		24.46
13071 - Photographer I		18.79
13072 - Photographer II		21.93
13073 - Photographer III		27.17
13074 - Photographer IV		33.24
13075 - Photographer V		40.21
13090 - Technical Order Library		18.67
<b>Clerk</b>		
13110 - Video Teleconference		27.81
<b>Technician</b>		
14000 - Information Technology		
<b>Occupations</b>		
14041 - Computer Operator I		18.46
14042 - Computer Operator II		20.66
14043 - Computer Operator III		23.03
14044 - Computer Operator IV		26.63
14045 - Computer Operator V		29.50
14071 - Computer Programmer I	(see 1)	25.26
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		18.46
<b>Operator</b>		
14160 - Personal Computer Support		27.27
<b>Technician</b>		
14170 - System Support Specialist		43.01
<b>15000 - Instructional Occupations</b>		
15010 - Aircrew Training Devices		32.09
<b>Instructor (Non-Rated)</b>		
15020 - Aircrew Training Devices		38.83
<b>Instructor (Rated)</b>		
15030 - Air Crew Training Devices		46.53
<b>Instructor (Pilot)</b>		
15050 - Computer Based Training		32.09
<b>Specialist / Instructor</b>		
15060 - Educational Technologist		40.26
15070 - Flight Instructor (Pilot)		46.53
15080 - Graphic Artist		27.61
15085 - Maintenance Test Pilot Fixed		46.53
<b>Jet/Prop</b>		
15086 - Maintenance Test Pilot		46.53
<b>Rotary Wing</b>		

15088 - Non-Maintenance Test/Co-Pilot	46.53
15090 - Technical Instructor	25.80
15095 - Technical Instructor/Course Developer	31.56
15110 - Test Proctor	20.83
15120 - Tutor	20.83
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.23
16030 - Counter Attendant	13.23
16040 - Dry Cleaner	15.11
16070 - Finisher Flatwork Machine	13.23
16090 - Presser Hand	13.23
16110 - Presser Machine Drycleaning	13.23
16130 - Presser Machine Shirts	13.23
16160 - Presser Machine Wearing Apparel Laundry	13.23
16190 - Sewing Machine Operator	15.93
16220 - Tailor	16.79
16250 - Washer Machine	13.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.72
19040 - Tool And Die Maker	29.36
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.46
21030 - Material Coordinator	25.51
21040 - Material Expediter	25.51
21050 - Material Handling Laborer	15.84
21071 - Order Filler	15.76
21080 - Production Line Worker (Food Processing)	18.46
21110 - Shipping Packer	19.31
21130 - Shipping/Receiving Clerk	19.31
21140 - Store Worker I	15.36
21150 - Stock Clerk	19.29
21210 - Tools And Parts Attendant	18.46
21410 - Warehouse Specialist	18.46
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.75
23019 - Aircraft Logs and Records Technician	29.67
23021 - Aircraft Mechanic I	33.55
23022 - Aircraft Mechanic II	34.75
23023 - Aircraft Mechanic III	36.16



23040 - Aircraft Mechanic Helper	26.97
23050 - Aircraft Painter	32.22
23060 - Aircraft Servicer	29.67
23070 - Aircraft Survival Flight	32.22
Equipment Technician	
23080 - Aircraft Worker	30.76
23091 - Aircrew Life Support	30.76
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	33.55
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	29.38
23120 - Bicycle Repairer	25.98
23125 - Cable Splicer	47.49
23130 - Carpenter Maintenance	26.86
23140 - Carpet Layer	28.29
23160 - Electrician Maintenance	35.51
23181 - Electronics Technician	28.11
Maintenance I	
23182 - Electronics Technician	29.19
Maintenance II	
23183 - Electronics Technician	30.24
Maintenance III	
23260 - Fabric Worker	27.29
23290 - Fire Alarm System Mechanic	33.05
23310 - Fire Extinguisher Repairer	25.98
23311 - Fuel Distribution System	34.53
Mechanic	
23312 - Fuel Distribution System	30.77
Operator	
23370 - General Maintenance Worker	21.60
23380 - Ground Support Equipment	33.55
Mechanic	
23381 - Ground Support Equipment	29.67
Servicer	
23382 - Ground Support Equipment	30.76
Worker	
23391 - Gunsmith I	25.98
23392 - Gunsmith II	28.29
23393 - Gunsmith III	30.44
23410 - Heating Ventilation And Air-	29.73
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	30.77
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	30.15
23440 - Heavy Equipment Operator	30.30

23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	29.38
23470 - Laborer	14.91
23510 - Locksmith	28.26
23530 - Machinery Maintenance	28.11
<b>Mechanic</b>	
23550 - Machinist Maintenance	23.21
23580 - Maintenance Trades Helper	19.38
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.30
23593 - Metrology Technician III	31.27
23640 - Millwright	29.11
23710 - Office Appliance Repairer	22.93
23760 - Painter Maintenance	23.20
23790 - Pipefitter Maintenance	30.38
23810 - Plumber Maintenance	29.32
23820 - Pneudraulic Systems Mechanic	30.44
23850 - Rigger	30.44
23870 - Scale Mechanic	28.29
23890 - Sheet-Metal Worker	33.15
<b>Maintenance</b>	
23910 - Small Engine Mechanic	21.86
23931 - Telecommunications Mechanic	29.96
<b>I</b>	
23932 - Telecommunications Mechanic	31.01
<b>II</b>	
23950 - Telephone Lineman	36.56
23960 - Welder Combination	22.84
<b>Maintenance</b>	
23965 - Well Driller	29.28
23970 - Woodcraft Worker	30.44
23980 - Woodworker	25.98
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	19.38
24570 - Child Care Attendant	14.09
24580 - Child Care Center Clerk	17.56
24610 - Chore Aide	15.22
24620 - Family Readiness And Support	19.38
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	22.09
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	30.04
25040 - Sewage Plant Operator	29.09
25070 - Stationary Engineer	30.04
25190 - Ventilation Equipment Tender	24.25
25210 - Water Treatment Plant	29.09
<b>Operator</b>	

<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		22.81
27007 - Baggage Inspector		14.97
27008 - Corrections Officer		30.32
27010 - Court Security Officer		29.72
27030 - Detection Dog Handler		19.88
27040 - Detention Officer		30.32
27070 - Firefighter		29.12
27101 - Guard I		14.97
27102 - Guard II		19.88
27131 - Police Officer I		29.08
27132 - Police Officer II		32.31
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		17.01
28042 - Carnival Equipment Repairer		17.99
28043 - Carnival Worker		13.84
28210 - Gate Attendant/Gate Tender		18.03
28310 - Lifeguard		13.72
28350 - Park Attendant (Aide)		20.16
28510 - Recreation Aide/Health		14.71
<b>Facility Attendant</b>		
28515 - Recreation Specialist		24.98
28630 - Sports Official		16.05
28690 - Swimming Pool Operator		19.59
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		28.29
29020 - Hatch Tender		28.29
29030 - Line Handler		28.29
29041 - Stevedore I		27.29
29042 - Stevedore II		29.38
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	44.86
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	30.93
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		34.06
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		19.95
30022 - Archeological Technician II		22.31
30023 - Archeological Technician III		27.64
30030 - Cartographic Technician		27.64
30040 - Civil Engineering Technician		28.42
30051 - Cryogenic Technician I		30.61
30052 - Cryogenic Technician II		33.81
30061 - Drafter/CAD Operator I		19.95
30062 - Drafter/CAD Operator II		22.31
30063 - Drafter/CAD Operator III		24.87
30064 - Drafter/CAD Operator IV		30.61

30081 - Engineering Technician I	18.02
30082 - Engineering Technician II	20.24
30083 - Engineering Technician III	22.64
30084 - Engineering Technician IV	28.05
30085 - Engineering Technician V	33.90
30086 - Engineering Technician VI	41.02
30090 - Environmental Technician	26.20
30095 - Evidence Control Specialist	27.64
30210 - Laboratory Technician	24.55
30221 - Latent Fingerprint Technician I	30.61
30222 - Latent Fingerprint Technician II	33.81
30240 - Mathematical Technician	29.33
30361 - Paralegal/Legal Assistant I	21.98
30362 - Paralegal/Legal Assistant II	27.23
30363 - Paralegal/Legal Assistant	33.31
III	
30364 - Paralegal/Legal Assistant IV	40.29
30375 - Petroleum Supply Specialist	33.81
30390 - Photo-Optics Technician	27.64
30395 - Radiation Control Technician	33.81
30461 - Technical Writer I	27.82
30462 - Technical Writer II	34.03
30463 - Technical Writer III	41.18
30491 - Unexploded Ordnance (UXO)	28.51
Technician I	
30492 - Unexploded Ordnance (UXO)	34.49
Technician II	
30493 - Unexploded Ordnance (UXO)	41.34
Technician III	
30494 - Unexploded (UXO) Safety	28.51
Escort	
30495 - Unexploded (UXO) Sweep	28.51
Personnel	
30501 - Weather Forecaster I	32.34
30502 - Weather Forecaster II	39.33
30620 - Weather Observer Combined (see 2)	24.87
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	27.64
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	19.02
31030 - Bus Driver	24.05
31043 - Driver Courier	17.34
31260 - Parking and Lot Attendant	14.82
31290 - Shuttle Bus Driver	18.62

31310 - Taxi Driver	17.58
31361 - Truckdriver Light	18.33
31362 - Truckdriver Medium	19.84
31363 - Truckdriver Heavy	25.38
31364 - Truckdriver Tractor-Trailer	25.38
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.87
99050 - Desk Clerk	14.31
99095 - Embalmer	39.75
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	18.47
I	
99252 - Laboratory Animal Caretaker	19.51
II	
99260 - Marketing Analyst	32.92
99310 - Mortician	39.75
99410 - Pest Controller	19.84
99510 - Photofinishing Worker	16.02
99710 - Recycling Laborer	24.73
99711 - Recycling Specialist	28.18
99730 - Refuse Collector	22.92
99810 - Sales Clerk	14.13
99820 - School Crossing Guard	17.17
99830 - Survey Party Chief	37.71
99831 - Surveying Aide	23.61
99832 - Surveying Technician	28.55
99840 - Vending Machine Attendant	20.49
99841 - Vending Machine Repairer	23.60
99842 - Vending Machine Repairer	20.49
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or

\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process



the request.

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

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

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

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

Standard Wage Determination No.: 2015-4099

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4099  
Revision No.: 19  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: Massachusetts

This wage determination applies to the following towns in Worcester county:  
Lancaster Upton

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

<b>OCCUPATION CODE - TITLE</b>	<b>FOOTNOTE</b>	<b>RATE</b>
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		17.35
01012 - Accounting Clerk II		19.49
01013 - Accounting Clerk III		21.79
01020 - Administrative Assistant		28.46
01035 - Court Reporter		20.86
01041 - Customer Service Representative I		15.79

01042 - Customer Service Representative II	17.24
01043 - Customer Service Representative III	19.36
01051 - Data Entry Operator I	16.34
01052 - Data Entry Operator II	17.83
01060 - Dispatcher Motor Vehicle	22.18
01070 - Document Preparation Clerk	20.11
01090 - Duplicating Machine Operator	20.11
01111 - General Clerk I	15.18
01112 - General Clerk II	16.56
01113 - General Clerk III	18.59
01120 - Housing Referral Assistant	23.44
01141 - Messenger Courier	17.20
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.53
01261 - Personnel Assistant (Employment) I	17.48
01262 - Personnel Assistant (Employment) II	19.55
01263 - Personnel Assistant (Employment) III	21.79
01270 - Production Control Clerk	25.51
01290 - Rental Clerk	17.19
01300 - Scheduler Maintenance	18.80
01311 - Secretary I	18.80
01312 - Secretary II	21.03
01313 - Secretary III	23.44
01320 - Service Order Dispatcher	19.84
01410 - Supply Technician	28.46
01420 - Survey Worker	20.12
01460 - Switchboard Operator/Receptionist	16.08
01531 - Travel Clerk I	15.68
01532 - Travel Clerk II	17.08
01533 - Travel Clerk III	18.01
01611 - Word Processor I	16.11
01612 - Word Processor II	18.08
01613 - Word Processor III	20.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	24.65
Fiberglass	
05010 - Automotive Electrician	22.57
05040 - Automotive Glass Installer	21.73
05070 - Automotive Worker	21.73
05110 - Mobile Equipment Servicer	19.95
05130 - Motor Equipment Metal	23.38
Mechanic	
05160 - Motor Equipment Metal Worker	21.73

05190 - Motor Vehicle Mechanic	23.38
05220 - Motor Vehicle Mechanic	18.87
<b>Helper</b>	
05250 - Motor Vehicle Upholstery	20.96
<b>Worker</b>	
05280 - Motor Vehicle Wrecker	21.73
05310 - Painter Automotive	22.57
05340 - Radiator Repair Specialist	21.73
05370 - Tire Repairer	15.85
05400 - Transmission Repair	23.38
<b>Specialist</b>	
<b>07000 - Food Preparation And Service</b>	
<b>Occupations</b>	
07010 - Baker	15.55
07041 - Cook I	17.82
07042 - Cook II	19.41
07070 - Dishwasher	13.27
07130 - Food Service Worker	14.13
07210 - Meat Cutter	21.53
07260 - Waiter/Waitress	13.85
<b>09000 - Furniture Maintenance And</b>	
<b>Repair Occupations</b>	
09010 - Electrostatic Spray Painter	22.70
09040 - Furniture Handler	15.46
09080 - Furniture Refinisher	21.02
09090 - Furniture Refinisher Helper	17.58
09110 - Furniture Repairer Minor	19.53
09130 - Upholsterer	21.02
<b>11000 - General Services And Support</b>	
<b>Occupations</b>	
11030 - Cleaner Vehicles	14.87
11060 - Elevator Operator	14.87
11090 - Gardener	22.17
11122 - Housekeeping Aide	15.66
11150 - Janitor	15.66
11210 - Laborer Grounds Maintenance	18.40
11240 - Maid or Houseman	14.55
11260 - Pruner	17.06
11270 - Tractor Operator	20.97
11330 - Trail Maintenance Worker	18.40
11360 - Window Cleaner	16.89
<b>12000 - Health Occupations</b>	
12010 - Ambulance Driver	22.03
12011 - Breath Alcohol Technician	25.15
12012 - Certified Occupational	32.13
<b>Therapist Assistant</b>	
12015 - Certified Physical Therapist	29.60
<b>Assistant</b>	
12020 - Dental Assistant	24.70

12025 - Dental Hygienist	46.21
12030 - EKG Technician	39.33
12035 - Electroneurodiagnostic Technologist	39.33
12040 - Emergency Medical Technician	22.03
12071 - Licensed Practical Nurse I	22.49
12072 - Licensed Practical Nurse II	25.15
12073 - Licensed Practical Nurse III	28.03
12100 - Medical Assistant	19.47
12130 - Medical Laboratory Technician	25.81
12160 - Medical Record Clerk	19.73
12190 - Medical Record Technician	24.29
12195 - Medical Transcriptionist	20.99
12210 - Nuclear Medicine Technologist	55.27
12221 - Nursing Assistant I	12.87
12222 - Nursing Assistant II	14.46
12223 - Nursing Assistant III	15.78
12224 - Nursing Assistant IV	17.73
12235 - Optical Dispenser	27.06
12236 - Optical Technician	22.49
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	20.06
12305 - Radiologic Technologist	38.11
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II	40.19
Specialist	
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III	48.63
Anesthetist	
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	31.15
12320 - Substance Abuse Treatment Counselor	25.58
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	21.90
13042 - Illustrator II	27.12
13043 - Illustrator III	33.18
13047 - Librarian	34.75
13050 - Library Aide/Clerk	16.25
13054 - Library Information Technology Systems	28.03

<b>Administrator</b>		
13058 - Library Technician		18.75
13061 - Media Specialist I		19.16
13062 - Media Specialist II		21.43
13063 - Media Specialist III		23.88
13071 - Photographer I		18.61
13072 - Photographer II		20.81
13073 - Photographer III		25.78
13074 - Photographer IV		31.54
13075 - Photographer V		38.16
13090 - Technical Order Library		18.67
<b>Clerk</b>		
13110 - Video Teleconference		27.81
<b>Technician</b>		
14000 - Information Technology		
<b>Occupations</b>		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	25.26
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		19.71
<b>Operator</b>		
14160 - Personal Computer Support		27.32
<b>Technician</b>		
14170 - System Support Specialist		43.01
<b>15000 - Instructional Occupations</b>		
15010 - Aircrew Training Devices		35.72
<b>Instructor (Non-Rated)</b>		
15020 - Aircrew Training Devices		43.22
<b>Instructor (Rated)</b>		
15030 - Air Crew Training Devices		51.80
<b>Instructor (Pilot)</b>		
15050 - Computer Based Training		35.72
<b>Specialist / Instructor</b>		
15060 - Educational Technologist		40.26
15070 - Flight Instructor (Pilot)		51.80
15080 - Graphic Artist		31.54
15085 - Maintenance Test Pilot Fixed		46.53
<b>Jet/Prop</b>		
15086 - Maintenance Test Pilot		46.53
<b>Rotary Wing</b>		

15088 - Non-Maintenance Test/Co-Pilot	46.53
15090 - Technical Instructor	25.80
15095 - Technical Instructor/Course Developer	31.56
15110 - Test Proctor	20.83
15120 - Tutor	20.83
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.23
16030 - Counter Attendant	13.23
16040 - Dry Cleaner	15.49
16070 - Finisher Flatwork Machine	13.23
16090 - Presser Hand	13.23
16110 - Presser Machine Drycleaning	13.23
16130 - Presser Machine Shirts	13.23
16160 - Presser Machine Wearing Apparel Laundry	13.23
16190 - Sewing Machine Operator	16.14
16220 - Tailor	16.79
16250 - Washer Machine	13.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.72
19040 - Tool And Die Maker	29.36
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.72
21030 - Material Coordinator	25.51
21040 - Material Expediter	25.51
21050 - Material Handling Laborer	14.91
21071 - Order Filler	16.17
21080 - Production Line Worker (Food Processing)	17.72
21110 - Shipping Packer	19.31
21130 - Shipping/Receiving Clerk	19.31
21140 - Store Worker I	15.36
21150 - Stock Clerk	19.29
21210 - Tools And Parts Attendant	17.72
21410 - Warehouse Specialist	17.72
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	35.77
23019 - Aircraft Logs and Records Technician	28.09
23021 - Aircraft Mechanic I	34.14
23022 - Aircraft Mechanic II	35.77
23023 - Aircraft Mechanic III	36.92

23040 - Aircraft Mechanic Helper	24.99
23050 - Aircraft Painter	29.50
23060 - Aircraft Servicer	28.09
23070 - Aircraft Survival Flight	29.50
Equipment Technician	
23080 - Aircraft Worker	29.08
23091 - Aircrew Life Support	29.08
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	34.14
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	29.38
23120 - Bicycle Repairer	25.18
23125 - Cable Splicer	47.49
23130 - Carpenter Maintenance	28.56
23140 - Carpet Layer	28.29
23160 - Electrician Maintenance	35.91
23181 - Electronics Technician	29.03
Maintenance I	
23182 - Electronics Technician	30.35
Maintenance II	
23183 - Electronics Technician	31.68
Maintenance III	
23260 - Fabric Worker	27.29
23290 - Fire Alarm System Mechanic	33.05
23310 - Fire Extinguisher Repairer	25.98
23311 - Fuel Distribution System	31.11
Mechanic	
23312 - Fuel Distribution System	25.49
Operator	
23370 - General Maintenance Worker	23.18
23380 - Ground Support Equipment	34.14
Mechanic	
23381 - Ground Support Equipment	28.09
Servicer	
23382 - Ground Support Equipment	29.08
Worker	
23391 - Gunsmith I	25.98
23392 - Gunsmith II	28.29
23393 - Gunsmith III	30.44
23410 - Heating Ventilation And Air-	29.73
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	30.77
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	30.15
23440 - Heavy Equipment Operator	30.30



23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	29.38
23470 - Laborer	15.05
23510 - Locksmith	28.26
23530 - Machinery Maintenance	28.11
<b>Mechanic</b>	
23550 - Machinist Maintenance	25.30
23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.30
23593 - Metrology Technician III	31.27
23640 - Millwright	29.11
23710 - Office Appliance Repairer	24.24
23760 - Painter Maintenance	24.24
23790 - Pipefitter Maintenance	30.38
23810 - Plumber Maintenance	29.32
23820 - Pneudraulic Systems Mechanic	30.44
23850 - Rigger	30.44
23870 - Scale Mechanic	28.29
23890 - Sheet-Metal Worker	33.15
<b>Maintenance</b>	
23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic	29.96
<b>I</b>	
23932 - Telecommunications Mechanic	31.01
<b>II</b>	
23950 - Telephone Lineman	36.83
23960 - Welder Combination	25.30
<b>Maintenance</b>	
23965 - Well Driller	29.28
23970 - Woodcraft Worker	30.44
23980 - Woodworker	25.98
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	15.78
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	15.26
24620 - Family Readiness And Support	15.78
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	19.55
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	30.04
25040 - Sewage Plant Operator	29.09
25070 - Stationary Engineer	30.04
25190 - Ventilation Equipment Tender	24.25
25210 - Water Treatment Plant	29.09
<b>Operator</b>	

<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		22.81
27007 - Baggage Inspector		15.85
27008 - Corrections Officer		30.32
27010 - Court Security Officer		29.72
27030 - Detection Dog Handler		18.95
27040 - Detention Officer		30.32
27070 - Firefighter		29.12
27101 - Guard I		15.85
27102 - Guard II		18.95
27131 - Police Officer I		27.85
27132 - Police Officer II		30.95
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		17.01
28042 - Carnival Equipment Repairer		17.99
28043 - Carnival Worker		13.84
28210 - Gate Attendant/Gate Tender		18.03
28310 - Lifeguard		14.17
28350 - Park Attendant (Aide)		20.16
28510 - Recreation Aide/Health		14.71
<b>Facility Attendant</b>		
28515 - Recreation Specialist		24.98
28630 - Sports Official		16.05
28690 - Swimming Pool Operator		19.59
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		28.29
29020 - Hatch Tender		28.29
29030 - Line Handler		28.29
29041 - Stevedore I		27.29
29042 - Stevedore II		29.38
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	44.86
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	30.93
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		34.06
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		21.07
30022 - Archeological Technician II		23.57
30023 - Archeological Technician III		29.20
30030 - Cartographic Technician		29.20
30040 - Civil Engineering Technician		28.42
30051 - Cryogenic Technician I		30.61
30052 - Cryogenic Technician II		33.81
30061 - Drafter/CAD Operator I		21.07
30062 - Drafter/CAD Operator II		23.57
30063 - Drafter/CAD Operator III		26.27
30064 - Drafter/CAD Operator IV		32.34

30081 - Engineering Technician I	18.02
30082 - Engineering Technician II	20.24
30083 - Engineering Technician III	22.64
30084 - Engineering Technician IV	28.05
30085 - Engineering Technician V	34.31
30086 - Engineering Technician VI	41.50
30090 - Environmental Technician	28.49
30095 - Evidence Control Specialist	27.64
30210 - Laboratory Technician	24.55
30221 - Latent Fingerprint Technician I	30.61
30222 - Latent Fingerprint Technician II	33.81
30240 - Mathematical Technician	32.12
30361 - Paralegal/Legal Assistant I	21.98
30362 - Paralegal/Legal Assistant II	27.23
30363 - Paralegal/Legal Assistant III	33.31
30364 - Paralegal/Legal Assistant IV	40.29
30375 - Petroleum Supply Specialist	33.81
30390 - Photo-Optics Technician	29.20
30395 - Radiation Control Technician	33.81
30461 - Technical Writer I	28.66
30462 - Technical Writer II	35.06
30463 - Technical Writer III	42.43
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	32.34
30502 - Weather Forecaster II	39.33
30620 - Weather Observer Combined (see 2)	26.27
30621 - Weather Observer Senior (see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	19.02
31030 - Bus Driver	24.05
31043 - Driver Courier	17.34
31260 - Parking and Lot Attendant	14.82
31290 - Shuttle Bus Driver	18.62

31310 - Taxi Driver	16.25
31361 - Truckdriver Light	18.33
31362 - Truckdriver Medium	19.25
31363 - Truckdriver Heavy	25.38
31364 - Truckdriver Tractor-Trailer	25.38
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.87
99050 - Desk Clerk	14.31
99095 - Embalmer	39.85
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	18.60
I	
99252 - Laboratory Animal Caretaker	19.66
II	
99260 - Marketing Analyst	32.92
99310 - Mortician	39.85
99410 - Pest Controller	20.42
99510 - Photofinishing Worker	16.82
99710 - Recycling Laborer	24.73
99711 - Recycling Specialist	28.18
99730 - Refuse Collector	22.92
99810 - Sales Clerk	14.13
99820 - School Crossing Guard	17.17
99830 - Survey Party Chief	31.38
99831 - Surveying Aide	20.76
99832 - Surveying Technician	28.55
99840 - Vending Machine Attendant	20.49
99841 - Vending Machine Repairer	23.60
99842 - Vending Machine Repairer	20.49
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or

\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

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

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

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

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



Standard Wage Determination No.: 2015-4101

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4101  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

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This wage determination applies to the following localities in Massachusetts:

Hampden county: Brimfield Holland

Worcester county: Hubbardston New Braintree Oakham Sturbridge Warren West  
Brookfield

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

<b>OCCUPATION CODE - TITLE</b>	<b>FOOTNOTE</b>	<b>RATE</b>
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		17.35
01012 - Accounting Clerk II		19.49
01013 - Accounting Clerk III		21.79
01020 - Administrative Assistant		28.46
01035 - Court Reporter		19.44

01041 - Customer Service Representative I	15.79
01042 - Customer Service Representative II	17.24
01043 - Customer Service Representative III	19.36
01051 - Data Entry Operator I	16.34
01052 - Data Entry Operator II	17.83
01060 - Dispatcher Motor Vehicle	22.18
01070 - Document Preparation Clerk	20.11
01090 - Duplicating Machine Operator	20.11
01111 - General Clerk I	15.18
01112 - General Clerk II	16.56
01113 - General Clerk III	18.59
01120 - Housing Referral Assistant	22.15
01141 - Messenger Courier	17.20
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.53
01261 - Personnel Assistant (Employment) I	17.48
01262 - Personnel Assistant (Employment) II	19.55
01263 - Personnel Assistant (Employment) III	21.79
01270 - Production Control Clerk	25.51
01290 - Rental Clerk	16.42
01300 - Scheduler Maintenance	17.77
01311 - Secretary I	17.77
01312 - Secretary II	19.87
01313 - Secretary III	22.15
01320 - Service Order Dispatcher	19.84
01410 - Supply Technician	28.46
01420 - Survey Worker	20.12
01460 - Switchboard Operator/Receptionist	16.08
01531 - Travel Clerk I	15.68
01532 - Travel Clerk II	17.08
01533 - Travel Clerk III	18.01
01611 - Word Processor I	15.82
01612 - Word Processor II	17.77
01613 - Word Processor III	19.87
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.72
Fiberglass	
05010 - Automotive Electrician	22.57
05040 - Automotive Glass Installer	21.73
05070 - Automotive Worker	21.73
05110 - Mobile Equipment Servicer	19.95

05130 - Motor Equipment Metal Mechanic	23.38
05160 - Motor Equipment Metal Worker	21.73
05190 - Motor Vehicle Mechanic	23.38
05220 - Motor Vehicle Mechanic	18.87
Helper	
05250 - Motor Vehicle Upholstery Worker	20.96
05280 - Motor Vehicle Wrecker	21.73
05310 - Painter Automotive	22.57
05340 - Radiator Repair Specialist	21.73
05370 - Tire Repairer	15.85
05400 - Transmission Repair Specialist	23.38
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.55
07041 - Cook I	17.82
07042 - Cook II	19.41
07070 - Dishwasher	13.27
07130 - Food Service Worker	14.13
07210 - Meat Cutter	21.53
07260 - Waiter/Waitress	13.75
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.70
09040 - Furniture Handler	15.46
09080 - Furniture Refinisher	21.02
09090 - Furniture Refinisher Helper	17.58
09110 - Furniture Repairer Minor	19.53
09130 - Upholsterer	21.02
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.87
11060 - Elevator Operator	14.87
11090 - Gardener	22.17
11122 - Housekeeping Aide	15.66
11150 - Janitor	15.66
11210 - Laborer Grounds Maintenance	18.40
11240 - Maid or Houseman	14.55
11260 - Pruner	17.06
11270 - Tractor Operator	20.97
11330 - Trail Maintenance Worker	18.40
11360 - Window Cleaner	16.89
12000 - Health Occupations	
12010 - Ambulance Driver	22.03
12011 - Breath Alcohol Technician	25.15
12012 - Certified Occupational Therapist Assistant	32.13

12015 - Certified Physical Therapist Assistant	29.60
12020 - Dental Assistant	24.70
12025 - Dental Hygienist	46.21
12030 - EKG Technician	39.33
12035 - Electroneurodiagnostic Technologist	39.33
12040 - Emergency Medical Technician	22.03
12071 - Licensed Practical Nurse I	22.49
12072 - Licensed Practical Nurse II	25.15
12073 - Licensed Practical Nurse III	28.03
12100 - Medical Assistant	19.47
12130 - Medical Laboratory Technician	25.81
12160 - Medical Record Clerk	19.73
12190 - Medical Record Technician	24.29
12195 - Medical Transcriptionist	20.11
12210 - Nuclear Medicine Technologist	55.27
12221 - Nursing Assistant I	12.87
12222 - Nursing Assistant II	14.46
12223 - Nursing Assistant III	15.78
12224 - Nursing Assistant IV	17.73
12235 - Optical Dispenser	27.03
12236 - Optical Technician	22.49
12250 - Pharmacy Technician	16.18
12280 - Phlebotomist	20.06
12305 - Radiologic Technologist	36.98
12311 - Registered Nurse I	29.56
12312 - Registered Nurse II	36.16
12313 - Registered Nurse II	36.16
12314 - Registered Nurse III	45.75
12315 - Registered Nurse III	43.75
12316 - Registered Nurse IV	52.44
12317 - Scheduler (Drug and Alcohol Testing)	31.15
12320 - Substance Abuse Treatment Counselor	25.58
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.43
13012 - Exhibits Specialist II	26.55
13013 - Exhibits Specialist III	32.47
13041 - Illustrator I	21.43
13042 - Illustrator II	26.55
13043 - Illustrator III	32.47
13047 - Librarian	29.40

13050 - Library Aide/Clerk	15.68
13054 - Library Information	26.55
<b>Technology Systems</b>	
<b>Administrator</b>	
13058 - Library Technician	18.75
13061 - Media Specialist I	19.16
13062 - Media Specialist II	21.43
13063 - Media Specialist III	23.88
13071 - Photographer I	18.61
13072 - Photographer II	20.81
13073 - Photographer III	25.78
13074 - Photographer IV	31.54
13075 - Photographer V	38.16
13090 - Technical Order Library	18.67
<b>Clerk</b>	
13110 - Video Teleconference	27.81
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	18.46
14042 - Computer Operator II	20.66
14043 - Computer Operator III	23.03
14044 - Computer Operator IV	25.59
14045 - Computer Operator V	26.19
14071 - Computer Programmer I	(see 1) 25.26
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	18.46
<b>Operator</b>	
14160 - Personal Computer Support	25.59
<b>Technician</b>	
14170 - System Support Specialist	43.01
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	32.09
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	38.83
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	46.53
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	32.09
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	39.71
15070 - Flight Instructor (Pilot)	46.53
15080 - Graphic Artist	27.61

15085 - Maintenance Test Pilot Fixed Jet/Prop	46.53
15086 - Maintenance Test Pilot Rotary Wing	46.53
15088 - Non-Maintenance Test/Co- Pilot	46.53
15090 - Technical Instructor	25.80
15095 - Technical Instructor/Course Developer	31.56
15110 - Test Proctor	20.83
15120 - Tutor	20.83
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.23
16030 - Counter Attendant	13.23
16040 - Dry Cleaner	15.11
16070 - Finisher Flatwork Machine	13.23
16090 - Presser Hand	13.23
16110 - Presser Machine Drycleaning	13.23
16130 - Presser Machine Shirts	13.23
16160 - Presser Machine Wearing Apparel Laundry	13.23
16190 - Sewing Machine Operator	15.93
16220 - Tailor	16.79
16250 - Washer Machine	13.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.72
19040 - Tool And Die Maker	29.36
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.98
21030 - Material Coordinator	25.51
21040 - Material Expediter	25.51
21050 - Material Handling Laborer	14.91
21071 - Order Filler	14.99
21080 - Production Line Worker (Food Processing)	18.98
21110 - Shipping Packer	19.31
21130 - Shipping/Receiving Clerk	19.31
21140 - Store Worker I	15.36
21150 - Stock Clerk	19.29
21210 - Tools And Parts Attendant	18.98
21410 - Warehouse Specialist	18.98
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.50

23019 - Aircraft Logs and Records	27.29
<b>Technician</b>	
23021 - Aircraft Mechanic I	30.44
23022 - Aircraft Mechanic II	31.50
23023 - Aircraft Mechanic III	32.52
23040 - Aircraft Mechanic Helper	24.63
23050 - Aircraft Painter	29.38
23060 - Aircraft Servicer	27.29
23070 - Aircraft Survival Flight	29.38
<b>Equipment Technician</b>	
23080 - Aircraft Worker	28.29
23091 - Aircrew Life Support	28.29
<b>Equipment (ALSE) Mechanic</b>	
<b>I</b>	
23092 - Aircrew Life Support	30.44
<b>Equipment (ALSE) Mechanic</b>	
<b>II</b>	
23110 - Appliance Mechanic	26.91
23120 - Bicycle Repairer	23.44
23125 - Cable Splicer	47.49
23130 - Carpenter Maintenance	26.86
23140 - Carpet Layer	28.29
23160 - Electrician Maintenance	33.62
23181 - Electronics Technician	27.56
<b>Maintenance I</b>	
23182 - Electronics Technician	28.61
<b>Maintenance II</b>	
23183 - Electronics Technician	29.64
<b>Maintenance III</b>	
23260 - Fabric Worker	27.29
23290 - Fire Alarm System Mechanic	32.95
23310 - Fire Extinguisher Repairer	25.98
23311 - Fuel Distribution System	29.84
<b>Mechanic</b>	
23312 - Fuel Distribution System	25.49
<b>Operator</b>	
23370 - General Maintenance Worker	21.60
23380 - Ground Support Equipment	30.44
<b>Mechanic</b>	
23381 - Ground Support Equipment	27.29
<b>Servicer</b>	
23382 - Ground Support Equipment	28.29
<b>Worker</b>	
23391 - Gunsmith I	25.98
23392 - Gunsmith II	28.29
23393 - Gunsmith III	30.44
23410 - Heating Ventilation And Air-	29.73
<b>Conditioning</b>	
<b>Mechanic</b>	

23411 - Heating Ventilation And Air Contidioning	30.77
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	30.15
23440 - Heavy Equipment Operator	30.30
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	29.38
23470 - Laborer	14.91
23510 - Locksmith	28.26
23530 - Machinery Maintenance	28.11
Mechanic	
23550 - Machinist Maintenance	23.21
23580 - Maintenance Trades Helper	17.99
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.30
23593 - Metrology Technician III	31.27
23640 - Millwright	26.84
23710 - Office Appliance Repairer	22.14
23760 - Painter Maintenance	23.20
23790 - Pipefitter Maintenance	30.38
23810 - Plumber Maintenance	29.32
23820 - Pneudraulic Systems Mechanic	30.44
23850 - Rigger	30.44
23870 - Scale Mechanic	28.29
23890 - Sheet-Metal Worker	33.15
Maintenance	
23910 - Small Engine Mechanic	21.86
23931 - Telecommunications Mechanic	29.96
I	
23932 - Telecommunications Mechanic	31.01
II	
23950 - Telephone Lineman	36.56
23960 - Welder Combination	22.39
Maintenance	
23965 - Well Driller	29.25
23970 - Woodcraft Worker	30.44
23980 - Woodworker	25.98
24000 - Personal Needs Occupations	
24550 - Case Manager	15.62
24570 - Child Care Attendant	14.09
24580 - Child Care Center Clerk	17.56
24610 - Chore Aide	15.26
24620 - Family Readiness And Support	15.62
Services	
Coordinator	
24630 - Homemaker	18.54
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	30.04



25040 - Sewage Plant Operator	29.09
25070 - Stationary Engineer	30.04
25190 - Ventilation Equipment Tender	24.25
25210 - Water Treatment Plant Operator	29.09
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.81
27007 - Baggage Inspector	14.97
27008 - Corrections Officer	30.32
27010 - Court Security Officer	29.72
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	30.32
27070 - Firefighter	29.12
27101 - Guard I	14.97
27102 - Guard II	18.61
27131 - Police Officer I	27.85
27132 - Police Officer II	30.95
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.01
28042 - Carnival Equipment Repairer	17.99
28043 - Carnival Worker	13.84
28210 - Gate Attendant/Gate Tender	18.03
28310 - Lifeguard	13.45
28350 - Park Attendant (Aide)	20.16
28510 - Recreation Aide/Health Facility Attendant	14.71
28515 - Recreation Specialist	24.98
28630 - Sports Official	16.05
28690 - Swimming Pool Operator	19.59
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.29
29020 - Hatch Tender	28.29
29030 - Line Handler	28.29
29041 - Stevedore I	27.29
29042 - Stevedore II	29.38
30000 - Technical Occupations	
30010 - Air Traffic Control	(see 2) 44.86
Specialist Center (HFO)	
30011 - Air Traffic Control	(see 2) 30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	19.95
30022 - Archeological Technician II	22.31
30023 - Archeological Technician III	27.64
30030 - Cartographic Technician	27.64
30040 - Civil Engineering Technician	28.42
30051 - Cryogenic Technician I	30.61

30052 - Cryogenic Technician II	33.81
30061 - Drafter/CAD Operator I	19.95
30062 - Drafter/CAD Operator II	22.31
30063 - Drafter/CAD Operator III	24.87
30064 - Drafter/CAD Operator IV	30.61
30081 - Engineering Technician I	17.69
30082 - Engineering Technician II	20.00
30083 - Engineering Technician III	22.37
30084 - Engineering Technician IV	27.71
30085 - Engineering Technician V	33.90
30086 - Engineering Technician VI	41.02
30090 - Environmental Technician	26.20
30095 - Evidence Control Specialist	27.64
30210 - Laboratory Technician	24.55
30221 - Latent Fingerprint Technician I	30.61
30222 - Latent Fingerprint Technician II	33.81
30240 - Mathematical Technician	28.82
30361 - Paralegal/Legal Assistant I	21.98
30362 - Paralegal/Legal Assistant II	27.23
30363 - Paralegal/Legal Assistant III	33.31
30364 - Paralegal/Legal Assistant IV	40.29
30375 - Petroleum Supply Specialist	33.81
30390 - Photo-Optics Technician	27.64
30395 - Radiation Control Technician	33.81
30461 - Technical Writer I	27.57
30462 - Technical Writer II	33.72
30463 - Technical Writer III	40.81
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	32.34
30502 - Weather Forecaster II	39.33
30620 - Weather Observer Combined (see 2)	24.87
30621 - Weather Observer Senior (see 2)	27.64
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49

31020 - Bus Aide	18.00
31030 - Bus Driver	24.05
31043 - Driver Courier	17.34
31260 - Parking and Lot Attendant	14.82
31290 - Shuttle Bus Driver	18.62
31310 - Taxi Driver	16.25
31361 - Truckdriver Light	18.33
31362 - Truckdriver Medium	19.25
31363 - Truckdriver Heavy	25.38
31364 - Truckdriver Tractor-Trailer	25.38
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.87
99050 - Desk Clerk	14.31
99095 - Embalmer	35.90
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	18.47
I	
99252 - Laboratory Animal Caretaker	19.51
II	
99260 - Marketing Analyst	32.92
99310 - Mortician	35.90
99410 - Pest Controller	19.97
99510 - Photofinishing Worker	15.33
99710 - Recycling Laborer	24.73
99711 - Recycling Specialist	28.18
99730 - Refuse Collector	22.92
99810 - Sales Clerk	14.08
99820 - School Crossing Guard	16.27
99830 - Survey Party Chief	28.06
99831 - Surveying Aide	18.38
99832 - Surveying Technician	25.17
99840 - Vending Machine Attendant	20.49
99841 - Vending Machine Repairer	23.60
99842 - Vending Machine Repairer	20.49
Helper	

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

stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 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 PARENTHESSES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

- (1) The application of systems analysis techniques and procedures including

consulting with users to determine hardware software or system functional specifications;

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

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

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

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

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent

information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

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

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

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

Standard Wage Determination No.: 2015-4103

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4103  
Revision No.: 19  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: Massachusetts

This wage determination applies to the following towns and cities in Worcester county: Auburn Barre Boylston Brookfield Charlton Clinton Douglas Dudley East Brookfield Grafton Holden Leicester Millbury North Brookfield Northborough Northbridge Oxford Paxton Princeton Rutland Shrewsbury Southbridge Spencer Sterling Sutton Uxbridge Webster West Boylston Westborough Worcester

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

<b>OCCUPATION CODE - TITLE</b>	<b>FOOTNOTE</b>	<b>RATE</b>
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		17.35
01012 - Accounting Clerk II		19.49
01013 - Accounting Clerk III		21.79
01020 - Administrative Assistant		28.46



01035 - Court Reporter	20.86
01041 - Customer Service Representative I	15.79
01042 - Customer Service Representative II	17.24
01043 - Customer Service Representative III	19.36
01051 - Data Entry Operator I	16.34
01052 - Data Entry Operator II	17.83
01060 - Dispatcher Motor Vehicle	22.18
01070 - Document Preparation Clerk	20.11
01090 - Duplicating Machine Operator	20.11
01111 - General Clerk I	15.18
01112 - General Clerk II	16.56
01113 - General Clerk III	18.59
01120 - Housing Referral Assistant	23.44
01141 - Messenger Courier	17.20
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.53
01261 - Personnel Assistant (Employment) I	17.48
01262 - Personnel Assistant (Employment) II	19.55
01263 - Personnel Assistant (Employment) III	21.79
01270 - Production Control Clerk	25.51
01290 - Rental Clerk	17.19
01300 - Scheduler Maintenance	18.80
01311 - Secretary I	18.80
01312 - Secretary II	21.03
01313 - Secretary III	23.44
01320 - Service Order Dispatcher	19.84
01410 - Supply Technician	28.46
01420 - Survey Worker	20.12
01460 - Switchboard Operator/Receptionist	16.08
01531 - Travel Clerk I	15.68
01532 - Travel Clerk II	17.08
01533 - Travel Clerk III	18.01
01611 - Word Processor I	16.11
01612 - Word Processor II	18.08
01613 - Word Processor III	20.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	24.65
<b>Fiberglass</b>	
05010 - Automotive Electrician	22.57
05040 - Automotive Glass Installer	21.73
05070 - Automotive Worker	21.73
05110 - Mobile Equipment Servicer	19.95

05130 - Motor Equipment Metal Mechanic	23.38
05160 - Motor Equipment Metal Worker	21.73
05190 - Motor Vehicle Mechanic	23.38
05220 - Motor Vehicle Mechanic	18.87
Helper	
05250 - Motor Vehicle Upholstery Worker	20.96
05280 - Motor Vehicle Wrecker	21.73
05310 - Painter Automotive	22.57
05340 - Radiator Repair Specialist	21.73
05370 - Tire Repairer	15.85
05400 - Transmission Repair Specialist	23.38
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.55
07041 - Cook I	17.82
07042 - Cook II	19.41
07070 - Dishwasher	13.27
07130 - Food Service Worker	14.13
07210 - Meat Cutter	21.53
07260 - Waiter/Waitress	13.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.70
09040 - Furniture Handler	15.46
09080 - Furniture Refinisher	21.02
09090 - Furniture Refinisher Helper	17.58
09110 - Furniture Repairer Minor	19.53
09130 - Upholsterer	21.02
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.87
11060 - Elevator Operator	14.87
11090 - Gardener	22.17
11122 - Housekeeping Aide	15.66
11150 - Janitor	15.66
11210 - Laborer Grounds Maintenance	18.40
11240 - Maid or Houseman	14.55
11260 - Pruner	17.06
11270 - Tractor Operator	20.97
11330 - Trail Maintenance Worker	18.40
11360 - Window Cleaner	16.89
12000 - Health Occupations	
12010 - Ambulance Driver	22.03
12011 - Breath Alcohol Technician	25.15
12012 - Certified Occupational Therapist Assistant	32.13

12015 - Certified Physical Therapist Assistant	29.60
12020 - Dental Assistant	24.70
12025 - Dental Hygienist	46.21
12030 - EKG Technician	39.33
12035 - Electroneurodiagnostic Technologist	39.33
12040 - Emergency Medical Technician	22.03
12071 - Licensed Practical Nurse I	22.49
12072 - Licensed Practical Nurse II	25.15
12073 - Licensed Practical Nurse III	28.03
12100 - Medical Assistant	19.47
12130 - Medical Laboratory Technician	25.81
12160 - Medical Record Clerk	19.73
12190 - Medical Record Technician	24.29
12195 - Medical Transcriptionist	20.99
12210 - Nuclear Medicine Technologist	55.27
12221 - Nursing Assistant I	12.87
12222 - Nursing Assistant II	14.46
12223 - Nursing Assistant III	15.78
12224 - Nursing Assistant IV	17.73
12235 - Optical Dispenser	27.06
12236 - Optical Technician	22.49
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	20.06
12305 - Radiologic Technologist	38.11
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II	40.19
12314 - Registered Nurse III	48.83
12315 - Registered Nurse III	48.63
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	31.15
12320 - Substance Abuse Treatment Counselor	25.58
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	21.90
13042 - Illustrator II	27.12
13043 - Illustrator III	33.18
13047 - Librarian	34.14

13050 - Library Aide/Clerk	16.25
13054 - Library Information	28.03
<b>Technology Systems</b>	
<b>Administrator</b>	
13058 - Library Technician	18.75
13061 - Media Specialist I	19.16
13062 - Media Specialist II	21.43
13063 - Media Specialist III	23.88
13071 - Photographer I	18.61
13072 - Photographer II	20.81
13073 - Photographer III	25.78
13074 - Photographer IV	31.54
13075 - Photographer V	38.16
13090 - Technical Order Library	18.67
<b>Clerk</b>	
13110 - Video Teleconference	27.81
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	19.71
14042 - Computer Operator II	22.05
14043 - Computer Operator III	24.58
14044 - Computer Operator IV	27.32
14045 - Computer Operator V	30.25
14071 - Computer Programmer I	(see 1) 25.26
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	19.71
<b>Operator</b>	
14160 - Personal Computer Support	27.32
<b>Technician</b>	
14170 - System Support Specialist	43.01
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	35.72
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	43.22
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	51.80
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	35.72
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	40.26
15070 - Flight Instructor (Pilot)	51.80
15080 - Graphic Artist	31.54

15085 - Maintenance Test Pilot Fixed Jet/Prop	46.53
15086 - Maintenance Test Pilot	46.53
Rotary Wing	
15088 - Non-Maintenance Test/Co- Pilot	46.53
15090 - Technical Instructor	25.80
15095 - Technical Instructor/Course Developer	31.56
15110 - Test Proctor	20.83
15120 - Tutor	20.83
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.23
16030 - Counter Attendant	13.23
16040 - Dry Cleaner	15.49
16070 - Finisher Flatwork Machine	13.23
16090 - Presser Hand	13.23
16110 - Presser Machine Drycleaning	13.23
16130 - Presser Machine Shirts	13.23
16160 - Presser Machine Wearing Apparel Laundry	13.23
16190 - Sewing Machine Operator	16.14
16220 - Tailor	16.79
16250 - Washer Machine	13.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.72
19040 - Tool And Die Maker	29.36
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.72
21030 - Material Coordinator	25.51
21040 - Material Expediter	25.51
21050 - Material Handling Laborer	14.91
21071 - Order Filler	16.17
21080 - Production Line Worker (Food Processing)	17.72
21110 - Shipping Packer	19.31
21130 - Shipping/Receiving Clerk	19.31
21140 - Store Worker I	15.36
21150 - Stock Clerk	19.29
21210 - Tools And Parts Attendant	17.72
21410 - Warehouse Specialist	17.72
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	35.77

23019 - Aircraft Logs and Records	28.09
<b>Technician</b>	
23021 - Aircraft Mechanic I	34.14
23022 - Aircraft Mechanic II	35.77
23023 - Aircraft Mechanic III	36.92
23040 - Aircraft Mechanic Helper	24.99
23050 - Aircraft Painter	29.50
23060 - Aircraft Servicer	28.09
23070 - Aircraft Survival Flight	29.50
<b>Equipment Technician</b>	
23080 - Aircraft Worker	29.08
23091 - Aircrew Life Support	29.08
<b>Equipment (ALSE) Mechanic</b>	
<b>I</b>	
23092 - Aircrew Life Support	34.14
<b>Equipment (ALSE) Mechanic</b>	
<b>II</b>	
23110 - Appliance Mechanic	29.38
23120 - Bicycle Repairer	24.78
23125 - Cable Splicer	47.49
23130 - Carpenter Maintenance	28.56
23140 - Carpet Layer	28.29
23160 - Electrician Maintenance	35.91
23181 - Electronics Technician	29.03
<b>Maintenance I</b>	
23182 - Electronics Technician	30.35
<b>Maintenance II</b>	
23183 - Electronics Technician	31.68
<b>Maintenance III</b>	
23260 - Fabric Worker	27.29
23290 - Fire Alarm System Mechanic	33.05
23310 - Fire Extinguisher Repairer	25.98
23311 - Fuel Distribution System	31.11
<b>Mechanic</b>	
23312 - Fuel Distribution System	25.49
<b>Operator</b>	
23370 - General Maintenance Worker	23.18
23380 - Ground Support Equipment	34.14
<b>Mechanic</b>	
23381 - Ground Support Equipment	28.09
<b>Servicer</b>	
23382 - Ground Support Equipment	29.08
<b>Worker</b>	
23391 - Gunsmith I	25.98
23392 - Gunsmith II	28.29
23393 - Gunsmith III	30.44
23410 - Heating Ventilation And Air-	29.73
<b>Conditioning</b>	
<b>Mechanic</b>	

23411 - Heating Ventilation And Air Contidioning	30.77
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	30.15
23440 - Heavy Equipment Operator	30.30
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	29.38
23470 - Laborer	15.05
23510 - Locksmith	28.26
23530 - Machinery Maintenance	28.11
Mechanic	
23550 - Machinist Maintenance	25.30
23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.30
23593 - Metrology Technician III	31.27
23640 - Millwright	29.11
23710 - Office Appliance Repairer	24.24
23760 - Painter Maintenance	24.24
23790 - Pipefitter Maintenance	30.38
23810 - Plumber Maintenance	29.32
23820 - Pneudraulic Systems Mechanic	30.44
23850 - Rigger	30.44
23870 - Scale Mechanic	28.29
23890 - Sheet-Metal Worker	33.15
Maintenance	
23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic	29.96
I	
23932 - Telecommunications Mechanic	31.01
II	
23950 - Telephone Lineman	36.83
23960 - Welder Combination	25.30
Maintenance	
23965 - Well Driller	29.28
23970 - Woodcraft Worker	30.44
23980 - Woodworker	25.98
24000 - Personal Needs Occupations	
24550 - Case Manager	15.78
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	15.26
24620 - Family Readiness And Support	15.78
Services	
Coordinator	
24630 - Homemaker	18.90
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	30.04

25040 - Sewage Plant Operator		29.09
25070 - Stationary Engineer		30.04
25190 - Ventilation Equipment Tender		24.25
25210 - Water Treatment Plant		29.09
<b>Operator</b>		
<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		22.81
27007 - Baggage Inspector		15.85
27008 - Corrections Officer		30.32
27010 - Court Security Officer		29.72
27030 - Detection Dog Handler		18.95
27040 - Detention Officer		30.32
27070 - Firefighter		29.12
27101 - Guard I		15.85
27102 - Guard II		18.95
27131 - Police Officer I		27.85
27132 - Police Officer II		30.95
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		17.01
28042 - Carnival Equipment Repairer		17.99
28043 - Carnival Worker		13.84
28210 - Gate Attendant/Gate Tender		18.03
28310 - Lifeguard		14.17
28350 - Park Attendant (Aide)		20.16
28510 - Recreation Aide/Health		14.71
<b>Facility Attendant</b>		
28515 - Recreation Specialist		24.98
28630 - Sports Official		16.05
28690 - Swimming Pool Operator		19.59
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		28.29
29020 - Hatch Tender		28.29
29030 - Line Handler		28.29
29041 - Stevedore I		27.29
29042 - Stevedore II		29.38
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	44.86
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	30.93
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		34.06
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		21.07
30022 - Archeological Technician II		23.57
30023 - Archeological Technician III		29.20
30030 - Cartographic Technician		29.20
30040 - Civil Engineering Technician		28.42
30051 - Cryogenic Technician I		30.61



30052 - Cryogenic Technician II	33.81
30061 - Drafter/CAD Operator I	21.07
30062 - Drafter/CAD Operator II	23.57
30063 - Drafter/CAD Operator III	26.27
30064 - Drafter/CAD Operator IV	32.34
30081 - Engineering Technician I	18.02
30082 - Engineering Technician II	20.24
30083 - Engineering Technician III	22.64
30084 - Engineering Technician IV	28.05
30085 - Engineering Technician V	34.31
30086 - Engineering Technician VI	41.50
30090 - Environmental Technician	26.74
30095 - Evidence Control Specialist	27.64
30210 - Laboratory Technician	24.55
30221 - Latent Fingerprint Technician I	30.61
30222 - Latent Fingerprint Technician II	33.81
30240 - Mathematical Technician	32.12
30361 - Paralegal/Legal Assistant I	21.98
30362 - Paralegal/Legal Assistant II	27.23
30363 - Paralegal/Legal Assistant III	33.31
30364 - Paralegal/Legal Assistant IV	40.29
30375 - Petroleum Supply Specialist	33.81
30390 - Photo-Optics Technician	29.20
30395 - Radiation Control Technician	33.81
30461 - Technical Writer I	28.66
30462 - Technical Writer II	35.06
30463 - Technical Writer III	42.43
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	32.34
30502 - Weather Forecaster II	39.33
30620 - Weather Observer Combined (see 2)	26.27
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49

31020 - Bus Aide	19.02
31030 - Bus Driver	24.05
31043 - Driver Courier	17.34
31260 - Parking and Lot Attendant	14.82
31290 - Shuttle Bus Driver	18.62
31310 - Taxi Driver	16.25
31361 - Truckdriver Light	18.33
31362 - Truckdriver Medium	19.25
31363 - Truckdriver Heavy	25.38
31364 - Truckdriver Tractor-Trailer	25.38
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.87
99050 - Desk Clerk	14.31
99095 - Embalmer	39.85
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	18.60
I	
99252 - Laboratory Animal Caretaker	19.66
II	
99260 - Marketing Analyst	32.92
99310 - Mortician	39.85
99410 - Pest Controller	20.42
99510 - Photofinishing Worker	16.82
99710 - Recycling Laborer	24.73
99711 - Recycling Specialist	28.18
99730 - Refuse Collector	22.92
99810 - Sales Clerk	14.13
99820 - School Crossing Guard	17.17
99830 - Survey Party Chief	31.42
99831 - Surveying Aide	20.79
99832 - Surveying Technician	28.55
99840 - Vending Machine Attendant	20.49
99841 - Vending Machine Repairer	23.60
99842 - Vending Machine Repairer	20.49
Helper	

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

stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 30 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

- (1) The application of systems analysis techniques and procedures including

consulting with users to determine hardware software or system functional specifications;

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

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

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

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

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent

information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

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

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

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

Standard Wage Determination No.: 2015-4105

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4105  
Revision No.: 17  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: Rhode Island

This wage determination is applicable to New Shoreham town in Washington County.

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

<b>OCCUPATION CODE - TITLE</b>	<b>FOOTNOTE</b>	<b>RATE</b>
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		17.29
01012 - Accounting Clerk II		19.24
01013 - Accounting Clerk III		21.52
01020 - Administrative Assistant		25.92
01035 - Court Reporter		19.73
01041 - Customer Service Representative I		13.31
01042 - Customer Service Representative II		14.97

01043 - Customer Service Representative III	16.34
01051 - Data Entry Operator I	16.04
01052 - Data Entry Operator II	17.29
01060 - Dispatcher Motor Vehicle	21.52
01070 - Document Preparation Clerk	17.28
01090 - Duplicating Machine Operator	17.28
01111 - General Clerk I	15.24
01112 - General Clerk II	16.63
01113 - General Clerk III	18.68
01120 - Housing Referral Assistant	21.99
01141 - Messenger Courier	15.24
01191 - Order Clerk I	15.84
01192 - Order Clerk II	17.79
01261 - Personnel Assistant (Employment) I	18.15
01262 - Personnel Assistant (Employment) II	20.30
01263 - Personnel Assistant (Employment) III	22.63
01270 - Production Control Clerk	24.08
01290 - Rental Clerk	15.58
01300 - Scheduler Maintenance	17.64
01311 - Secretary I	17.64
01312 - Secretary II	19.73
01313 - Secretary III	21.99
01320 - Service Order Dispatcher	19.26
01410 - Supply Technician	25.92
01420 - Survey Worker	20.36
01460 - Switchboard Operator/Receptionist	16.45
01531 - Travel Clerk I	15.62
01532 - Travel Clerk II	16.58
01533 - Travel Clerk III	17.38
01611 - Word Processor I	17.15
01612 - Word Processor II	19.23
01613 - Word Processor III	21.52
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.84
<b>Fiberglass</b>	
05010 - Automotive Electrician	19.62
05040 - Automotive Glass Installer	18.84
05070 - Automotive Worker	18.84
05110 - Mobile Equipment Servicer	17.28
05130 - Motor Equipment Metal	20.43
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	18.84
05190 - Motor Vehicle Mechanic	20.43



05220 - Motor Vehicle Mechanic	16.46
Helper	
05250 - Motor Vehicle Upholstery	18.03
Worker	
05280 - Motor Vehicle Wrecker	18.84
05310 - Painter Automotive	19.87
05340 - Radiator Repair Specialist	18.84
05370 - Tire Repairer	17.35
05400 - Transmission Repair	20.43
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.88
07041 - Cook I	16.98
07042 - Cook II	18.55
07070 - Dishwasher	11.20
07130 - Food Service Worker	12.44
07210 - Meat Cutter	19.12
07260 - Waiter/Waitress	12.77
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.91
09040 - Furniture Handler	13.57
09080 - Furniture Refinisher	18.74
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer Minor	17.21
09130 - Upholsterer	19.03
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.09
11060 - Elevator Operator	14.48
11090 - Gardener	18.13
11122 - Housekeeping Aide	14.48
11150 - Janitor	14.48
11210 - Laborer Grounds Maintenance	16.16
11240 - Maid or Houseman	14.58
11260 - Pruner	15.00
11270 - Tractor Operator	18.06
11330 - Trail Maintenance Worker	16.16
11360 - Window Cleaner	15.80
12000 - Health Occupations	
12010 - Ambulance Driver	19.33
12011 - Breath Alcohol Technician	25.38
12012 - Certified Occupational	26.74
Therapist Assistant	
12015 - Certified Physical Therapist	27.70
Assistant	
12020 - Dental Assistant	20.21
12025 - Dental Hygienist	36.65

12030 - EKG Technician	31.42
12035 - Electroneurodiagnostic Technologist	31.42
12040 - Emergency Medical Technician	19.33
12071 - Licensed Practical Nurse I	22.70
12072 - Licensed Practical Nurse II	25.38
12073 - Licensed Practical Nurse III	28.29
12100 - Medical Assistant	17.63
12130 - Medical Laboratory Technician	26.51
12160 - Medical Record Clerk	18.91
12190 - Medical Record Technician	21.15
12195 - Medical Transcriptionist	17.27
12210 - Nuclear Medicine Technologist	44.13
12221 - Nursing Assistant I	13.09
12222 - Nursing Assistant II	14.71
12223 - Nursing Assistant III	16.05
12224 - Nursing Assistant IV	18.03
12235 - Optical Dispenser	23.22
12236 - Optical Technician	17.96
12250 - Pharmacy Technician	17.57
12280 - Phlebotomist	18.60
12305 - Radiologic Technologist	34.82
12311 - Registered Nurse I	26.72
12312 - Registered Nurse II	32.68
12313 - Registered Nurse II Specialist	32.68
12314 - Registered Nurse III	39.53
12315 - Registered Nurse III Anesthetist	39.53
12316 - Registered Nurse IV	47.38
12317 - Scheduler (Drug and Alcohol Testing)	23.94
12320 - Substance Abuse Treatment Counselor	25.41
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.56
13012 - Exhibits Specialist II	29.18
13013 - Exhibits Specialist III	35.70
13041 - Illustrator I	21.51
13042 - Illustrator II	29.18
13043 - Illustrator III	33.51
13047 - Librarian	32.32
13050 - Library Aide/Clerk	14.32
13054 - Library Information Technology Systems Administrator	29.18

13058 - Library Technician	19.18
13061 - Media Specialist I	21.07
13062 - Media Specialist II	23.56
13063 - Media Specialist III	26.26
13071 - Photographer I	18.92
13072 - Photographer II	21.16
13073 - Photographer III	27.67
13074 - Photographer IV	32.06
13075 - Photographer V	38.80
13090 - Technical Order Library Clerk	19.42
13110 - Video Teleconference Technician	20.67
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.08
14042 - Computer Operator II	20.22
14043 - Computer Operator III	22.54
14044 - Computer Operator IV	25.05
14045 - Computer Operator V	27.74
14071 - Computer Programmer I	(see 1) 25.43
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	18.08
14160 - Personal Computer Support Technician	25.05
14170 - System Support Specialist	27.74
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	32.55
15020 - Aircrew Training Devices Instructor (Rated)	39.40
15030 - Air Crew Training Devices Instructor (Pilot)	47.21
15050 - Computer Based Training Specialist / Instructor	31.42
15060 - Educational Technologist	28.92
15070 - Flight Instructor (Pilot)	47.21
15080 - Graphic Artist	33.41
15085 - Maintenance Test Pilot Fixed Jet/Prop	47.21
15086 - Maintenance Test Pilot Rotary Wing	47.21

15088 - Non-Maintenance Test/Co-Pilot	47.21
15090 - Technical Instructor	27.23
15095 - Technical Instructor/Course Developer	31.49
15110 - Test Proctor	21.97
15120 - Tutor	21.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.51
16030 - Counter Attendant	14.51
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.51
16090 - Presser Hand	14.51
16110 - Presser Machine Drycleaning	14.51
16130 - Presser Machine Shirts	14.51
16160 - Presser Machine Wearing Apparel Laundry	14.51
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.30
19040 - Tool And Die Maker	24.80
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.51
21030 - Material Coordinator	24.90
21040 - Material Expediter	24.90
21050 - Material Handling Laborer	15.49
21071 - Order Filler	13.72
21080 - Production Line Worker (Food Processing)	18.51
21110 - Shipping Packer	17.02
21130 - Shipping/Receiving Clerk	17.02
21140 - Store Worker I	14.06
21150 - Stock Clerk	18.10
21210 - Tools And Parts Attendant	18.51
21410 - Warehouse Specialist	18.51
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.68
23019 - Aircraft Logs and Records Technician	22.85
23021 - Aircraft Mechanic I	27.32
23022 - Aircraft Mechanic II	28.68
23023 - Aircraft Mechanic III	30.12

23040 - Aircraft Mechanic Helper	21.86
23050 - Aircraft Painter	25.18
23060 - Aircraft Servicer	22.85
23070 - Aircraft Survival Flight	25.18
Equipment Technician	
23080 - Aircraft Worker	24.04
23091 - Aircrew Life Support	24.04
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	27.32
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	21.48
23120 - Bicycle Repairer	17.62
23125 - Cable Splicer	32.71
23130 - Carpenter Maintenance	24.37
23140 - Carpet Layer	20.89
23160 - Electrician Maintenance	28.51
23181 - Electronics Technician	29.28
Maintenance I	
23182 - Electronics Technician	30.81
Maintenance II	
23183 - Electronics Technician	32.06
Maintenance III	
23260 - Fabric Worker	20.88
23290 - Fire Alarm System Mechanic	23.68
23310 - Fire Extinguisher Repairer	23.46
23311 - Fuel Distribution System	28.31
Mechanic	
23312 - Fuel Distribution System	23.96
Operator	
23370 - General Maintenance Worker	21.69
23380 - Ground Support Equipment	27.32
Mechanic	
23381 - Ground Support Equipment	22.85
Servicer	
23382 - Ground Support Equipment	24.04
Worker	
23391 - Gunsmith I	23.46
23392 - Gunsmith II	25.56
23393 - Gunsmith III	27.73
23410 - Heating Ventilation And Air-	26.64
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	27.66
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.29
23440 - Heavy Equipment Operator	30.34

23460 - Instrument Mechanic	27.73
23465 - Laboratory/Shelter Mechanic	26.64
23470 - Laborer	15.49
23510 - Locksmith	21.66
23530 - Machinery Maintenance	24.48
<b>Mechanic</b>	
23550 - Machinist Maintenance	22.16
23580 - Maintenance Trades Helper	17.42
23591 - Metrology Technician I	27.73
23592 - Metrology Technician II	28.78
23593 - Metrology Technician III	29.89
23640 - Millwright	30.07
23710 - Office Appliance Repairer	22.11
23760 - Painter Maintenance	20.02
23790 - Pipefitter Maintenance	28.64
23810 - Plumber Maintenance	27.65
23820 - Pneudraulic Systems Mechanic	27.73
23850 - Rigger	27.73
23870 - Scale Mechanic	25.56
23890 - Sheet-Metal Worker	25.47
<b>Maintenance</b>	
23910 - Small Engine Mechanic	19.07
23931 - Telecommunications Mechanic	28.70
<b>I</b>	
23932 - Telecommunications Mechanic	29.79
<b>II</b>	
23950 - Telephone Lineman	31.78
23960 - Welder Combination	24.49
<b>Maintenance</b>	
23965 - Well Driller	27.57
23970 - Woodcraft Worker	28.89
23980 - Woodworker	19.38
24000 - Personal Needs Occupations	
24550 - Case Manager	16.36
24570 - Child Care Attendant	12.81
24580 - Child Care Center Clerk	15.73
24610 - Chore Aide	14.37
24620 - Family Readiness And Support	16.36
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	17.05
25000 - Plant And System Operations	
<b>Occupations</b>	
25010 - Boiler Tender	28.33
25040 - Sewage Plant Operator	24.64
25070 - Stationary Engineer	28.33
25190 - Ventilation Equipment Tender	22.73
25210 - Water Treatment Plant	24.64
<b>Operator</b>	

<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		21.53
27007 - Baggage Inspector		14.83
27008 - Corrections Officer		27.66
27010 - Court Security Officer		28.06
27030 - Detection Dog Handler		16.58
27040 - Detention Officer		27.66
27070 - Firefighter		28.12
27101 - Guard I		14.83
27102 - Guard II		16.58
27131 - Police Officer I		28.28
27132 - Police Officer II		31.43
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		14.83
28042 - Carnival Equipment Repairer		15.58
28043 - Carnival Worker		12.36
28210 - Gate Attendant/Gate Tender		16.50
28310 - Lifeguard		14.08
28350 - Park Attendant (Aide)		18.45
28510 - Recreation Aide/Health		13.46
<b>Facility Attendant</b>		
28515 - Recreation Specialist		22.37
28630 - Sports Official		14.69
28690 - Swimming Pool Operator		21.21
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		28.63
29020 - Hatch Tender		28.63
29030 - Line Handler		28.63
29041 - Stevedore I		27.03
29042 - Stevedore II		29.82
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	44.86
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	30.93
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		34.06
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		20.28
30022 - Archeological Technician II		21.05
30023 - Archeological Technician III		26.08
30030 - Cartographic Technician		26.08
30040 - Civil Engineering Technician		26.06
30051 - Cryogenic Technician I		28.15
30052 - Cryogenic Technician II		31.09
30061 - Drafter/CAD Operator I		20.28
30062 - Drafter/CAD Operator II		21.05
30063 - Drafter/CAD Operator III		23.46
30064 - Drafter/CAD Operator IV		28.88

30081 - Engineering Technician I	17.19
30082 - Engineering Technician II	19.30
30083 - Engineering Technician III	21.59
30084 - Engineering Technician IV	26.75
30085 - Engineering Technician V	32.72
30086 - Engineering Technician VI	39.58
30090 - Environmental Technician	24.31
30095 - Evidence Control Specialist	25.41
30210 - Laboratory Technician	24.71
30221 - Latent Fingerprint Technician I	28.15
30222 - Latent Fingerprint Technician II	31.09
30240 - Mathematical Technician	30.41
30361 - Paralegal/Legal Assistant I	19.91
30362 - Paralegal/Legal Assistant II	24.67
30363 - Paralegal/Legal Assistant	30.18
III	
30364 - Paralegal/Legal Assistant IV	36.51
30375 - Petroleum Supply Specialist	31.09
30390 - Photo-Optics Technician	26.08
30395 - Radiation Control Technician	31.09
30461 - Technical Writer I	27.40
30462 - Technical Writer II	33.52
30463 - Technical Writer III	40.56
30491 - Unexploded Ordnance (UXO)	28.51
Technician I	
30492 - Unexploded Ordnance (UXO)	34.49
Technician II	
30493 - Unexploded Ordnance (UXO)	41.34
Technician III	
30494 - Unexploded (UXO) Safety	28.51
Escort	
30495 - Unexploded (UXO) Sweep	28.51
Personnel	
30501 - Weather Forecaster I	28.88
30502 - Weather Forecaster II	35.14
30620 - Weather Observer Combined (see 2)	23.46
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	26.08
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	14.29
31030 - Bus Driver	18.35
31043 - Driver Courier	16.85
31260 - Parking and Lot Attendant	13.21
31290 - Shuttle Bus Driver	17.70



31310 - Taxi Driver	14.30
31361 - Truckdriver Light	17.70
31362 - Truckdriver Medium	18.47
31363 - Truckdriver Heavy	23.69
31364 - Truckdriver Tractor-Trailer	23.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	12.77
99050 - Desk Clerk	14.08
99095 - Embalmer	30.13
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	15.95
I	
99252 - Laboratory Animal Caretaker	16.76
II	
99260 - Marketing Analyst	31.09
99310 - Mortician	30.56
99410 - Pest Controller	17.91
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	20.10
99711 - Recycling Specialist	24.46
99730 - Refuse Collector	19.13
99810 - Sales Clerk	14.26
99820 - School Crossing Guard	16.53
99830 - Survey Party Chief	22.87
99831 - Surveying Aide	17.34
99832 - Surveying Technician	21.39
99840 - Vending Machine Attendant	16.74
99841 - Vending Machine Repairer	19.20
99842 - Vending Machine Repairer	16.74
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or

\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

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

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

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

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

Standard Wage Determination No.: 2015-4107

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4107  
Revision No.: 19  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: Connecticut

This wage determination applies only to Windham County: Canterbury Town

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

<b>OCCUPATION CODE - TITLE</b>	<b>FOOTNOTE</b>	<b>RATE</b>
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		16.79
01012 - Accounting Clerk II		18.80
01013 - Accounting Clerk III		21.03
01020 - Administrative Assistant		31.06
01035 - Court Reporter		20.33
01041 - Customer Service Representative I		13.86
01042 - Customer Service Representative II		15.12

01043 - Customer Service Representative III	16.98
01051 - Data Entry Operator I	17.78
01052 - Data Entry Operator II	19.40
01060 - Dispatcher Motor Vehicle	19.65
01070 - Document Preparation Clerk	16.19
01090 - Duplicating Machine Operator	16.19
01111 - General Clerk I	14.94
01112 - General Clerk II	16.30
01113 - General Clerk III	18.31
01120 - Housing Referral Assistant	22.66
01141 - Messenger Courier	14.44
01191 - Order Clerk I	16.93
01192 - Order Clerk II	20.24
01261 - Personnel Assistant (Employment) I	18.32
01262 - Personnel Assistant (Employment) II	20.49
01263 - Personnel Assistant (Employment) III	22.85
01270 - Production Control Clerk	30.24
01290 - Rental Clerk	15.52
01300 - Scheduler Maintenance	18.18
01311 - Secretary I	18.18
01312 - Secretary II	20.33
01313 - Secretary III	22.66
01320 - Service Order Dispatcher	19.27
01410 - Supply Technician	31.06
01420 - Survey Worker	21.79
01460 - Switchboard Operator/Receptionist	16.69
01531 - Travel Clerk I	12.82
01532 - Travel Clerk II	13.94
01533 - Travel Clerk III	14.66
01611 - Word Processor I	16.69
01612 - Word Processor II	18.73
01613 - Word Processor III	20.33
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.02
Fiberglass	
05010 - Automotive Electrician	22.65
05040 - Automotive Glass Installer	21.90
05070 - Automotive Worker	21.90
05110 - Mobile Equipment Servicer	20.56
05130 - Motor Equipment Metal	23.27
Mechanic	
05160 - Motor Equipment Metal Worker	21.90
05190 - Motor Vehicle Mechanic	22.41

05220 - Motor Vehicle Mechanic	19.81
Helper	
05250 - Motor Vehicle Upholstery	21.27
Worker	
05280 - Motor Vehicle Wrecker	21.90
05310 - Painter Automotive	21.67
05340 - Radiator Repair Specialist	20.89
05370 - Tire Repairer	19.00
05400 - Transmission Repair	22.41
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.64
07041 - Cook I	17.26
07042 - Cook II	18.63
07070 - Dishwasher	12.37
07130 - Food Service Worker	13.50
07210 - Meat Cutter	23.23
07260 - Waiter/Waitress	12.51
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	28.95
09040 - Furniture Handler	21.82
09080 - Furniture Refinisher	28.95
09090 - Furniture Refinisher Helper	24.78
09110 - Furniture Repairer Minor	26.88
09130 - Upholsterer	28.95
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.04
11060 - Elevator Operator	15.02
11090 - Gardener	19.75
11122 - Housekeeping Aide	15.02
11150 - Janitor	15.02
11210 - Laborer Grounds Maintenance	16.68
11240 - Maid or Houseman	12.84
11260 - Pruner	15.46
11270 - Tractor Operator	18.94
11330 - Trail Maintenance Worker	16.68
11360 - Window Cleaner	16.20
12000 - Health Occupations	
12010 - Ambulance Driver	22.23
12011 - Breath Alcohol Technician	24.61
12012 - Certified Occupational	33.41
Therapist Assistant	
12015 - Certified Physical Therapist	32.66
Assistant	
12020 - Dental Assistant	23.15
12025 - Dental Hygienist	43.21



12030 - EKG Technician	37.28
12035 - Electroneurodiagnostic Technologist	37.28
12040 - Emergency Medical Technician	22.23
12071 - Licensed Practical Nurse I	22.06
12072 - Licensed Practical Nurse II	24.69
12073 - Licensed Practical Nurse III	27.52
12100 - Medical Assistant	19.03
12130 - Medical Laboratory Technician	33.31
12160 - Medical Record Clerk	20.43
12190 - Medical Record Technician	24.97
12195 - Medical Transcriptionist	22.06
12210 - Nuclear Medicine Technologist	54.07
12221 - Nursing Assistant I	12.34
12222 - Nursing Assistant II	14.36
12223 - Nursing Assistant III	15.67
12224 - Nursing Assistant IV	17.00
12235 - Optical Dispenser	29.16
12236 - Optical Technician	22.06
12250 - Pharmacy Technician	16.99
12280 - Phlebotomist	19.71
12305 - Radiologic Technologist	37.28
12311 - Registered Nurse I	27.91
12312 - Registered Nurse II	34.14
12313 - Registered Nurse II Specialist	34.14
12314 - Registered Nurse III	41.30
12315 - Registered Nurse III Anesthetist	41.30
12316 - Registered Nurse IV	49.50
12317 - Scheduler (Drug and Alcohol Testing)	30.48
12320 - Substance Abuse Treatment Counselor	27.44
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.71
13012 - Exhibits Specialist II	28.13
13013 - Exhibits Specialist III	34.42
13041 - Illustrator I	23.40
13042 - Illustrator II	29.00
13043 - Illustrator III	35.47
13047 - Librarian	30.65
13050 - Library Aide/Clerk	16.30
13054 - Library Information Technology Systems Administrator	27.68

13058 - Library Technician	18.44
13061 - Media Specialist I	19.97
13062 - Media Specialist II	22.35
13063 - Media Specialist III	24.91
13071 - Photographer I	19.05
13072 - Photographer II	21.93
13073 - Photographer III	27.17
13074 - Photographer IV	33.24
13075 - Photographer V	40.21
13090 - Technical Order Library	20.48
<b>Clerk</b>	
13110 - Video Teleconference	22.40
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	18.38
14042 - Computer Operator II	20.56
14043 - Computer Operator III	22.94
14044 - Computer Operator IV	26.63
14045 - Computer Operator V	29.50
14071 - Computer Programmer I	(see 1) 25.27
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	18.38
<b>Operator</b>	
14160 - Personal Computer Support	29.29
<b>Technician</b>	
14170 - System Support Specialist	33.79
<b>15000 - Instructional Occupations</b>	
15010 - Aircrew Training Devices	31.94
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	38.65
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	46.32
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	31.94
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	38.38
15070 - Flight Instructor (Pilot)	46.32
15080 - Graphic Artist	27.86
15085 - Maintenance Test Pilot Fixed	46.32
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	46.32
<b>Rotary Wing</b>	

15088 - Non-Maintenance Test/Co-Pilot	46.32
15090 - Technical Instructor	34.08
15095 - Technical Instructor/Course Developer	41.69
15110 - Test Proctor	27.51
15120 - Tutor	27.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.23
16030 - Counter Attendant	13.23
16040 - Dry Cleaner	15.11
16070 - Finisher Flatwork Machine	13.23
16090 - Presser Hand	13.23
16110 - Presser Machine Drycleaning	13.23
16130 - Presser Machine Shirts	13.23
16160 - Presser Machine Wearing Apparel Laundry	13.23
16190 - Sewing Machine Operator	15.93
16220 - Tailor	16.79
16250 - Washer Machine	13.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	31.85
19040 - Tool And Die Maker	36.35
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.31
21030 - Material Coordinator	30.24
21040 - Material Expediter	30.24
21050 - Material Handling Laborer	15.84
21071 - Order Filler	15.76
21080 - Production Line Worker (Food Processing)	20.31
21110 - Shipping Packer	17.68
21130 - Shipping/Receiving Clerk	17.68
21140 - Store Worker I	15.32
21150 - Stock Clerk	19.14
21210 - Tools And Parts Attendant	20.31
21410 - Warehouse Specialist	20.31
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.58
23019 - Aircraft Logs and Records Technician	31.74
23021 - Aircraft Mechanic I	35.33
23022 - Aircraft Mechanic II	36.58
23023 - Aircraft Mechanic III	37.76

23040 - Aircraft Mechanic Helper	29.25
23050 - Aircraft Painter	34.17
23060 - Aircraft Servicer	31.74
23070 - Aircraft Survival Flight	34.17
Equipment Technician	
23080 - Aircraft Worker	32.93
23091 - Aircrew Life Support	32.93
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	35.33
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	31.85
23120 - Bicycle Repairer	28.44
23125 - Cable Splicer	42.75
23130 - Carpenter Maintenance	26.57
23140 - Carpet Layer	30.70
23160 - Electrician Maintenance	28.21
23181 - Electronics Technician	32.03
Maintenance I	
23182 - Electronics Technician	33.23
Maintenance II	
23183 - Electronics Technician	34.36
Maintenance III	
23260 - Fabric Worker	29.57
23290 - Fire Alarm System Mechanic	32.69
23310 - Fire Extinguisher Repairer	28.44
23311 - Fuel Distribution System	41.46
Mechanic	
23312 - Fuel Distribution System	35.81
Operator	
23370 - General Maintenance Worker	24.47
23380 - Ground Support Equipment	35.33
Mechanic	
23381 - Ground Support Equipment	31.74
Servicer	
23382 - Ground Support Equipment	32.93
Worker	
23391 - Gunsmith I	28.44
23392 - Gunsmith II	30.70
23393 - Gunsmith III	32.93
23410 - Heating Ventilation And Air-	29.31
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	30.35
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.28
23440 - Heavy Equipment Operator	29.78

23460 - Instrument Mechanic	32.93
23465 - Laboratory/Shelter Mechanic	31.85
23470 - Laborer	14.85
23510 - Locksmith	31.85
23530 - Machinery Maintenance	41.35
<b>Mechanic</b>	
23550 - Machinist Maintenance	28.26
23580 - Maintenance Trades Helper	25.80
23591 - Metrology Technician I	32.93
23592 - Metrology Technician II	34.10
23593 - Metrology Technician III	35.19
23640 - Millwright	32.93
23710 - Office Appliance Repairer	31.85
23760 - Painter Maintenance	25.59
23790 - Pipefitter Maintenance	29.82
23810 - Plumber Maintenance	28.84
23820 - Pneudraulic Systems Mechanic	32.93
23850 - Rigger	31.42
23870 - Scale Mechanic	30.70
23890 - Sheet-Metal Worker	26.97
<b>Maintenance</b>	
23910 - Small Engine Mechanic	30.47
23931 - Telecommunications Mechanic	32.93
<b>I</b>	
23932 - Telecommunications Mechanic	34.10
<b>II</b>	
23950 - Telephone Lineman	32.93
23960 - Welder Combination	30.39
<b>Maintenance</b>	
23965 - Well Driller	32.93
23970 - Woodcraft Worker	32.93
23980 - Woodworker	28.44
24000 - Personal Needs Occupations	
24550 - Case Manager	20.60
24570 - Child Care Attendant	13.75
24580 - Child Care Center Clerk	17.44
24610 - Chore Aide	14.76
24620 - Family Readiness And Support	20.60
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	22.09
25000 - Plant And System Operations	
<b>Occupations</b>	
25010 - Boiler Tender	28.56
25040 - Sewage Plant Operator	33.45
25070 - Stationary Engineer	28.56
25190 - Ventilation Equipment Tender	23.56
25210 - Water Treatment Plant	33.45
<b>Operator</b>	

<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		26.72
27007 - Baggage Inspector		17.49
27008 - Corrections Officer		27.19
27010 - Court Security Officer		27.19
27030 - Detection Dog Handler		19.88
27040 - Detention Officer		27.19
27070 - Firefighter		27.05
27101 - Guard I		17.49
27102 - Guard II		19.88
27131 - Police Officer I		31.92
27132 - Police Officer II		35.48
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		15.92
28042 - Carnival Equipment Repairer		16.61
28043 - Carnival Worker		13.00
28210 - Gate Attendant/Gate Tender		19.10
28310 - Lifeguard		13.72
28350 - Park Attendant (Aide)		21.37
28510 - Recreation Aide/Health		15.59
<b>Facility Attendant</b>		
28515 - Recreation Specialist		26.47
28630 - Sports Official		17.01
28690 - Swimming Pool Operator		17.92
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		32.22
29020 - Hatch Tender		32.22
29030 - Line Handler		32.22
29041 - Stevedore I		31.04
29042 - Stevedore II		33.44
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	44.86
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	30.93
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		34.06
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		18.88
30022 - Archeological Technician II		21.95
30023 - Archeological Technician III		26.41
30030 - Cartographic Technician		26.66
30040 - Civil Engineering Technician		30.90
30051 - Cryogenic Technician I		28.98
30052 - Cryogenic Technician II		32.01
30061 - Drafter/CAD Operator I		18.88
30062 - Drafter/CAD Operator II		21.95
30063 - Drafter/CAD Operator III		23.55
30064 - Drafter/CAD Operator IV		28.98

30081 - Engineering Technician I	17.54
30082 - Engineering Technician II	19.69
30083 - Engineering Technician III	22.04
30084 - Engineering Technician IV	27.30
30085 - Engineering Technician V	33.39
30086 - Engineering Technician VI	40.39
30090 - Environmental Technician	26.17
30095 - Evidence Control Specialist	26.17
30210 - Laboratory Technician	26.96
30221 - Latent Fingerprint Technician I	28.98
30222 - Latent Fingerprint Technician II	32.01
30240 - Mathematical Technician	26.66
30361 - Paralegal/Legal Assistant I	20.93
30362 - Paralegal/Legal Assistant II	25.93
30363 - Paralegal/Legal Assistant	31.72
III	
30364 - Paralegal/Legal Assistant IV	38.39
30375 - Petroleum Supply Specialist	32.01
30390 - Photo-Optics Technician	26.66
30395 - Radiation Control Technician	32.01
30461 - Technical Writer I	27.82
30462 - Technical Writer II	34.03
30463 - Technical Writer III	41.18
30491 - Unexploded Ordnance (UXO)	28.51
Technician I	
30492 - Unexploded Ordnance (UXO)	34.49
Technician II	
30493 - Unexploded Ordnance (UXO)	41.34
Technician III	
30494 - Unexploded (UXO) Safety	28.51
Escort	
30495 - Unexploded (UXO) Sweep	28.51
Personnel	
30501 - Weather Forecaster I	28.98
30502 - Weather Forecaster II	35.24
30620 - Weather Observer Combined (see 2)	23.55
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	26.17
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	16.46
31030 - Bus Driver	22.14
31043 - Driver Courier	15.79
31260 - Parking and Lot Attendant	13.79
31290 - Shuttle Bus Driver	16.47

31310 - Taxi Driver	15.98
31361 - Truckdriver Light	16.47
31362 - Truckdriver Medium	19.84
31363 - Truckdriver Heavy	22.97
31364 - Truckdriver Tractor-Trailer	22.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	12.48
99050 - Desk Clerk	13.94
99095 - Embalmer	34.36
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	17.56
I	
99252 - Laboratory Animal Caretaker	18.47
II	
99260 - Marketing Analyst	24.78
99310 - Mortician	34.36
99410 - Pest Controller	21.95
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	20.45
99711 - Recycling Specialist	23.22
99730 - Refuse Collector	18.96
99810 - Sales Clerk	13.72
99820 - School Crossing Guard	14.56
99830 - Survey Party Chief	31.82
99831 - Surveying Aide	19.92
99832 - Surveying Technician	24.09
99840 - Vending Machine Attendant	20.13
99841 - Vending Machine Repairer	22.67
99842 - Vending Machine Repairer	20.13
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or



\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

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

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

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

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

Standard Wage Determination No.: 2015-4109

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4109  
Revision No.: 19  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: Rhode Island

This wage determination applies to the following towns in WASHINGTON County:  
Hopkinton Westerly

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

<b>OCCUPATION CODE - TITLE</b>	<b>FOOTNOTE</b>	<b>RATE</b>
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		16.79
01012 - Accounting Clerk II		18.80
01013 - Accounting Clerk III		21.03
01020 - Administrative Assistant		31.06
01035 - Court Reporter		21.64
01041 - Customer Service Representative I		15.48

01042 - Customer Service Representative II	17.40
01043 - Customer Service Representative III	18.99
01051 - Data Entry Operator I	17.78
01052 - Data Entry Operator II	19.40
01060 - Dispatcher Motor Vehicle	19.65
01070 - Document Preparation Clerk	16.19
01090 - Duplicating Machine Operator	16.19
01111 - General Clerk I	14.94
01112 - General Clerk II	16.30
01113 - General Clerk III	18.31
01120 - Housing Referral Assistant	22.66
01141 - Messenger Courier	14.44
01191 - Order Clerk I	18.46
01192 - Order Clerk II	20.54
01261 - Personnel Assistant (Employment) I	18.32
01262 - Personnel Assistant (Employment) II	20.49
01263 - Personnel Assistant (Employment) III	22.85
01270 - Production Control Clerk	27.49
01290 - Rental Clerk	15.52
01300 - Scheduler Maintenance	18.18
01311 - Secretary I	18.18
01312 - Secretary II	20.33
01313 - Secretary III	22.66
01320 - Service Order Dispatcher	19.27
01410 - Supply Technician	31.06
01420 - Survey Worker	21.79
01460 - Switchboard Operator/Receptionist	16.69
01531 - Travel Clerk I	12.82
01532 - Travel Clerk II	13.94
01533 - Travel Clerk III	14.66
01611 - Word Processor I	16.19
01612 - Word Processor II	18.18
01613 - Word Processor III	20.33
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.02
Fiberglass	
05010 - Automotive Electrician	22.65
05040 - Automotive Glass Installer	21.90
05070 - Automotive Worker	21.90
05110 - Mobile Equipment Servicer	20.56
05130 - Motor Equipment Metal	23.27
Mechanic	
05160 - Motor Equipment Metal Worker	21.90

05190 - Motor Vehicle Mechanic	22.41
05220 - Motor Vehicle Mechanic	19.81
<b>Helper</b>	
05250 - Motor Vehicle Upholstery	21.27
<b>Worker</b>	
05280 - Motor Vehicle Wrecker	21.90
05310 - Painter Automotive	21.67
05340 - Radiator Repair Specialist	20.89
05370 - Tire Repairer	19.00
05400 - Transmission Repair	22.41
<b>Specialist</b>	
07000 - Food Preparation And Service	
<b>Occupations</b>	
07010 - Baker	14.64
07041 - Cook I	17.26
07042 - Cook II	18.63
07070 - Dishwasher	12.37
07130 - Food Service Worker	13.50
07210 - Meat Cutter	23.23
07260 - Waiter/Waitress	12.51
09000 - Furniture Maintenance And	
<b>Repair Occupations</b>	
09010 - Electrostatic Spray Painter	28.95
09040 - Furniture Handler	21.82
09080 - Furniture Refinisher	28.95
09090 - Furniture Refinisher Helper	24.78
09110 - Furniture Repairer Minor	26.88
09130 - Upholsterer	28.95
11000 - General Services And Support	
<b>Occupations</b>	
11030 - Cleaner Vehicles	13.04
11060 - Elevator Operator	15.02
11090 - Gardener	19.75
11122 - Housekeeping Aide	15.02
11150 - Janitor	15.02
11210 - Laborer Grounds Maintenance	16.68
11240 - Maid or Houseman	12.84
11260 - Pruner	15.46
11270 - Tractor Operator	18.94
11330 - Trail Maintenance Worker	16.68
11360 - Window Cleaner	16.20
12000 - Health Occupations	
12010 - Ambulance Driver	22.23
12011 - Breath Alcohol Technician	24.61
12012 - Certified Occupational	33.41
<b>Therapist Assistant</b>	
12015 - Certified Physical Therapist	32.66
<b>Assistant</b>	
12020 - Dental Assistant	23.15

12025 - Dental Hygienist	44.44
12030 - EKG Technician	37.41
12035 - Electroneurodiagnostic Technologist	37.41
12040 - Emergency Medical Technician	22.23
12071 - Licensed Practical Nurse I	22.06
12072 - Licensed Practical Nurse II	24.69
12073 - Licensed Practical Nurse III	27.52
12100 - Medical Assistant	19.03
12130 - Medical Laboratory Technician	33.31
12160 - Medical Record Clerk	20.43
12190 - Medical Record Technician	24.97
12195 - Medical Transcriptionist	22.06
12210 - Nuclear Medicine Technologist	54.05
12221 - Nursing Assistant I	12.34
12222 - Nursing Assistant II	14.36
12223 - Nursing Assistant III	15.67
12224 - Nursing Assistant IV	17.00
12235 - Optical Dispenser	29.16
12236 - Optical Technician	22.06
12250 - Pharmacy Technician	16.99
12280 - Phlebotomist	19.71
12305 - Radiologic Technologist	37.28
12311 - Registered Nurse I	27.91
12312 - Registered Nurse II	34.14
12313 - Registered Nurse II	34.14
Specialist	
12314 - Registered Nurse III	41.30
12315 - Registered Nurse III	41.30
Anesthetist	
12316 - Registered Nurse IV	49.50
12317 - Scheduler (Drug and Alcohol Testing)	30.48
12320 - Substance Abuse Treatment Counselor	27.44
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.71
13012 - Exhibits Specialist II	28.13
13013 - Exhibits Specialist III	34.42
13041 - Illustrator I	23.78
13042 - Illustrator II	29.45
13043 - Illustrator III	36.02
13047 - Librarian	32.61
13050 - Library Aide/Clerk	16.30
13054 - Library Information Technology Systems	29.45



<b>Administrator</b>		
13058 - Library Technician		18.51
13061 - Media Specialist I		21.25
13062 - Media Specialist II		23.78
13063 - Media Specialist III		26.50
13071 - Photographer I		19.05
13072 - Photographer II		21.93
13073 - Photographer III		27.17
13074 - Photographer IV		33.24
13075 - Photographer V		40.21
13090 - Technical Order Library		20.57
<b>Clerk</b>		
13110 - Video Teleconference		22.40
<b>Technician</b>		
14000 - Information Technology		
<b>Occupations</b>		
14041 - Computer Operator I		18.38
14042 - Computer Operator II		20.56
14043 - Computer Operator III		22.94
14044 - Computer Operator IV		26.63
14045 - Computer Operator V		29.50
14071 - Computer Programmer I	(see 1)	24.15
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		18.38
<b>Operator</b>		
14160 - Personal Computer Support		29.29
<b>Technician</b>		
14170 - System Support Specialist		35.14
<b>15000 - Instructional Occupations</b>		
15010 - Aircrew Training Devices		32.44
<b>Instructor (Non-Rated)</b>		
15020 - Aircrew Training Devices		39.26
<b>Instructor (Rated)</b>		
15030 - Air Crew Training Devices		47.05
<b>Instructor (Pilot)</b>		
15050 - Computer Based Training		32.44
<b>Specialist / Instructor</b>		
15060 - Educational Technologist		39.82
15070 - Flight Instructor (Pilot)		47.05
15080 - Graphic Artist		27.86
15085 - Maintenance Test Pilot Fixed		47.05
<b>Jet/Prop</b>		
15086 - Maintenance Test Pilot		47.05
<b>Rotary Wing</b>		

15088 - Non-Maintenance Test/Co-Pilot	47.05
15090 - Technical Instructor	34.08
15095 - Technical Instructor/Course Developer	41.69
15110 - Test Proctor	27.51
15120 - Tutor	27.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.23
16030 - Counter Attendant	13.23
16040 - Dry Cleaner	15.11
16070 - Finisher Flatwork Machine	13.23
16090 - Presser Hand	13.23
16110 - Presser Machine Drycleaning	13.23
16130 - Presser Machine Shirts	13.23
16160 - Presser Machine Wearing Apparel Laundry	13.23
16190 - Sewing Machine Operator	15.93
16220 - Tailor	16.79
16250 - Washer Machine	13.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	31.85
19040 - Tool And Die Maker	36.35
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.31
21030 - Material Coordinator	27.49
21040 - Material Expediter	27.49
21050 - Material Handling Laborer	15.84
21071 - Order Filler	15.76
21080 - Production Line Worker (Food Processing)	20.31
21110 - Shipping Packer	17.68
21130 - Shipping/Receiving Clerk	17.68
21140 - Store Worker I	15.32
21150 - Stock Clerk	19.14
21210 - Tools And Parts Attendant	20.31
21410 - Warehouse Specialist	20.31
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.58
23019 - Aircraft Logs and Records Technician	31.74
23021 - Aircraft Mechanic I	35.33
23022 - Aircraft Mechanic II	36.58
23023 - Aircraft Mechanic III	37.76

23040 - Aircraft Mechanic Helper	29.25
23050 - Aircraft Painter	34.17
23060 - Aircraft Servicer	31.74
23070 - Aircraft Survival Flight	34.17
Equipment Technician	
23080 - Aircraft Worker	32.93
23091 - Aircrew Life Support	32.93
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	35.33
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	31.85
23120 - Bicycle Repairer	28.44
23125 - Cable Splicer	42.75
23130 - Carpenter Maintenance	26.57
23140 - Carpet Layer	30.70
23160 - Electrician Maintenance	28.21
23181 - Electronics Technician	32.03
Maintenance I	
23182 - Electronics Technician	33.23
Maintenance II	
23183 - Electronics Technician	34.36
Maintenance III	
23260 - Fabric Worker	29.57
23290 - Fire Alarm System Mechanic	32.69
23310 - Fire Extinguisher Repairer	28.44
23311 - Fuel Distribution System	41.46
Mechanic	
23312 - Fuel Distribution System	35.81
Operator	
23370 - General Maintenance Worker	24.47
23380 - Ground Support Equipment	35.33
Mechanic	
23381 - Ground Support Equipment	31.74
Servicer	
23382 - Ground Support Equipment	32.93
Worker	
23391 - Gunsmith I	28.44
23392 - Gunsmith II	30.70
23393 - Gunsmith III	32.93
23410 - Heating Ventilation And Air-	29.31
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	30.35
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	30.01
23440 - Heavy Equipment Operator	30.54

23460 - Instrument Mechanic	32.93
23465 - Laboratory/Shelter Mechanic	31.85
23470 - Laborer	14.85
23510 - Locksmith	31.85
23530 - Machinery Maintenance	41.35
<b>Mechanic</b>	
23550 - Machinist Maintenance	27.72
23580 - Maintenance Trades Helper	25.80
23591 - Metrology Technician I	32.93
23592 - Metrology Technician II	34.10
23593 - Metrology Technician III	35.19
23640 - Millwright	32.93
23710 - Office Appliance Repairer	31.85
23760 - Painter Maintenance	25.59
23790 - Pipefitter Maintenance	29.82
23810 - Plumber Maintenance	28.84
23820 - Pneudraulic Systems Mechanic	32.93
23850 - Rigger	31.42
23870 - Scale Mechanic	30.70
23890 - Sheet-Metal Worker	27.49
<b>Maintenance</b>	
23910 - Small Engine Mechanic	30.47
23931 - Telecommunications Mechanic	32.93
<b>I</b>	
23932 - Telecommunications Mechanic	34.10
<b>II</b>	
23950 - Telephone Lineman	32.93
23960 - Welder Combination	30.39
<b>Maintenance</b>	
23965 - Well Driller	32.93
23970 - Woodcraft Worker	32.93
23980 - Woodworker	28.44
24000 - Personal Needs Occupations	
24550 - Case Manager	20.60
24570 - Child Care Attendant	13.75
24580 - Child Care Center Clerk	17.44
24610 - Chore Aide	14.76
24620 - Family Readiness And Support	20.60
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	22.09
25000 - Plant And System Operations	
<b>Occupations</b>	
25010 - Boiler Tender	29.60
25040 - Sewage Plant Operator	33.45
25070 - Stationary Engineer	29.60
25190 - Ventilation Equipment Tender	24.40
25210 - Water Treatment Plant	33.45
<b>Operator</b>	

<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		26.72
27007 - Baggage Inspector		17.49
27008 - Corrections Officer		29.91
27010 - Court Security Officer		29.91
27030 - Detection Dog Handler		19.88
27040 - Detention Officer		29.91
27070 - Firefighter		29.76
27101 - Guard I		17.49
27102 - Guard II		19.88
27131 - Police Officer I		31.92
27132 - Police Officer II		35.48
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		15.92
28042 - Carnival Equipment Repairer		16.61
28043 - Carnival Worker		13.00
28210 - Gate Attendant/Gate Tender		19.10
28310 - Lifeguard		13.72
28350 - Park Attendant (Aide)		21.37
28510 - Recreation Aide/Health		15.59
<b>Facility Attendant</b>		
28515 - Recreation Specialist		26.47
28630 - Sports Official		17.01
28690 - Swimming Pool Operator		17.92
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		32.22
29020 - Hatch Tender		32.22
29030 - Line Handler		32.22
29041 - Stevedore I		31.04
29042 - Stevedore II		33.44
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	44.86
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	30.93
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		34.06
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		18.88
30022 - Archeological Technician II		21.95
30023 - Archeological Technician III		26.41
30030 - Cartographic Technician		26.66
30040 - Civil Engineering Technician		31.65
30051 - Cryogenic Technician I		28.98
30052 - Cryogenic Technician II		32.01
30061 - Drafter/CAD Operator I		18.88
30062 - Drafter/CAD Operator II		21.95
30063 - Drafter/CAD Operator III		23.55
30064 - Drafter/CAD Operator IV		28.98

30081 - Engineering Technician I	17.54
30082 - Engineering Technician II	19.69
30083 - Engineering Technician III	22.04
30084 - Engineering Technician IV	27.30
30085 - Engineering Technician V	33.39
30086 - Engineering Technician VI	40.39
30090 - Environmental Technician	26.17
30095 - Evidence Control Specialist	26.17
30210 - Laboratory Technician	26.96
30221 - Latent Fingerprint Technician I	28.98
30222 - Latent Fingerprint Technician II	32.01
30240 - Mathematical Technician	26.66
30361 - Paralegal/Legal Assistant I	20.93
30362 - Paralegal/Legal Assistant II	25.93
30363 - Paralegal/Legal Assistant	31.72
III	
30364 - Paralegal/Legal Assistant IV	38.39
30375 - Petroleum Supply Specialist	32.01
30390 - Photo-Optics Technician	26.66
30395 - Radiation Control Technician	32.01
30461 - Technical Writer I	27.82
30462 - Technical Writer II	34.03
30463 - Technical Writer III	41.18
30491 - Unexploded Ordnance (UXO)	28.51
Technician I	
30492 - Unexploded Ordnance (UXO)	34.49
Technician II	
30493 - Unexploded Ordnance (UXO)	41.34
Technician III	
30494 - Unexploded (UXO) Safety	28.51
Escort	
30495 - Unexploded (UXO) Sweep	28.51
Personnel	
30501 - Weather Forecaster I	28.98
30502 - Weather Forecaster II	35.24
30620 - Weather Observer Combined (see 2)	23.55
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	26.17
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	16.46
31030 - Bus Driver	22.14
31043 - Driver Courier	15.79
31260 - Parking and Lot Attendant	12.72
31290 - Shuttle Bus Driver	16.47

31310 - Taxi Driver	15.98
31361 - Truckdriver Light	16.47
31362 - Truckdriver Medium	19.84
31363 - Truckdriver Heavy	22.97
31364 - Truckdriver Tractor-Trailer	22.97
<b>99000 - Miscellaneous Occupations</b>	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	12.48
99050 - Desk Clerk	13.94
99095 - Embalmer	34.36
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	15.96
<b>I</b>	
99252 - Laboratory Animal Caretaker	16.79
<b>II</b>	
99260 - Marketing Analyst	30.71
99310 - Mortician	34.36
99410 - Pest Controller	21.95
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	20.45
99711 - Recycling Specialist	23.22
99730 - Refuse Collector	18.96
99810 - Sales Clerk	13.72
99820 - School Crossing Guard	15.03
99830 - Survey Party Chief	35.00
99831 - Surveying Aide	21.91
99832 - Surveying Technician	26.50
99840 - Vending Machine Attendant	20.13
99841 - Vending Machine Repairer	22.67
99842 - Vending Machine Repairer	20.13
<b>Helper</b>	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or

\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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



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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

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

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

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

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

Standard Wage Determination No.: 2015-4111

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4111  
Revision No.: 19  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

This wage determination applies to the following CONNECTICUT towns and cities in NEW LONDON County: Bozrah East Lyme Franklin Griswold Groton Ledyard Lisbon Lyme Montville New London North Stonington Norwich Old Lyme Preston Salem Sprague Stonginton Voluntown Waterford

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

<b>OCCUPATION CODE - TITLE</b>	<b>FOOTNOTE</b>	<b>RATE</b>
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		16.19
01012 - Accounting Clerk II		18.19
01013 - Accounting Clerk III		20.34
01020 - Administrative Assistant		31.06
01035 - Court Reporter		20.58
01041 - Customer Service Representative I		15.48

01042 - Customer Service Representative II	17.40
01043 - Customer Service Representative III	18.99
01051 - Data Entry Operator I	17.78
01052 - Data Entry Operator II	19.40
01060 - Dispatcher Motor Vehicle	18.31
01070 - Document Preparation Clerk	16.19
01090 - Duplicating Machine Operator	16.19
01111 - General Clerk I	14.94
01112 - General Clerk II	16.30
01113 - General Clerk III	18.31
01120 - Housing Referral Assistant	22.66
01141 - Messenger Courier	13.57
01191 - Order Clerk I	16.31
01192 - Order Clerk II	18.00
01261 - Personnel Assistant (Employment) I	18.07
01262 - Personnel Assistant (Employment) II	20.22
01263 - Personnel Assistant (Employment) III	22.54
01270 - Production Control Clerk	29.06
01290 - Rental Clerk	15.12
01300 - Scheduler Maintenance	18.18
01311 - Secretary I	18.18
01312 - Secretary II	20.33
01313 - Secretary III	22.66
01320 - Service Order Dispatcher	16.36
01410 - Supply Technician	31.06
01420 - Survey Worker	21.79
01460 - Switchboard Operator/Receptionist	16.69
01531 - Travel Clerk I	12.82
01532 - Travel Clerk II	13.94
01533 - Travel Clerk III	14.66
01611 - Word Processor I	16.19
01612 - Word Processor II	18.18
01613 - Word Processor III	20.33
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.02
Fiberglass	
05010 - Automotive Electrician	22.22
05040 - Automotive Glass Installer	21.49
05070 - Automotive Worker	21.49
05110 - Mobile Equipment Servicer	20.17
05130 - Motor Equipment Metal	22.84
Mechanic	
05160 - Motor Equipment Metal Worker	21.49

05190 - Motor Vehicle Mechanic	22.41
05220 - Motor Vehicle Mechanic	19.44
<b>Helper</b>	
05250 - Motor Vehicle Upholstery	20.87
<b>Worker</b>	
05280 - Motor Vehicle Wrecker	21.49
05310 - Painter Automotive	21.67
05340 - Radiator Repair Specialist	20.89
05370 - Tire Repairer	19.00
05400 - Transmission Repair	22.41
<b>Specialist</b>	
<b>07000 - Food Preparation And Service</b>	
<b>Occupations</b>	
07010 - Baker	14.64
07041 - Cook I	17.26
07042 - Cook II	18.63
07070 - Dishwasher	12.37
07130 - Food Service Worker	13.50
07210 - Meat Cutter	23.23
07260 - Waiter/Waitress	12.51
<b>09000 - Furniture Maintenance And</b>	
<b>Repair Occupations</b>	
09010 - Electrostatic Spray Painter	28.95
09040 - Furniture Handler	21.82
09080 - Furniture Refinisher	28.95
09090 - Furniture Refinisher Helper	24.78
09110 - Furniture Repairer Minor	26.88
09130 - Upholsterer	28.95
<b>11000 - General Services And Support</b>	
<b>Occupations</b>	
11030 - Cleaner Vehicles	13.04
11060 - Elevator Operator	15.02
11090 - Gardener	19.75
11122 - Housekeeping Aide	15.02
11150 - Janitor	15.02
11210 - Laborer Grounds Maintenance	16.68
11240 - Maid or Houseman	12.84
11260 - Pruner	15.46
11270 - Tractor Operator	18.94
11330 - Trail Maintenance Worker	16.68
11360 - Window Cleaner	16.20
<b>12000 - Health Occupations</b>	
12010 - Ambulance Driver	22.23
12011 - Breath Alcohol Technician	24.60
12012 - Certified Occupational	32.86
<b>Therapist Assistant</b>	
12015 - Certified Physical Therapist	32.66
<b>Assistant</b>	
12020 - Dental Assistant	23.15

12025 - Dental Hygienist	43.21
12030 - EKG Technician	37.28
12035 - Electroneurodiagnostic Technologist	37.28
12040 - Emergency Medical Technician	22.23
12071 - Licensed Practical Nurse I	22.06
12072 - Licensed Practical Nurse II	24.69
12073 - Licensed Practical Nurse III	27.52
12100 - Medical Assistant	19.03
12130 - Medical Laboratory Technician	33.06
12160 - Medical Record Clerk	20.43
12190 - Medical Record Technician	24.97
12195 - Medical Transcriptionist	22.06
12210 - Nuclear Medicine Technologist	54.07
12221 - Nursing Assistant I	12.53
12222 - Nursing Assistant II	14.08
12223 - Nursing Assistant III	15.36
12224 - Nursing Assistant IV	17.24
12235 - Optical Dispenser	27.20
12236 - Optical Technician	22.06
12250 - Pharmacy Technician	16.99
12280 - Phlebotomist	19.71
12305 - Radiologic Technologist	37.28
12311 - Registered Nurse I	26.95
12312 - Registered Nurse II	32.97
12313 - Registered Nurse II	32.97
Specialist	
12314 - Registered Nurse III	39.90
12315 - Registered Nurse III	39.90
Anesthetist	
12316 - Registered Nurse IV	47.81
12317 - Scheduler (Drug and Alcohol Testing)	30.58
12320 - Substance Abuse Treatment Counselor	27.44
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.35
13012 - Exhibits Specialist II	27.68
13013 - Exhibits Specialist III	33.86
13041 - Illustrator I	22.35
13042 - Illustrator II	27.68
13043 - Illustrator III	33.86
13047 - Librarian	30.65
13050 - Library Aide/Clerk	16.30
13054 - Library Information Technology Systems	27.68

<b>Administrator</b>		
13058 - Library Technician		19.24
13061 - Media Specialist I		19.97
13062 - Media Specialist II		22.35
13063 - Media Specialist III		24.91
13071 - Photographer I		18.84
13072 - Photographer II		21.09
13073 - Photographer III		26.11
13074 - Photographer IV		31.94
13075 - Photographer V		38.64
13090 - Technical Order Library		20.57
<b>Clerk</b>		
13110 - Video Teleconference		22.40
<b>Technician</b>		
14000 - Information Technology		
<b>Occupations</b>		
14041 - Computer Operator I		18.34
14042 - Computer Operator II		20.52
14043 - Computer Operator III		22.87
14044 - Computer Operator IV		25.42
14045 - Computer Operator V		28.15
14071 - Computer Programmer I	(see 1)	27.32
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		18.34
<b>Operator</b>		
14160 - Personal Computer Support		26.53
<b>Technician</b>		
14170 - System Support Specialist		35.14
<b>15000 - Instructional Occupations</b>		
15010 - Aircrew Training Devices		32.96
<b>Instructor (Non-Rated)</b>		
15020 - Aircrew Training Devices		39.87
<b>Instructor (Rated)</b>		
15030 - Air Crew Training Devices		47.05
<b>Instructor (Pilot)</b>		
15050 - Computer Based Training		32.96
<b>Specialist / Instructor</b>		
15060 - Educational Technologist		38.38
15070 - Flight Instructor (Pilot)		47.05
15080 - Graphic Artist		27.86
15085 - Maintenance Test Pilot Fixed		47.05
<b>Jet/Prop</b>		
15086 - Maintenance Test Pilot		47.05
<b>Rotary Wing</b>		



15088 - Non-Maintenance Test/Co-Pilot	47.05
15090 - Technical Instructor	32.80
15095 - Technical Instructor/Course Developer	40.12
15110 - Test Proctor	26.48
15120 - Tutor	26.48
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.23
16030 - Counter Attendant	13.23
16040 - Dry Cleaner	15.11
16070 - Finisher Flatwork Machine	13.23
16090 - Presser Hand	13.23
16110 - Presser Machine Drycleaning	13.23
16130 - Presser Machine Shirts	13.23
16160 - Presser Machine Wearing Apparel Laundry	13.23
16190 - Sewing Machine Operator	15.93
16220 - Tailor	16.79
16250 - Washer Machine	13.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	31.85
19040 - Tool And Die Maker	36.35
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.27
21030 - Material Coordinator	27.09
21040 - Material Expediter	27.09
21050 - Material Handling Laborer	14.85
21071 - Order Filler	14.89
21080 - Production Line Worker (Food Processing)	20.27
21110 - Shipping Packer	17.68
21130 - Shipping/Receiving Clerk	17.68
21140 - Store Worker I	15.32
21150 - Stock Clerk	19.14
21210 - Tools And Parts Attendant	20.27
21410 - Warehouse Specialist	20.27
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.58
23019 - Aircraft Logs and Records Technician	31.74
23021 - Aircraft Mechanic I	35.33
23022 - Aircraft Mechanic II	36.58
23023 - Aircraft Mechanic III	37.76

23040 - Aircraft Mechanic Helper	29.25
23050 - Aircraft Painter	34.17
23060 - Aircraft Servicer	31.74
23070 - Aircraft Survival Flight	34.17
Equipment Technician	
23080 - Aircraft Worker	32.93
23091 - Aircrew Life Support	32.93
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	35.33
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	31.85
23120 - Bicycle Repairer	28.44
23125 - Cable Splicer	42.75
23130 - Carpenter Maintenance	26.57
23140 - Carpet Layer	30.70
23160 - Electrician Maintenance	28.21
23181 - Electronics Technician	32.03
Maintenance I	
23182 - Electronics Technician	33.23
Maintenance II	
23183 - Electronics Technician	34.36
Maintenance III	
23260 - Fabric Worker	29.57
23290 - Fire Alarm System Mechanic	32.69
23310 - Fire Extinguisher Repairer	28.44
23311 - Fuel Distribution System	40.22
Mechanic	
23312 - Fuel Distribution System	35.81
Operator	
23370 - General Maintenance Worker	24.47
23380 - Ground Support Equipment	35.33
Mechanic	
23381 - Ground Support Equipment	31.74
Servicer	
23382 - Ground Support Equipment	32.93
Worker	
23391 - Gunsmith I	28.44
23392 - Gunsmith II	30.70
23393 - Gunsmith III	32.93
23410 - Heating Ventilation And Air-	29.31
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	30.35
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	28.74
23440 - Heavy Equipment Operator	29.78

23460 - Instrument Mechanic	32.93
23465 - Laboratory/Shelter Mechanic	31.85
23470 - Laborer	14.85
23510 - Locksmith	31.85
23530 - Machinery Maintenance	42.42
<b>Mechanic</b>	
23550 - Machinist Maintenance	27.83
23580 - Maintenance Trades Helper	25.80
23591 - Metrology Technician I	32.93
23592 - Metrology Technician II	34.10
23593 - Metrology Technician III	35.19
23640 - Millwright	32.93
23710 - Office Appliance Repairer	31.85
23760 - Painter Maintenance	25.59
23790 - Pipefitter Maintenance	29.82
23810 - Plumber Maintenance	28.84
23820 - Pneudraulic Systems Mechanic	32.93
23850 - Rigger	31.61
23870 - Scale Mechanic	30.70
23890 - Sheet-Metal Worker	29.56
<b>Maintenance</b>	
23910 - Small Engine Mechanic	30.47
23931 - Telecommunications Mechanic	32.93
<b>I</b>	
23932 - Telecommunications Mechanic	34.10
<b>II</b>	
23950 - Telephone Lineman	32.93
23960 - Welder Combination	30.61
<b>Maintenance</b>	
23965 - Well Driller	32.93
23970 - Woodcraft Worker	32.93
23980 - Woodworker	28.44
24000 - Personal Needs Occupations	
24550 - Case Manager	20.60
24570 - Child Care Attendant	13.29
24580 - Child Care Center Clerk	16.58
24610 - Chore Aide	14.76
24620 - Family Readiness And Support	20.60
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	22.77
25000 - Plant And System Operations	
<b>Occupations</b>	
25010 - Boiler Tender	28.45
25040 - Sewage Plant Operator	33.45
25070 - Stationary Engineer	28.45
25190 - Ventilation Equipment Tender	23.56
25210 - Water Treatment Plant	33.45
<b>Operator</b>	

<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		26.72
27007 - Baggage Inspector		17.49
27008 - Corrections Officer		26.44
27010 - Court Security Officer		26.44
27030 - Detection Dog Handler		20.07
27040 - Detention Officer		26.44
27070 - Firefighter		26.44
27101 - Guard I		17.49
27102 - Guard II		20.07
27131 - Police Officer I		31.92
27132 - Police Officer II		35.48
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		15.92
28042 - Carnival Equipment Repairer		16.61
28043 - Carnival Worker		13.00
28210 - Gate Attendant/Gate Tender		19.10
28310 - Lifeguard		12.84
28350 - Park Attendant (Aide)		21.37
28510 - Recreation Aide/Health		15.59
<b>Facility Attendant</b>		
28515 - Recreation Specialist		26.47
28630 - Sports Official		17.01
28690 - Swimming Pool Operator		17.92
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		32.22
29020 - Hatch Tender		32.22
29030 - Line Handler		32.22
29041 - Stevedore I		31.04
29042 - Stevedore II		33.44
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	44.86
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	30.93
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		34.06
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		18.88
30022 - Archeological Technician II		21.12
30023 - Archeological Technician III		26.17
30030 - Cartographic Technician		26.17
30040 - Civil Engineering Technician		31.65
30051 - Cryogenic Technician I		28.98
30052 - Cryogenic Technician II		32.01
30061 - Drafter/CAD Operator I		18.88
30062 - Drafter/CAD Operator II		21.12
30063 - Drafter/CAD Operator III		23.55
30064 - Drafter/CAD Operator IV		28.98

30081 - Engineering Technician I	17.54
30082 - Engineering Technician II	19.69
30083 - Engineering Technician III	22.04
30084 - Engineering Technician IV	27.30
30085 - Engineering Technician V	33.39
30086 - Engineering Technician VI	40.39
30090 - Environmental Technician	26.25
30095 - Evidence Control Specialist	26.17
30210 - Laboratory Technician	26.96
30221 - Latent Fingerprint Technician I	28.98
30222 - Latent Fingerprint Technician II	32.01
30240 - Mathematical Technician	26.17
30361 - Paralegal/Legal Assistant I	20.79
30362 - Paralegal/Legal Assistant II	25.93
30363 - Paralegal/Legal Assistant III	31.72
30364 - Paralegal/Legal Assistant IV	38.39
30375 - Petroleum Supply Specialist	32.01
30390 - Photo-Optics Technician	26.17
30395 - Radiation Control Technician	32.01
30461 - Technical Writer I	29.26
30462 - Technical Writer II	35.78
30463 - Technical Writer III	43.31
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	28.98
30502 - Weather Forecaster II	35.24
30620 - Weather Observer Combined (see 2)	23.55
30621 - Weather Observer Senior (see 2)	26.17
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	16.46
31030 - Bus Driver	22.14
31043 - Driver Courier	15.91
31260 - Parking and Lot Attendant	15.08
31290 - Shuttle Bus Driver	16.50

31310 - Taxi Driver	15.99
31361 - Truckdriver Light	16.50
31362 - Truckdriver Medium	17.73
31363 - Truckdriver Heavy	22.97
31364 - Truckdriver Tractor-Trailer	22.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	12.48
99050 - Desk Clerk	13.94
99095 - Embalmer	30.13
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	14.85
I	
99252 - Laboratory Animal Caretaker	15.40
II	
99260 - Marketing Analyst	30.71
99310 - Mortician	30.13
99410 - Pest Controller	21.95
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	20.45
99711 - Recycling Specialist	23.22
99730 - Refuse Collector	18.96
99810 - Sales Clerk	13.72
99820 - School Crossing Guard	14.30
99830 - Survey Party Chief	29.18
99831 - Surveying Aide	18.31
99832 - Surveying Technician	27.22
99840 - Vending Machine Attendant	20.13
99841 - Vending Machine Repairer	22.67
99842 - Vending Machine Repairer	20.13
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or

\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do



not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

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

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

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

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

Standard Wage Determination No.: 2015-4113

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4113  
Revision No.: 20  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

This wage determination is applicable to the following cities and towns in the following counties in CONNECTICUT:

FAIRFIELD COUNTY: Bridgeport Darien Easton Fairfield Greenwich Monroe  
New Canaan Norwalk Redding Ridgefield Shelton Stamford Trumbull Weston  
Westport Wilton

NEW HAVEN COUNTY: Ansonia Derby Milford Oxford Seymour Southbury  
Woodbridge

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		20.77
01012 - Accounting Clerk II		23.33
01013 - Accounting Clerk III		26.09
01020 - Administrative Assistant		40.44

01035 - Court Reporter	27.46
01041 - Customer Service Representative I	17.67
01042 - Customer Service Representative II	19.58
01043 - Customer Service Representative III	21.68
01051 - Data Entry Operator I	18.94
01052 - Data Entry Operator II	20.66
01060 - Dispatcher Motor Vehicle	26.48
01070 - Document Preparation Clerk	21.43
01090 - Duplicating Machine Operator	21.43
01111 - General Clerk I	16.30
01112 - General Clerk II	18.95
01113 - General Clerk III	20.91
01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	15.48
01191 - Order Clerk I	19.27
01192 - Order Clerk II	21.37
01261 - Personnel Assistant (Employment) I	20.66
01262 - Personnel Assistant (Employment) II	23.12
01263 - Personnel Assistant (Employment) III	25.76
01270 - Production Control Clerk	29.52
01290 - Rental Clerk	18.04
01300 - Scheduler Maintenance	21.57
01311 - Secretary I	23.73
01312 - Secretary II	27.30
01313 - Secretary III	29.61
01320 - Service Order Dispatcher	23.68
01410 - Supply Technician	40.44
01420 - Survey Worker	22.19
01460 - Switchboard Operator/Receptionist	17.45
01531 - Travel Clerk I	15.00
01532 - Travel Clerk II	16.34
01533 - Travel Clerk III	17.23
01611 - Word Processor I	21.00
01612 - Word Processor II	23.59
01613 - Word Processor III	26.38
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	26.38
<b>Fiberglass</b>	
05010 - Automotive Electrician	29.52
05040 - Automotive Glass Installer	28.55
05070 - Automotive Worker	28.55
05110 - Mobile Equipment Servicer	26.80

05130 - Motor Equipment Metal Mechanic	30.34
05160 - Motor Equipment Metal Worker	28.55
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic	25.82
Helper	
05250 - Motor Vehicle Upholstery Worker	27.72
05280 - Motor Vehicle Wrecker	28.55
05310 - Painter Automotive	28.79
05340 - Radiator Repair Specialist	26.95
05370 - Tire Repairer	15.94
05400 - Transmission Repair	29.68
Specialist	
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.75
07041 - Cook I	19.04
07042 - Cook II	20.73
07070 - Dishwasher	12.13
07130 - Food Service Worker	13.91
07210 - Meat Cutter	23.28
07260 - Waiter/Waitress	12.13
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.50
09040 - Furniture Handler	18.11
09080 - Furniture Refinisher	23.36
09090 - Furniture Refinisher Helper	19.59
09110 - Furniture Repairer Minor	21.51
09130 - Upholsterer	25.66
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.99
11060 - Elevator Operator	16.31
11090 - Gardener	20.66
11122 - Housekeeping Aide	16.31
11150 - Janitor	16.31
11210 - Laborer Grounds Maintenance	17.38
11240 - Maid or Houseman	14.37
11260 - Pruner	15.68
11270 - Tractor Operator	19.69
11330 - Trail Maintenance Worker	17.38
11360 - Window Cleaner	18.08
12000 - Health Occupations	
12010 - Ambulance Driver	26.09
12011 - Breath Alcohol Technician	26.09
12012 - Certified Occupational Therapist Assistant	31.22

12015 - Certified Physical Therapist Assistant	34.59
12020 - Dental Assistant	22.26
12025 - Dental Hygienist	48.35
12030 - EKG Technician	40.07
12035 - Electroneurodiagnostic Technologist	40.07
12040 - Emergency Medical Technician	26.09
12071 - Licensed Practical Nurse I	23.25
12072 - Licensed Practical Nurse II	26.00
12073 - Licensed Practical Nurse III	28.98
12100 - Medical Assistant	18.97
12130 - Medical Laboratory Technician	32.98
12160 - Medical Record Clerk	19.20
12190 - Medical Record Technician	22.60
12195 - Medical Transcriptionist	21.24
12210 - Nuclear Medicine Technologist	47.93
12221 - Nursing Assistant I	12.73
12222 - Nursing Assistant II	14.30
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	17.53
12235 - Optical Dispenser	30.34
12236 - Optical Technician	23.60
12250 - Pharmacy Technician	16.80
12280 - Phlebotomist	21.53
12305 - Radiologic Technologist	35.48
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III	49.39
12316 - Registered Nurse IV	59.20
12317 - Scheduler (Drug and Alcohol Testing)	32.27
12320 - Substance Abuse Treatment Counselor	25.81
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	28.28
13012 - Exhibits Specialist II	35.03
13013 - Exhibits Specialist III	42.85
13041 - Illustrator I	28.07
13042 - Illustrator II	35.08
13043 - Illustrator III	44.73
13047 - Librarian	37.25

13050 - Library Aide/Clerk	15.79
13054 - Library Information	32.65
<b>Technology Systems</b>	
<b>Administrator</b>	
13058 - Library Technician	25.62
13061 - Media Specialist I	23.74
13062 - Media Specialist II	26.56
13063 - Media Specialist III	29.60
13071 - Photographer I	18.90
13072 - Photographer II	24.10
13073 - Photographer III	32.88
13074 - Photographer IV	44.26
13075 - Photographer V	50.85
13090 - Technical Order Library	18.94
<b>Clerk</b>	
13110 - Video Teleconference	29.31
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	22.89
14042 - Computer Operator II	25.62
14043 - Computer Operator III	28.57
14044 - Computer Operator IV	31.75
14045 - Computer Operator V	35.13
14071 - Computer Programmer I	(see 1) 27.56
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	22.89
<b>Operator</b>	
14160 - Personal Computer Support	31.75
<b>Technician</b>	
14170 - System Support Specialist	42.09
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	39.54
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	43.94
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	52.65
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	39.54
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	44.89
15070 - Flight Instructor (Pilot)	52.65
15080 - Graphic Artist	32.92

15085 - Maintenance Test Pilot Fixed Jet/Prop	52.65
15086 - Maintenance Test Pilot	52.65
Rotary Wing	
15088 - Non-Maintenance Test/Co- Pilot	52.65
15090 - Technical Instructor	31.28
15095 - Technical Instructor/Course Developer	38.27
15110 - Test Proctor	25.26
15120 - Tutor	25.26
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.23
16030 - Counter Attendant	13.23
16040 - Dry Cleaner	15.11
16070 - Finisher Flatwork Machine	13.23
16090 - Presser Hand	13.23
16110 - Presser Machine Drycleaning	13.23
16130 - Presser Machine Shirts	13.23
16160 - Presser Machine Wearing Apparel Laundry	13.23
16190 - Sewing Machine Operator	15.93
16220 - Tailor	16.79
16250 - Washer Machine	13.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.29
19040 - Tool And Die Maker	31.71
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.92
21030 - Material Coordinator	29.52
21040 - Material Expediter	29.52
21050 - Material Handling Laborer	16.25
21071 - Order Filler	15.98
21080 - Production Line Worker (Food Processing)	21.92
21110 - Shipping Packer	18.42
21130 - Shipping/Receiving Clerk	18.42
21140 - Store Worker I	15.53
21150 - Stock Clerk	20.79
21210 - Tools And Parts Attendant	21.92
21410 - Warehouse Specialist	21.92
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	43.15



23019 - Aircraft Logs and Records	36.91
<b>Technician</b>	
23021 - Aircraft Mechanic I	41.69
23022 - Aircraft Mechanic II	43.15
23023 - Aircraft Mechanic III	44.88
23040 - Aircraft Mechanic Helper	33.63
23050 - Aircraft Painter	40.07
23060 - Aircraft Servicer	36.91
23070 - Aircraft Survival Flight	40.07
<b>Equipment Technician</b>	
23080 - Aircraft Worker	38.40
23091 - Aircrew Life Support	38.40
<b>Equipment (ALSE) Mechanic</b>	
<b>I</b>	
23092 - Aircrew Life Support	41.69
<b>Equipment (ALSE) Mechanic</b>	
<b>II</b>	
23110 - Appliance Mechanic	29.64
23120 - Bicycle Repairer	28.45
23125 - Cable Splicer	48.55
23130 - Carpenter Maintenance	32.53
23140 - Carpet Layer	30.98
23160 - Electrician Maintenance	36.84
23181 - Electronics Technician	29.67
<b>Maintenance I</b>	
23182 - Electronics Technician	30.96
<b>Maintenance II</b>	
23183 - Electronics Technician	33.63
<b>Maintenance III</b>	
23260 - Fabric Worker	29.77
23290 - Fire Alarm System Mechanic	30.85
23310 - Fire Extinguisher Repairer	28.45
23311 - Fuel Distribution System	37.09
<b>Mechanic</b>	
23312 - Fuel Distribution System	32.77
<b>Operator</b>	
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment	41.69
<b>Mechanic</b>	
23381 - Ground Support Equipment	36.91
<b>Servicer</b>	
23382 - Ground Support Equipment	38.40
<b>Worker</b>	
23391 - Gunsmith I	28.45
23392 - Gunsmith II	30.98
23393 - Gunsmith III	33.63
23410 - Heating Ventilation And Air-	33.62
<b>Conditioning</b>	
<b>Mechanic</b>	

23411 - Heating Ventilation And Air Contidioning	34.79
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	34.76
23440 - Heavy Equipment Operator	36.26
23460 - Instrument Mechanic	33.63
23465 - Laboratory/Shelter Mechanic	32.33
23470 - Laborer	15.10
23510 - Locksmith	28.63
23530 - Machinery Maintenance	29.35
Mechanic	
23550 - Machinist Maintenance	26.51
23580 - Maintenance Trades Helper	17.62
23591 - Metrology Technician I	33.63
23592 - Metrology Technician II	34.81
23593 - Metrology Technician III	36.20
23640 - Millwright	33.63
23710 - Office Appliance Repairer	24.40
23760 - Painter Maintenance	26.98
23790 - Pipefitter Maintenance	32.08
23810 - Plumber Maintenance	30.99
23820 - Pneudraulic Systems Mechanic	33.63
23850 - Rigger	32.76
23870 - Scale Mechanic	30.98
23890 - Sheet-Metal Worker	28.40
Maintenance	
23910 - Small Engine Mechanic	29.68
23931 - Telecommunications Mechanic	37.20
I	
23932 - Telecommunications Mechanic	38.45
II	
23950 - Telephone Lineman	34.19
23960 - Welder Combination	25.85
Maintenance	
23965 - Well Driller	33.63
23970 - Woodcraft Worker	33.63
23980 - Woodworker	28.45
24000 - Personal Needs Occupations	
24550 - Case Manager	22.14
24570 - Child Care Attendant	13.99
24580 - Child Care Center Clerk	18.20
24610 - Chore Aide	13.62
24620 - Family Readiness And Support	22.14
Services	
Coordinator	
24630 - Homemaker	24.30
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	33.63

25040 - Sewage Plant Operator		34.47
25070 - Stationary Engineer		33.63
25190 - Ventilation Equipment Tender		27.49
25210 - Water Treatment Plant		34.47
<b>Operator</b>		
<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		29.02
27007 - Baggage Inspector		17.98
27008 - Corrections Officer		36.34
27010 - Court Security Officer		36.34
27030 - Detection Dog Handler		20.36
27040 - Detention Officer		36.34
27070 - Firefighter		36.34
27101 - Guard I		17.98
27102 - Guard II		20.36
27131 - Police Officer I		33.34
27132 - Police Officer II		37.06
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		16.07
28042 - Carnival Equipment Repairer		16.86
28043 - Carnival Worker		12.79
28210 - Gate Attendant/Gate Tender		17.19
28310 - Lifeguard		13.93
28350 - Park Attendant (Aide)		19.24
28510 - Recreation Aide/Health		18.98
<b>Facility Attendant</b>		
28515 - Recreation Specialist		23.99
28630 - Sports Official		15.32
28690 - Swimming Pool Operator		18.36
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		30.98
29020 - Hatch Tender		30.98
29030 - Line Handler		30.98
29041 - Stevedore I		29.77
29042 - Stevedore II		32.84
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	46.55
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	32.10
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		35.35
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		20.29
30022 - Archeological Technician II		22.42
30023 - Archeological Technician III		27.60
30030 - Cartographic Technician		27.75
30040 - Civil Engineering Technician		30.38
30051 - Cryogenic Technician I		30.56

30052 - Cryogenic Technician II	33.76
30061 - Drafter/CAD Operator I	19.92
30062 - Drafter/CAD Operator II	22.42
30063 - Drafter/CAD Operator III	24.89
30064 - Drafter/CAD Operator IV	30.56
30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.47
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.34
30090 - Environmental Technician	27.60
30095 - Evidence Control Specialist	27.60
30210 - Laboratory Technician	29.43
30221 - Latent Fingerprint Technician I	30.56
30222 - Latent Fingerprint Technician II	33.76
30240 - Mathematical Technician	30.00
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94
30363 - Paralegal/Legal Assistant III	35.39
30364 - Paralegal/Legal Assistant IV	42.84
30375 - Petroleum Supply Specialist	33.76
30390 - Photo-Optics Technician	27.60
30395 - Radiation Control Technician	33.76
30461 - Technical Writer I	25.57
30462 - Technical Writer II	31.26
30463 - Technical Writer III	37.86
30491 - Unexploded Ordnance (UXO) Technician I	29.58
30492 - Unexploded Ordnance (UXO) Technician II	35.79
30493 - Unexploded Ordnance (UXO) Technician III	42.90
30494 - Unexploded (UXO) Safety Escort	29.58
30495 - Unexploded (UXO) Sweep Personnel	29.58
30501 - Weather Forecaster I	30.56
30502 - Weather Forecaster II	37.18
30620 - Weather Observer Combined (see 2)	24.89
30621 - Weather Observer Senior (see 2)	27.60
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.79

31020 - Bus Aide	22.65
31030 - Bus Driver	28.17
31043 - Driver Courier	17.18
31260 - Parking and Lot Attendant	13.03
31290 - Shuttle Bus Driver	18.39
31310 - Taxi Driver	18.39
31361 - Truckdriver Light	17.80
31362 - Truckdriver Medium	19.73
31363 - Truckdriver Heavy	24.85
31364 - Truckdriver Tractor-Trailer	24.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	12.37
99050 - Desk Clerk	13.86
99095 - Embalmer	37.16
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker	15.15
I	
99252 - Laboratory Animal Caretaker	15.89
II	
99260 - Marketing Analyst	35.74
99310 - Mortician	37.16
99410 - Pest Controller	21.61
99510 - Photofinishing Worker	14.75
99710 - Recycling Laborer	27.85
99711 - Recycling Specialist	31.55
99730 - Refuse Collector	25.12
99810 - Sales Clerk	14.73
99820 - School Crossing Guard	17.84
99830 - Survey Party Chief	34.02
99831 - Surveying Aide	23.37
99832 - Surveying Technician	30.88
99840 - Vending Machine Attendant	16.54
99841 - Vending Machine Repairer	18.62
99842 - Vending Machine Repairer	16.54
Helper	

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

stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 PARENTHESSES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

- (1) The application of systems analysis techniques and procedures including

consulting with users to determine hardware software or system functional specifications;

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

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

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

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

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent



information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

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

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

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

Standard Wage Determination No.: 2015-4115

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4115  
Revision No.: 19  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: Connecticut

This wage determination is applicable to the following towns in LITCHFIELD COUNTY: Bridgewater New Milford

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

<b>OCCUPATION CODE - TITLE</b>	<b>FOOTNOTE</b>	<b>RATE</b>
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		19.42
01012 - Accounting Clerk II		21.81
01013 - Accounting Clerk III		24.39
01020 - Administrative Assistant		33.88
01035 - Court Reporter		19.99
01041 - Customer Service Representative I		16.46

01042 - Customer Service Representative II	18.51
01043 - Customer Service Representative III	20.20
01051 - Data Entry Operator I	17.14
01052 - Data Entry Operator II	18.70
01060 - Dispatcher Motor Vehicle	23.66
01070 - Document Preparation Clerk	20.60
01090 - Duplicating Machine Operator	20.60
01111 - General Clerk I	15.55
01112 - General Clerk II	16.97
01113 - General Clerk III	19.06
01120 - Housing Referral Assistant	22.34
01141 - Messenger Courier	14.44
01191 - Order Clerk I	20.31
01192 - Order Clerk II	22.26
01261 - Personnel Assistant (Employment) I	21.05
01262 - Personnel Assistant (Employment) II	23.56
01263 - Personnel Assistant (Employment) III	26.26
01270 - Production Control Clerk	26.82
01290 - Rental Clerk	15.62
01300 - Scheduler Maintenance	17.87
01311 - Secretary I	17.87
01312 - Secretary II	19.99
01313 - Secretary III	22.29
01320 - Service Order Dispatcher	21.16
01410 - Supply Technician	33.88
01420 - Survey Worker	19.99
01460 - Switchboard Operator/Receptionist	17.68
01531 - Travel Clerk I	13.24
01532 - Travel Clerk II	14.43
01533 - Travel Clerk III	15.70
01611 - Word Processor I	16.16
01612 - Word Processor II	18.14
01613 - Word Processor III	20.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.89
Fiberglass	
05010 - Automotive Electrician	22.65
05040 - Automotive Glass Installer	21.90
05070 - Automotive Worker	21.90
05110 - Mobile Equipment Servicer	20.56
05130 - Motor Equipment Metal	23.31
Mechanic	
05160 - Motor Equipment Metal Worker	21.90

05190 - Motor Vehicle Mechanic	23.31
05220 - Motor Vehicle Mechanic	19.81
<b>Helper</b>	
05250 - Motor Vehicle Upholstery	21.27
<b>Worker</b>	
05280 - Motor Vehicle Wrecker	21.90
05310 - Painter Automotive	22.41
05340 - Radiator Repair Specialist	21.48
05370 - Tire Repairer	16.42
05400 - Transmission Repair	23.31
<b>Specialist</b>	
07000 - Food Preparation And Service	
<b>Occupations</b>	
07010 - Baker	13.99
07041 - Cook I	17.41
07042 - Cook II	18.96
07070 - Dishwasher	11.97
07130 - Food Service Worker	14.07
07210 - Meat Cutter	22.13
07260 - Waiter/Waitress	11.64
09000 - Furniture Maintenance And	
<b>Repair Occupations</b>	
09010 - Electrostatic Spray Painter	27.33
09040 - Furniture Handler	20.23
09080 - Furniture Refinisher	27.33
09090 - Furniture Refinisher Helper	22.93
09110 - Furniture Repairer Minor	25.16
09130 - Upholsterer	27.33
11000 - General Services And Support	
<b>Occupations</b>	
11030 - Cleaner Vehicles	13.55
11060 - Elevator Operator	16.84
11090 - Gardener	21.58
11122 - Housekeeping Aide	16.84
11150 - Janitor	16.84
11210 - Laborer Grounds Maintenance	18.15
11240 - Maid or Houseman	12.25
11260 - Pruner	16.36
11270 - Tractor Operator	20.57
11330 - Trail Maintenance Worker	18.15
11360 - Window Cleaner	18.67
12000 - Health Occupations	
12010 - Ambulance Driver	25.45
12011 - Breath Alcohol Technician	25.45
12012 - Certified Occupational	34.92
<b>Therapist Assistant</b>	
12015 - Certified Physical Therapist	34.92
<b>Assistant</b>	
12020 - Dental Assistant	23.29

12025 - Dental Hygienist	48.18
12030 - EKG Technician	38.57
12035 - Electroneurodiagnostic Technologist	38.57
12040 - Emergency Medical Technician	25.45
12071 - Licensed Practical Nurse I	22.76
12072 - Licensed Practical Nurse II	25.45
12073 - Licensed Practical Nurse III	28.37
12100 - Medical Assistant	18.33
12130 - Medical Laboratory Technician	22.76
12160 - Medical Record Clerk	22.81
12190 - Medical Record Technician	28.07
12195 - Medical Transcriptionist	22.76
12210 - Nuclear Medicine Technologist	55.94
12221 - Nursing Assistant I	13.81
12222 - Nursing Assistant II	15.73
12223 - Nursing Assistant III	17.16
12224 - Nursing Assistant IV	19.01
12235 - Optical Dispenser	32.16
12236 - Optical Technician	22.76
12250 - Pharmacy Technician	16.11
12280 - Phlebotomist	20.14
12305 - Radiologic Technologist	36.32
12311 - Registered Nurse I	27.91
12312 - Registered Nurse II	34.14
12313 - Registered Nurse II	34.14
Specialist	
12314 - Registered Nurse III	41.30
12315 - Registered Nurse III	41.30
Anesthetist	
12316 - Registered Nurse IV	49.50
12317 - Scheduler (Drug and Alcohol Testing)	31.52
12320 - Substance Abuse Treatment Counselor	27.44
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.56
13012 - Exhibits Specialist II	34.14
13013 - Exhibits Specialist III	41.76
13041 - Illustrator I	27.56
13042 - Illustrator II	34.14
13043 - Illustrator III	41.76
13047 - Librarian	37.81
13050 - Library Aide/Clerk	15.08
13054 - Library Information Technology Systems	34.14

<b>Administrator</b>		
13058 - Library Technician		22.01
13061 - Media Specialist I		24.65
13062 - Media Specialist II		27.56
13063 - Media Specialist III		30.72
13071 - Photographer I		24.65
13072 - Photographer II		27.56
13073 - Photographer III		34.14
13074 - Photographer IV		41.76
13075 - Photographer V		50.54
13090 - Technical Order Library		20.50
<b>Clerk</b>		
13110 - Video Teleconference		24.65
<b>Technician</b>		
14000 - Information Technology		
<b>Occupations</b>		
14041 - Computer Operator I		18.38
14042 - Computer Operator II		20.56
14043 - Computer Operator III		22.94
14044 - Computer Operator IV		26.63
14045 - Computer Operator V		29.50
14071 - Computer Programmer I	(see 1)	24.15
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		18.38
<b>Operator</b>		
14160 - Personal Computer Support		29.29
<b>Technician</b>		
14170 - System Support Specialist		39.49
<b>15000 - Instructional Occupations</b>		
15010 - Aircrew Training Devices		35.66
<b>Instructor (Non-Rated)</b>		
15020 - Aircrew Training Devices		43.15
<b>Instructor (Rated)</b>		
15030 - Air Crew Training Devices		51.73
<b>Instructor (Pilot)</b>		
15050 - Computer Based Training		35.66
<b>Specialist / Instructor</b>		
15060 - Educational Technologist		44.26
15070 - Flight Instructor (Pilot)		51.73
15080 - Graphic Artist		27.89
15085 - Maintenance Test Pilot Fixed		51.73
<b>Jet/Prop</b>		
15086 - Maintenance Test Pilot		51.73
<b>Rotary Wing</b>		

15088 - Non-Maintenance Test/Co-Pilot	51.73
15090 - Technical Instructor	26.82
15095 - Technical Instructor/Course Developer	32.81
15110 - Test Proctor	21.66
15120 - Tutor	21.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.23
16030 - Counter Attendant	13.23
16040 - Dry Cleaner	15.11
16070 - Finisher Flatwork Machine	13.23
16090 - Presser Hand	13.23
16110 - Presser Machine Drycleaning	13.23
16130 - Presser Machine Shirts	13.23
16160 - Presser Machine Wearing Apparel Laundry	13.23
16190 - Sewing Machine Operator	15.93
16220 - Tailor	16.79
16250 - Washer Machine	13.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.49
19040 - Tool And Die Maker	30.79
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	24.04
21030 - Material Coordinator	26.82
21040 - Material Expediter	26.82
21050 - Material Handling Laborer	16.78
21071 - Order Filler	15.76
21080 - Production Line Worker (Food Processing)	24.04
21110 - Shipping Packer	17.91
21130 - Shipping/Receiving Clerk	17.91
21140 - Store Worker I	15.53
21150 - Stock Clerk	20.79
21210 - Tools And Parts Attendant	24.04
21410 - Warehouse Specialist	24.04
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.30
23019 - Aircraft Logs and Records Technician	28.48
23021 - Aircraft Mechanic I	32.18
23022 - Aircraft Mechanic II	33.30
23023 - Aircraft Mechanic III	34.64

23040 - Aircraft Mechanic Helper	25.94
23050 - Aircraft Painter	30.93
23060 - Aircraft Servicer	28.48
23070 - Aircraft Survival Flight	30.93
Equipment Technician	
23080 - Aircraft Worker	29.64
23091 - Aircrew Life Support	29.64
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	32.18
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	27.33
23120 - Bicycle Repairer	24.05
23125 - Cable Splicer	33.67
23130 - Carpenter Maintenance	27.66
23140 - Carpet Layer	26.18
23160 - Electrician Maintenance	29.14
23181 - Electronics Technician	27.24
Maintenance I	
23182 - Electronics Technician	28.42
Maintenance II	
23183 - Electronics Technician	29.57
Maintenance III	
23260 - Fabric Worker	25.16
23290 - Fire Alarm System Mechanic	27.28
23310 - Fire Extinguisher Repairer	24.05
23311 - Fuel Distribution System	31.39
Mechanic	
23312 - Fuel Distribution System	27.97
Operator	
23370 - General Maintenance Worker	23.70
23380 - Ground Support Equipment	32.18
Mechanic	
23381 - Ground Support Equipment	28.48
Servicer	
23382 - Ground Support Equipment	29.64
Worker	
23391 - Gunsmith I	24.05
23392 - Gunsmith II	26.18
23393 - Gunsmith III	28.43
23410 - Heating Ventilation And Air-	28.15
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	29.13
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.56
23440 - Heavy Equipment Operator	35.01



23460 - Instrument Mechanic	28.43
23465 - Laboratory/Shelter Mechanic	27.33
23470 - Laborer	16.78
23510 - Locksmith	27.33
23530 - Machinery Maintenance	28.50
<b>Mechanic</b>	
23550 - Machinist Maintenance	22.84
23580 - Maintenance Trades Helper	21.32
23591 - Metrology Technician I	28.43
23592 - Metrology Technician II	29.42
23593 - Metrology Technician III	30.61
23640 - Millwright	28.43
23710 - Office Appliance Repairer	26.71
23760 - Painter Maintenance	21.76
23790 - Pipefitter Maintenance	32.52
23810 - Plumber Maintenance	31.26
23820 - Pneudraulic Systems Mechanic	28.43
23850 - Rigger	28.43
23870 - Scale Mechanic	26.18
23890 - Sheet-Metal Worker	26.86
<b>Maintenance</b>	
23910 - Small Engine Mechanic	25.39
23931 - Telecommunications Mechanic	27.86
<b>I</b>	
23932 - Telecommunications Mechanic	28.84
<b>II</b>	
23950 - Telephone Lineman	30.66
23960 - Welder Combination	23.29
<b>Maintenance</b>	
23965 - Well Driller	28.43
23970 - Woodcraft Worker	28.43
23980 - Woodworker	24.05
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	19.38
24570 - Child Care Attendant	13.75
24580 - Child Care Center Clerk	17.44
24610 - Chore Aide	14.09
24620 - Family Readiness And Support	19.38
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	22.09
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	28.43
25040 - Sewage Plant Operator	30.06
25070 - Stationary Engineer	28.43
25190 - Ventilation Equipment Tender	25.22
25210 - Water Treatment Plant	30.06
<b>Operator</b>	

<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		28.17
27007 - Baggage Inspector		15.17
27008 - Corrections Officer		33.32
27010 - Court Security Officer		33.32
27030 - Detection Dog Handler		19.88
27040 - Detention Officer		33.32
27070 - Firefighter		33.32
27101 - Guard I		15.17
27102 - Guard II		19.88
27131 - Police Officer I		31.74
27132 - Police Officer II		35.28
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		16.82
28042 - Carnival Equipment Repairer		17.66
28043 - Carnival Worker		13.71
28210 - Gate Attendant/Gate Tender		21.97
28310 - Lifeguard		15.51
28350 - Park Attendant (Aide)		24.57
28510 - Recreation Aide/Health Facility Attendant		17.94
28515 - Recreation Specialist		30.46
28630 - Sports Official		19.58
28690 - Swimming Pool Operator		21.43
<b>29000 - Stevedoring/Longshoremen Occupational Services</b>		
29010 - Blocker And Bracer		26.35
29020 - Hatch Tender		26.35
29030 - Line Handler		26.35
29041 - Stevedore I		25.32
29042 - Stevedore II		28.29
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	46.55
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	32.10
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		35.35
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		21.61
30022 - Archeological Technician II		24.18
30023 - Archeological Technician III		29.96
30030 - Cartographic Technician		29.96
30040 - Civil Engineering Technician		30.09
30051 - Cryogenic Technician I		33.18
30052 - Cryogenic Technician II		36.64
30061 - Drafter/CAD Operator I		21.61
30062 - Drafter/CAD Operator II		24.18
30063 - Drafter/CAD Operator III		26.96
30064 - Drafter/CAD Operator IV		33.18

30081 - Engineering Technician I	17.25
30082 - Engineering Technician II	19.37
30083 - Engineering Technician III	21.96
30084 - Engineering Technician IV	26.83
30085 - Engineering Technician V	32.82
30086 - Engineering Technician VI	39.71
30090 - Environmental Technician	29.96
30095 - Evidence Control Specialist	29.96
30210 - Laboratory Technician	28.19
30221 - Latent Fingerprint Technician I	33.18
30222 - Latent Fingerprint Technician II	36.64
30240 - Mathematical Technician	29.96
30361 - Paralegal/Legal Assistant I	22.63
30362 - Paralegal/Legal Assistant II	28.04
30363 - Paralegal/Legal Assistant	34.30
III	
30364 - Paralegal/Legal Assistant IV	41.51
30375 - Petroleum Supply Specialist	36.64
30390 - Photo-Optics Technician	29.96
30395 - Radiation Control Technician	36.64
30461 - Technical Writer I	29.96
30462 - Technical Writer II	36.64
30463 - Technical Writer III	44.33
30491 - Unexploded Ordnance (UXO)	29.58
Technician I	
30492 - Unexploded Ordnance (UXO)	35.79
Technician II	
30493 - Unexploded Ordnance (UXO)	42.90
Technician III	
30494 - Unexploded (UXO) Safety	29.58
Escort	
30495 - Unexploded (UXO) Sweep	29.58
Personnel	
30501 - Weather Forecaster I	33.18
30502 - Weather Forecaster II	40.36
30620 - Weather Observer Combined (see 2)	26.96
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	29.96
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	35.79
31020 - Bus Aide	17.90
31030 - Bus Driver	23.64
31043 - Driver Courier	17.40
31260 - Parking and Lot Attendant	15.17
31290 - Shuttle Bus Driver	18.99

31310 - Taxi Driver	18.95
31361 - Truckdriver Light	18.26
31362 - Truckdriver Medium	19.84
31363 - Truckdriver Heavy	24.60
31364 - Truckdriver Tractor-Trailer	24.60
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	12.22
99050 - Desk Clerk	13.73
99095 - Embalmer	32.85
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker	15.19
I	
99252 - Laboratory Animal Caretaker	15.93
II	
99260 - Marketing Analyst	32.40
99310 - Mortician	32.85
99410 - Pest Controller	24.12
99510 - Photofinishing Worker	15.55
99710 - Recycling Laborer	23.43
99711 - Recycling Specialist	26.46
99730 - Refuse Collector	21.85
99810 - Sales Clerk	14.86
99820 - School Crossing Guard	17.49
99830 - Survey Party Chief	26.30
99831 - Surveying Aide	16.46
99832 - Surveying Technician	19.91
99840 - Vending Machine Attendant	21.97
99841 - Vending Machine Repairer	25.10
99842 - Vending Machine Repairer	21.97
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or

\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

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

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

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

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



Standard Wage Determination No.: 2015-4117

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4117  
Revision No.: 19  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

This wage determination is applicable to the following CONNECTICUT cities and towns in FAIRFIELD COUNTY: Bethel Brookfield Danbury New Fairfield Newtown Sherman

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

<b>OCCUPATION CODE - TITLE</b>	<b>FOOTNOTE</b>	<b>RATE</b>
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		19.42
01012 - Accounting Clerk II		21.81
01013 - Accounting Clerk III		24.39
01020 - Administrative Assistant		33.88
01035 - Court Reporter		21.64
01041 - Customer Service Representative I		16.46
01042 - Customer Service Representative II		18.51

01043 - Customer Service Representative III	20.20
01051 - Data Entry Operator I	17.14
01052 - Data Entry Operator II	18.70
01060 - Dispatcher Motor Vehicle	25.79
01070 - Document Preparation Clerk	20.71
01090 - Duplicating Machine Operator	20.71
01111 - General Clerk I	15.55
01112 - General Clerk II	17.49
01113 - General Clerk III	19.06
01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	12.97
01191 - Order Clerk I	21.20
01192 - Order Clerk II	23.38
01261 - Personnel Assistant (Employment) I	21.05
01262 - Personnel Assistant (Employment) II	23.56
01263 - Personnel Assistant (Employment) III	26.26
01270 - Production Control Clerk	26.82
01290 - Rental Clerk	18.04
01300 - Scheduler Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.82
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	21.16
01410 - Supply Technician	33.88
01420 - Survey Worker	21.64
01460 - Switchboard Operator/Receptionist	17.68
01531 - Travel Clerk I	12.82
01532 - Travel Clerk II	13.94
01533 - Travel Clerk III	14.66
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	26.38
Fiberglass	
05010 - Automotive Electrician	29.52
05040 - Automotive Glass Installer	28.55
05070 - Automotive Worker	28.55
05110 - Mobile Equipment Servicer	26.80
05130 - Motor Equipment Metal	30.34
Mechanic	
05160 - Motor Equipment Metal Worker	28.55
05190 - Motor Vehicle Mechanic	29.68

05220 - Motor Vehicle Mechanic	25.82
Helper	
05250 - Motor Vehicle Upholstery	27.72
Worker	
05280 - Motor Vehicle Wrecker	28.55
05310 - Painter Automotive	28.79
05340 - Radiator Repair Specialist	26.95
05370 - Tire Repairer	16.42
05400 - Transmission Repair	29.68
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	16.75
07041 - Cook I	17.41
07042 - Cook II	18.96
07070 - Dishwasher	11.97
07130 - Food Service Worker	14.07
07210 - Meat Cutter	22.13
07260 - Waiter/Waitress	11.64
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	26.88
09040 - Furniture Handler	20.23
09080 - Furniture Refinisher	26.88
09090 - Furniture Refinisher Helper	22.93
09110 - Furniture Repairer Minor	25.16
09130 - Upholsterer	27.33
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.55
11060 - Elevator Operator	16.84
11090 - Gardener	21.58
11122 - Housekeeping Aide	16.84
11150 - Janitor	16.84
11210 - Laborer Grounds Maintenance	18.15
11240 - Maid or Houseman	13.68
11260 - Pruner	16.36
11270 - Tractor Operator	20.57
11330 - Trail Maintenance Worker	18.15
11360 - Window Cleaner	18.67
12000 - Health Occupations	
12010 - Ambulance Driver	25.45
12011 - Breath Alcohol Technician	25.45
12012 - Certified Occupational	34.92
Therapist Assistant	
12015 - Certified Physical Therapist	34.92
Assistant	
12020 - Dental Assistant	23.29
12025 - Dental Hygienist	48.18

12030 - EKG Technician	38.57
12035 - Electroneurodiagnostic Technologist	38.57
12040 - Emergency Medical Technician	25.45
12071 - Licensed Practical Nurse I	22.76
12072 - Licensed Practical Nurse II	25.45
12073 - Licensed Practical Nurse III	28.37
12100 - Medical Assistant	18.33
12130 - Medical Laboratory Technician	22.76
12160 - Medical Record Clerk	24.61
12190 - Medical Record Technician	30.76
12195 - Medical Transcriptionist	22.76
12210 - Nuclear Medicine Technologist	55.94
12221 - Nursing Assistant I	13.81
12222 - Nursing Assistant II	15.52
12223 - Nursing Assistant III	17.16
12224 - Nursing Assistant IV	19.01
12235 - Optical Dispenser	32.16
12236 - Optical Technician	22.76
12250 - Pharmacy Technician	16.11
12280 - Phlebotomist	20.14
12305 - Radiologic Technologist	36.32
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III Anesthetist	49.39
12316 - Registered Nurse IV	59.20
12317 - Scheduler (Drug and Alcohol Testing)	31.52
12320 - Substance Abuse Treatment Counselor	27.44
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.56
13012 - Exhibits Specialist II	34.14
13013 - Exhibits Specialist III	41.76
13041 - Illustrator I	28.07
13042 - Illustrator II	35.08
13043 - Illustrator III	44.73
13047 - Librarian	37.81
13050 - Library Aide/Clerk	16.32
13054 - Library Information Technology Systems Administrator	34.14

13058 - Library Technician	27.56
13061 - Media Specialist I	24.65
13062 - Media Specialist II	27.56
13063 - Media Specialist III	30.72
13071 - Photographer I	24.65
13072 - Photographer II	27.56
13073 - Photographer III	34.14
13074 - Photographer IV	44.26
13075 - Photographer V	50.85
13090 - Technical Order Library Clerk	20.50
13110 - Video Teleconference Technician	24.65
14000 - Information Technology Occupations	
14041 - Computer Operator I	22.89
14042 - Computer Operator II	25.62
14043 - Computer Operator III	28.57
14044 - Computer Operator IV	31.75
14045 - Computer Operator V	35.13
14071 - Computer Programmer I (see 1)	27.56
14072 - Computer Programmer II (see 1)	
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	22.89
14160 - Personal Computer Support Technician	31.75
14170 - System Support Specialist	39.49
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	39.54
15020 - Aircrew Training Devices Instructor (Rated)	43.75
15030 - Air Crew Training Devices Instructor (Pilot)	52.46
15050 - Computer Based Training Specialist / Instructor	39.54
15060 - Educational Technologist	44.26
15070 - Flight Instructor (Pilot)	52.46
15080 - Graphic Artist	32.92
15085 - Maintenance Test Pilot Fixed Jet/Prop	51.73
15086 - Maintenance Test Pilot Rotary Wing	51.73

15088 - Non-Maintenance Test/Co-Pilot	51.73
15090 - Technical Instructor	27.17
15095 - Technical Instructor/Course Developer	32.81
15110 - Test Proctor	21.66
15120 - Tutor	21.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.23
16030 - Counter Attendant	13.23
16040 - Dry Cleaner	15.11
16070 - Finisher Flatwork Machine	13.23
16090 - Presser Hand	13.23
16110 - Presser Machine Drycleaning	13.23
16130 - Presser Machine Shirts	13.23
16160 - Presser Machine Wearing Apparel Laundry	13.23
16190 - Sewing Machine Operator	15.93
16220 - Tailor	16.79
16250 - Washer Machine	13.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.49
19040 - Tool And Die Maker	30.79
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	24.04
21030 - Material Coordinator	26.82
21040 - Material Expediter	26.82
21050 - Material Handling Laborer	16.78
21071 - Order Filler	15.98
21080 - Production Line Worker (Food Processing)	24.04
21110 - Shipping Packer	17.91
21130 - Shipping/Receiving Clerk	17.91
21140 - Store Worker I	15.53
21150 - Stock Clerk	20.79
21210 - Tools And Parts Attendant	24.04
21410 - Warehouse Specialist	24.04
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.30
23019 - Aircraft Logs and Records Technician	28.48
23021 - Aircraft Mechanic I	32.18
23022 - Aircraft Mechanic II	33.30
23023 - Aircraft Mechanic III	34.64

23040 - Aircraft Mechanic Helper	26.40
23050 - Aircraft Painter	30.93
23060 - Aircraft Servicer	28.48
23070 - Aircraft Survival Flight	30.93
Equipment Technician	
23080 - Aircraft Worker	29.64
23091 - Aircrew Life Support	29.64
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	32.18
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	27.33
23120 - Bicycle Repairer	24.05
23125 - Cable Splicer	35.32
23130 - Carpenter Maintenance	29.55
23140 - Carpet Layer	26.18
23160 - Electrician Maintenance	36.84
23181 - Electronics Technician	27.24
Maintenance I	
23182 - Electronics Technician	28.42
Maintenance II	
23183 - Electronics Technician	29.57
Maintenance III	
23260 - Fabric Worker	25.16
23290 - Fire Alarm System Mechanic	27.28
23310 - Fire Extinguisher Repairer	24.05
23311 - Fuel Distribution System	28.80
Mechanic	
23312 - Fuel Distribution System	27.08
Operator	
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment	32.18
Mechanic	
23381 - Ground Support Equipment	28.48
Servicer	
23382 - Ground Support Equipment	29.64
Worker	
23391 - Gunsmith I	24.05
23392 - Gunsmith II	26.18
23393 - Gunsmith III	28.43
23410 - Heating Ventilation And Air-	28.15
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	29.13
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.56
23440 - Heavy Equipment Operator	35.01

23460 - Instrument Mechanic	28.43
23465 - Laboratory/Shelter Mechanic	27.33
23470 - Laborer	16.78
23510 - Locksmith	27.33
23530 - Machinery Maintenance	28.50
<b>Mechanic</b>	
23550 - Machinist Maintenance	22.54
23580 - Maintenance Trades Helper	19.38
23591 - Metrology Technician I	28.43
23592 - Metrology Technician II	29.42
23593 - Metrology Technician III	30.61
23640 - Millwright	28.43
23710 - Office Appliance Repairer	26.71
23760 - Painter Maintenance	25.03
23790 - Pipefitter Maintenance	32.52
23810 - Plumber Maintenance	31.26
23820 - Pneudraulic Systems Mechanic	28.43
23850 - Rigger	28.43
23870 - Scale Mechanic	26.18
23890 - Sheet-Metal Worker	26.86
<b>Maintenance</b>	
23910 - Small Engine Mechanic	25.39
23931 - Telecommunications Mechanic	28.43
<b>I</b>	
23932 - Telecommunications Mechanic	29.42
<b>II</b>	
23950 - Telephone Lineman	34.49
23960 - Welder Combination	23.29
<b>Maintenance</b>	
23965 - Well Driller	28.43
23970 - Woodcraft Worker	28.43
23980 - Woodworker	24.05
24000 - Personal Needs Occupations	
24550 - Case Manager	18.50
24570 - Child Care Attendant	13.75
24580 - Child Care Center Clerk	18.20
24610 - Chore Aide	14.09
24620 - Family Readiness And Support	18.50
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	24.30
25000 - Plant And System Operations	
<b>Occupations</b>	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	30.06
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	26.02
25210 - Water Treatment Plant	30.57
<b>Operator</b>	



<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		28.17
27007 - Baggage Inspector		17.98
27008 - Corrections Officer		35.31
27010 - Court Security Officer		35.31
27030 - Detection Dog Handler		20.36
27040 - Detention Officer		35.31
27070 - Firefighter		35.31
27101 - Guard I		17.98
27102 - Guard II		20.36
27131 - Police Officer I		32.37
27132 - Police Officer II		35.94
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		16.82
28042 - Carnival Equipment Repairer		17.66
28043 - Carnival Worker		13.71
28210 - Gate Attendant/Gate Tender		24.07
28310 - Lifeguard		16.85
28350 - Park Attendant (Aide)		26.94
28510 - Recreation Aide/Health		20.02
<b>Facility Attendant</b>		
28515 - Recreation Specialist		33.36
28630 - Sports Official		21.44
28690 - Swimming Pool Operator		19.68
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		26.18
29020 - Hatch Tender		26.18
29030 - Line Handler		26.18
29041 - Stevedore I		25.16
29042 - Stevedore II		29.85
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	46.55
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	32.10
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		35.35
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		22.32
30022 - Archeological Technician II		24.66
30023 - Archeological Technician III		30.00
30030 - Cartographic Technician		30.53
30040 - Civil Engineering Technician		29.96
30051 - Cryogenic Technician I		33.18
30052 - Cryogenic Technician II		36.64
30061 - Drafter/CAD Operator I		21.66
30062 - Drafter/CAD Operator II		24.66
30063 - Drafter/CAD Operator III		27.38
30064 - Drafter/CAD Operator IV		33.58

30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.47
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.34
30090 - Environmental Technician	29.96
30095 - Evidence Control Specialist	29.96
30210 - Laboratory Technician	28.19
30221 - Latent Fingerprint Technician I	33.18
30222 - Latent Fingerprint Technician II	36.64
30240 - Mathematical Technician	30.00
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94
30363 - Paralegal/Legal Assistant III	35.39
30364 - Paralegal/Legal Assistant IV	42.84
30375 - Petroleum Supply Specialist	36.64
30390 - Photo-Optics Technician	30.00
30395 - Radiation Control Technician	36.64
30461 - Technical Writer I	29.96
30462 - Technical Writer II	36.64
30463 - Technical Writer III	44.33
30491 - Unexploded Ordnance (UXO) Technician I	29.58
30492 - Unexploded Ordnance (UXO) Technician II	35.79
30493 - Unexploded Ordnance (UXO) Technician III	42.90
30494 - Unexploded (UXO) Safety Escort	29.58
30495 - Unexploded (UXO) Sweep Personnel	29.58
30501 - Weather Forecaster I	33.18
30502 - Weather Forecaster II	40.36
30620 - Weather Observer Combined (see 2)	27.38
30621 - Weather Observer Senior (see 2)	30.00
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.79
31020 - Bus Aide	18.28
31030 - Bus Driver	23.64
31043 - Driver Courier	17.40
31260 - Parking and Lot Attendant	15.47
31290 - Shuttle Bus Driver	19.58

31310 - Taxi Driver	18.95
31361 - Truckdriver Light	18.26
31362 - Truckdriver Medium	19.73
31363 - Truckdriver Heavy	24.60
31364 - Truckdriver Tractor-Trailer	24.60
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	12.22
99050 - Desk Clerk	13.73
99095 - Embalmer	37.16
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker	16.25
I	
99252 - Laboratory Animal Caretaker	16.85
II	
99260 - Marketing Analyst	32.40
99310 - Mortician	37.16
99410 - Pest Controller	24.12
99510 - Photofinishing Worker	15.55
99710 - Recycling Laborer	24.52
99711 - Recycling Specialist	27.79
99730 - Refuse Collector	22.12
99810 - Sales Clerk	14.86
99820 - School Crossing Guard	17.49
99830 - Survey Party Chief	24.88
99831 - Surveying Aide	17.10
99832 - Surveying Technician	22.59
99840 - Vending Machine Attendant	21.97
99841 - Vending Machine Repairer	25.10
99842 - Vending Machine Repairer	21.97
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or

\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

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

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

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

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

Standard Wage Determination No.: 2015-4119

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

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

Daniel W. Simms  
 Director

Division of  
 Wage Determinations

Wage Determination No.: 2015-4119  
 Revision No.: 18  
 Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

This wage determination is applicable to the following cities and towns in CONNECTICUT:

HARTFORD COUNTY: Avon Bloomfield Canton East Granby East Hartford Farmington Glastonbury Granby Hartford Manchester Marlborough Newington Rocky Hill Simsbury South Windsor West Hartford Wethersfield Windsor

LITCHFIELD COUNTY: New Hartford

MIDDLESEX COUNTY: Cromwell East Hampton Portland

NEW LONDON COUNTY: Colchester

TOLLAND COUNTY: Andover Bolton Columbia Coventry Ellington Hebron Stafford Tolland Vernon Willington

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

<b>OCCUPATION CODE - TITLE</b>	<b>FOOTNOTE</b>	<b>RATE</b>
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<b>01000 - Administrative Support And Clerical Occupations</b>	
01011 - Accounting Clerk I	18.26
01012 - Accounting Clerk II	20.52
01013 - Accounting Clerk III	22.94
01020 - Administrative Assistant	33.37
01035 - Court Reporter	22.28
01041 - Customer Service Representative I	15.85
01042 - Customer Service Representative II	17.58
01043 - Customer Service Representative III	19.43
01051 - Data Entry Operator I	17.17
01052 - Data Entry Operator II	18.73
01060 - Dispatcher Motor Vehicle	21.44
01070 - Document Preparation Clerk	23.64
01090 - Duplicating Machine Operator	23.64
01111 - General Clerk I	16.86
01112 - General Clerk II	18.39
01113 - General Clerk III	20.64
01120 - Housing Referral Assistant	24.22
01141 - Messenger Courier	16.91
01191 - Order Clerk I	19.67
01192 - Order Clerk II	21.46
01261 - Personnel Assistant (Employment) I	19.68
01262 - Personnel Assistant (Employment) II	22.02
01263 - Personnel Assistant (Employment) III	24.55
01270 - Production Control Clerk	24.62
01290 - Rental Clerk	16.43
01300 - Scheduler Maintenance	19.42
01311 - Secretary I	19.42
01312 - Secretary II	21.73
01313 - Secretary III	24.22
01320 - Service Order Dispatcher	19.42
01410 - Supply Technician	33.37
01420 - Survey Worker	20.37
01460 - Switchboard Operator/Receptionist	17.28
01531 - Travel Clerk I	19.14
01532 - Travel Clerk II	20.85
01533 - Travel Clerk III	21.99
01611 - Word Processor I	15.88
01612 - Word Processor II	17.84
01613 - Word Processor III	19.95
<b>05000 - Automotive Service Occupations</b>	

05005 - Automobile Body Repairer	26.80
<b>Fiberglass</b>	
05010 - Automotive Electrician	22.82
05040 - Automotive Glass Installer	21.93
05070 - Automotive Worker	21.93
05110 - Mobile Equipment Servicer	20.27
05130 - Motor Equipment Metal	23.65
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	21.93
05190 - Motor Vehicle Mechanic	23.65
05220 - Motor Vehicle Mechanic	19.38
<b>Helper</b>	
05250 - Motor Vehicle Upholstery	21.15
<b>Worker</b>	
05280 - Motor Vehicle Wrecker	21.93
05310 - Painter Automotive	22.82
05340 - Radiator Repair Specialist	21.93
05370 - Tire Repairer	15.68
05400 - Transmission Repair	23.65
<b>Specialist</b>	
<b>07000 - Food Preparation And Service Occupations</b>	
07010 - Baker	14.94
07041 - Cook I	19.53
07042 - Cook II	21.13
07070 - Dishwasher	12.21
07130 - Food Service Worker	13.37
07210 - Meat Cutter	21.04
07260 - Waiter/Waitress	12.42
<b>09000 - Furniture Maintenance And Repair Occupations</b>	
09010 - Electrostatic Spray Painter	18.43
09040 - Furniture Handler	16.51
09080 - Furniture Refinisher	21.94
09090 - Furniture Refinisher Helper	18.50
09110 - Furniture Repairer Minor	20.20
09130 - Upholsterer	19.81
<b>11000 - General Services And Support Occupations</b>	
11030 - Cleaner Vehicles	13.18
11060 - Elevator Operator	17.77
11090 - Gardener	19.56
11122 - Housekeeping Aide	17.77
11150 - Janitor	17.77
11210 - Laborer Grounds Maintenance	16.63
11240 - Maid or Houseman	13.33
11260 - Pruner	15.19
11270 - Tractor Operator	18.71
11330 - Trail Maintenance Worker	16.63

11360 - Window Cleaner	19.46
12000 - Health Occupations	
12010 - Ambulance Driver	24.58
12011 - Breath Alcohol Technician	25.10
12012 - Certified Occupational Therapist Assistant	32.48
12015 - Certified Physical Therapist Assistant	35.77
12020 - Dental Assistant	21.28
12025 - Dental Hygienist	45.08
12030 - EKG Technician	38.49
12035 - Electroneurodiagnostic Technologist	38.49
12040 - Emergency Medical Technician	24.58
12071 - Licensed Practical Nurse I	22.45
12072 - Licensed Practical Nurse II	25.10
12073 - Licensed Practical Nurse III	27.98
12100 - Medical Assistant	19.16
12130 - Medical Laboratory Technician	33.16
12160 - Medical Record Clerk	22.80
12190 - Medical Record Technician	28.06
12195 - Medical Transcriptionist	22.46
12210 - Nuclear Medicine Technologist	44.37
12221 - Nursing Assistant I	13.15
12222 - Nursing Assistant II	14.78
12223 - Nursing Assistant III	16.13
12224 - Nursing Assistant IV	18.12
12235 - Optical Dispenser	27.50
12236 - Optical Technician	21.56
12250 - Pharmacy Technician	16.57
12280 - Phlebotomist	18.90
12305 - Radiologic Technologist	31.46
12311 - Registered Nurse I	27.82
12312 - Registered Nurse II	34.04
12313 - Registered Nurse II	34.04
Specialist	
12314 - Registered Nurse III	41.18
12315 - Registered Nurse III	41.18
Anesthetist	
12316 - Registered Nurse IV	49.36
12317 - Scheduler (Drug and Alcohol Testing)	31.10
12320 - Substance Abuse Treatment Counselor	24.29
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.90

13012 - Exhibits Specialist II	30.83
13013 - Exhibits Specialist III	37.73
13041 - Illustrator I	25.79
13042 - Illustrator II	31.95
13043 - Illustrator III	39.08
13047 - Librarian	35.38
13050 - Library Aide/Clerk	17.32
13054 - Library Information	31.95
<b>Technology Systems</b>	
<b>Administrator</b>	
13058 - Library Technician	26.36
13061 - Media Specialist I	23.06
13062 - Media Specialist II	25.79
13063 - Media Specialist III	28.74
13071 - Photographer I	21.09
13072 - Photographer II	24.21
13073 - Photographer III	29.29
13074 - Photographer IV	35.73
13075 - Photographer V	43.35
13090 - Technical Order Library	21.75
<b>Clerk</b>	
13110 - Video Teleconference	26.38
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	20.14
14042 - Computer Operator II	22.54
14043 - Computer Operator III	25.44
14044 - Computer Operator IV	27.92
14045 - Computer Operator V	30.92
14071 - Computer Programmer I	(see 1) 26.02
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	20.14
<b>Operator</b>	
14160 - Personal Computer Support	27.92
<b>Technician</b>	
14170 - System Support Specialist	39.33
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	33.19
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	40.16
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	48.13
<b>Instructor (Pilot)</b>	

15050 - Computer Based Training	33.19
Specialist / Instructor	
15060 - Educational Technologist	46.48
15070 - Flight Instructor (Pilot)	48.13
15080 - Graphic Artist	26.44
15085 - Maintenance Test Pilot Fixed	45.21
Jet/Prop	
15086 - Maintenance Test Pilot	45.21
Rotary Wing	
15088 - Non-Maintenance Test/Co-	45.21
Pilot	
15090 - Technical Instructor	29.21
15095 - Technical Instructor/Course	35.73
Developer	
15110 - Test Proctor	23.58
15120 - Tutor	23.58
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	13.23
16030 - Counter Attendant	13.23
16040 - Dry Cleaner	15.11
16070 - Finisher Flatwork Machine	13.23
16090 - Presser Hand	13.23
16110 - Presser Machine Drycleaning	13.23
16130 - Presser Machine Shirts	13.23
16160 - Presser Machine Wearing	13.23
Apparel Laundry	
16190 - Sewing Machine Operator	15.93
16220 - Tailor	16.79
16250 - Washer Machine	13.86
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	26.88
Room)	
19040 - Tool And Die Maker	30.89
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	20.16
21030 - Material Coordinator	24.49
21040 - Material Expediter	24.49
21050 - Material Handling Laborer	14.57
21071 - Order Filler	15.64
21080 - Production Line Worker (Food	20.16
Processing)	
21110 - Shipping Packer	17.89
21130 - Shipping/Receiving Clerk	17.89
21140 - Store Worker I	15.77
21150 - Stock Clerk	20.46
21210 - Tools And Parts Attendant	20.16

21410 - Warehouse Specialist	20.16
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.03
23019 - Aircraft Logs and Records Technician	29.41
23021 - Aircraft Mechanic I	32.90
23022 - Aircraft Mechanic II	34.03
23023 - Aircraft Mechanic III	35.26
23040 - Aircraft Mechanic Helper	26.95
23050 - Aircraft Painter	31.74
23060 - Aircraft Servicer	29.41
23070 - Aircraft Survival Flight Equipment Technician	31.74
23080 - Aircraft Worker	30.50
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	30.50
I	
23092 - Aircrew Life Support	32.90
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.18
23120 - Bicycle Repairer	20.88
23125 - Cable Splicer	41.55
23130 - Carpenter Maintenance	26.96
23140 - Carpet Layer	28.27
23160 - Electrician Maintenance	29.37
23181 - Electronics Technician	28.90
Maintenance I	
23182 - Electronics Technician	30.15
Maintenance II	
23183 - Electronics Technician	31.41
Maintenance III	
23260 - Fabric Worker	27.26
23290 - Fire Alarm System Mechanic	27.75
23310 - Fire Extinguisher Repairer	26.13
23311 - Fuel Distribution System Mechanic	41.67
23312 - Fuel Distribution System	35.23
Operator	
23370 - General Maintenance Worker	22.18
23380 - Ground Support Equipment Mechanic	32.90
23381 - Ground Support Equipment	29.41
Servicer	
23382 - Ground Support Equipment	30.50
Worker	
23391 - Gunsmith I	26.13
23392 - Gunsmith II	28.27

23393 - Gunsmith III	30.49
23410 - Heating Ventilation And Air- Conditioning Mechanic	29.99
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.03
23430 - Heavy Equipment Mechanic	31.11
23440 - Heavy Equipment Operator	34.80
23460 - Instrument Mechanic	30.34
23465 - Laboratory/Shelter Mechanic	29.42
23470 - Laborer	14.57
23510 - Locksmith	28.80
23530 - Machinery Maintenance Mechanic	32.01
23550 - Machinist Maintenance	26.78
23580 - Maintenance Trades Helper	18.72
23591 - Metrology Technician I	30.34
23592 - Metrology Technician II	31.39
23593 - Metrology Technician III	32.51
23640 - Millwright	29.93
23710 - Office Appliance Repairer	24.11
23760 - Painter Maintenance	23.14
23790 - Pipefitter Maintenance	34.79
23810 - Plumber Maintenance	33.57
23820 - Pneudraulic Systems Mechanic	30.49
23850 - Rigger	30.34
23870 - Scale Mechanic	28.27
23890 - Sheet-Metal Worker	31.87
Maintenance	
23910 - Small Engine Mechanic	23.54
23931 - Telecommunications Mechanic I	30.26
23932 - Telecommunications Mechanic II	31.31
23950 - Telephone Lineman	30.24
23960 - Welder Combination Maintenance	25.01
23965 - Well Driller	30.49
23970 - Woodcraft Worker	30.49
23980 - Woodworker	26.13
24000 - Personal Needs Occupations	
24550 - Case Manager	21.22
24570 - Child Care Attendant	14.25
24580 - Child Care Center Clerk	19.47
24610 - Chore Aide	13.17
24620 - Family Readiness And Support Services Coordinator	21.22

24630 - Homemaker		23.11
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		30.52
25040 - Sewage Plant Operator		34.03
25070 - Stationary Engineer		30.52
25190 - Ventilation Equipment Tender		25.01
25210 - Water Treatment Plant Operator		34.03
27000 - Protective Service Occupations		
27004 - Alarm Monitor		28.70
27007 - Baggage Inspector		15.98
27008 - Corrections Officer		33.61
27010 - Court Security Officer		33.61
27030 - Detection Dog Handler		19.25
27040 - Detention Officer		33.61
27070 - Firefighter		33.61
27101 - Guard I		15.98
27102 - Guard II		19.25
27131 - Police Officer I		33.79
27132 - Police Officer II		37.56
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.90
28042 - Carnival Equipment Repairer		15.58
28043 - Carnival Worker		12.09
28210 - Gate Attendant/Gate Tender		16.95
28310 - Lifeguard		15.10
28350 - Park Attendant (Aide)		18.97
28510 - Recreation Aide/Health Facility Attendant		13.84
28515 - Recreation Specialist		22.48
28630 - Sports Official		15.10
28690 - Swimming Pool Operator		17.45
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		32.82
29020 - Hatch Tender		32.82
29030 - Line Handler		32.82
29041 - Stevedore I		31.64
29042 - Stevedore II		34.14
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	43.88
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.25
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)		33.32
30021 - Archeological Technician I		22.10
30022 - Archeological Technician II		24.73



30023 - Archeological Technician III	30.63
30030 - Cartographic Technician	30.63
30040 - Civil Engineering Technician	33.15
30051 - Cryogenic Technician I	33.93
30052 - Cryogenic Technician II	37.47
30061 - Drafter/CAD Operator I	22.10
30062 - Drafter/CAD Operator II	24.73
30063 - Drafter/CAD Operator III	27.56
30064 - Drafter/CAD Operator IV	33.93
30081 - Engineering Technician I	16.21
30082 - Engineering Technician II	18.50
30083 - Engineering Technician III	20.82
30084 - Engineering Technician IV	25.79
30085 - Engineering Technician V	33.14
30086 - Engineering Technician VI	38.16
30090 - Environmental Technician	23.58
30095 - Evidence Control Specialist	30.63
30210 - Laboratory Technician	25.49
30221 - Latent Fingerprint	33.93
Technician I	
30222 - Latent Fingerprint	37.47
Technician II	
30240 - Mathematical Technician	33.69
30361 - Paralegal/Legal Assistant I	22.53
30362 - Paralegal/Legal Assistant II	27.91
30363 - Paralegal/Legal Assistant	34.14
III	
30364 - Paralegal/Legal Assistant IV	41.32
30375 - Petroleum Supply Specialist	37.47
30390 - Photo-Optics Technician	30.63
30395 - Radiation Control Technician	37.47
30461 - Technical Writer I	26.57
30462 - Technical Writer II	32.51
30463 - Technical Writer III	39.33
30491 - Unexploded Ordnance (UXO)	27.89
Technician I	
30492 - Unexploded Ordnance (UXO)	33.74
Technician II	
30493 - Unexploded Ordnance (UXO)	40.44
Technician III	
30494 - Unexploded (UXO) Safety	27.89
Escort	
30495 - Unexploded (UXO) Sweep	27.89
Personnel	
30501 - Weather Forecaster I	33.93
30502 - Weather Forecaster II	41.26
30620 - Weather Observer Combined (see 2)	27.56
Upper Air Or	
Surface Programs	

30621 - Weather Observer Senior	(see 2)	30.63
<b>31000 - Transportation/Mobile</b>		
<b>Equipment Operation Occupations</b>		
31010 - Airplane Pilot		33.74
31020 - Bus Aide		20.46
31030 - Bus Driver		25.10
31043 - Driver Courier		16.81
31260 - Parking and Lot Attendant		12.83
31290 - Shuttle Bus Driver		18.40
31310 - Taxi Driver		18.72
31361 - Truckdriver Light		17.58
31362 - Truckdriver Medium		20.26
31363 - Truckdriver Heavy		24.30
31364 - Truckdriver Tractor-Trailer		24.30
<b>99000 - Miscellaneous Occupations</b>		
99020 - Cabin Safety Specialist		16.45
99030 - Cashier		12.17
99050 - Desk Clerk		13.96
99095 - Embalmer		37.63
99130 - Flight Follower		27.89
99251 - Laboratory Animal Caretaker		14.72
<b>I</b>		
99252 - Laboratory Animal Caretaker		15.40
<b>II</b>		
99260 - Marketing Analyst		33.74
99310 - Mortician		37.63
99410 - Pest Controller		20.57
99510 - Photofinishing Worker		19.57
99710 - Recycling Laborer		28.31
99711 - Recycling Specialist		31.80
99730 - Refuse Collector		25.84
99810 - Sales Clerk		16.37
99820 - School Crossing Guard		18.74
99830 - Survey Party Chief		36.93
99831 - Surveying Aide		20.39
99832 - Surveying Technician		33.57
99840 - Vending Machine Attendant		20.98
99841 - Vending Machine Repairer		23.74
99842 - Vending Machine Repairer		20.98
<b>Helper</b>		

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their

own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer

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

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

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

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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

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

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

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

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

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

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

Standard Wage Determination No.: 2015-4121

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4121  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

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This wage determination is applicable to the following cities and towns in CONNECTICUT:

HARTFORD COUNTY: Berlin Bristol Burlington Hartland New Britain Plainville Southington

LITCHFIELD COUNTY: Barkhamsted Harwinton Plymouth Thomaston

MIDDLESEX COUNTY: East Haddam Haddam Middletown

TOLLAND COUNTY: Mansfield Union

WINDHAM COUNTY: Ashford Chaplin Scotland Windham

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\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		

01011 - Accounting Clerk I	18.26
01012 - Accounting Clerk II	20.52
01013 - Accounting Clerk III	22.94
01020 - Administrative Assistant	33.10
01035 - Court Reporter	23.80
01041 - Customer Service Representative I	15.85
01042 - Customer Service Representative II	17.58
01043 - Customer Service Representative III	19.43
01051 - Data Entry Operator I	17.17
01052 - Data Entry Operator II	18.73
01060 - Dispatcher Motor Vehicle	21.44
01070 - Document Preparation Clerk	23.64
01090 - Duplicating Machine Operator	23.64
01111 - General Clerk I	15.56
01112 - General Clerk II	16.98
01113 - General Clerk III	19.07
01120 - Housing Referral Assistant	23.12
01141 - Messenger Courier	15.88
01191 - Order Clerk I	19.67
01192 - Order Clerk II	21.46
01261 - Personnel Assistant (Employment) I	19.68
01262 - Personnel Assistant (Employment) II	22.02
01263 - Personnel Assistant (Employment) III	24.55
01270 - Production Control Clerk	24.49
01290 - Rental Clerk	15.52
01300 - Scheduler Maintenance	18.55
01311 - Secretary I	18.55
01312 - Secretary II	20.74
01313 - Secretary III	23.12
01320 - Service Order Dispatcher	19.27
01410 - Supply Technician	33.10
01420 - Survey Worker	20.37
01460 - Switchboard Operator/Receptionist	17.28
01531 - Travel Clerk I	19.14
01532 - Travel Clerk II	20.85
01533 - Travel Clerk III	21.99
01611 - Word Processor I	15.88
01612 - Word Processor II	17.84
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	26.80
Fiberglass	



05010 - Automotive	Electrician	22.82
05040 - Automotive Glass Installer		21.93
05070 - Automotive Worker		21.93
05110 - Mobile Equipment Servicer		20.56
05130 - Motor Equipment Metal		23.65
<b>Mechanic</b>		
05160 - Motor Equipment Metal Worker		21.93
05190 - Motor Vehicle Mechanic		23.65
05220 - Motor Vehicle Mechanic		19.81
<b>Helper</b>		
05250 - Motor Vehicle Upholstery		21.27
<b>Worker</b>		
05280 - Motor Vehicle Wrecker		21.93
05310 - Painter Automotive		22.82
05340 - Radiator Repair Specialist		21.93
05370 - Tire Repairer		15.94
05400 - Transmission Repair		23.65
<b>Specialist</b>		
<b>07000 - Food Preparation And Service Occupations</b>		
07010 - Baker		14.77
07041 - Cook I		19.53
07042 - Cook II		21.13
07070 - Dishwasher		12.21
07130 - Food Service Worker		13.37
07210 - Meat Cutter		21.04
07260 - Waiter/Waitress		12.42
<b>09000 - Furniture Maintenance And Repair Occupations</b>		
09010 - Electrostatic Spray Painter		22.22
09040 - Furniture Handler		18.11
09080 - Furniture Refinisher		23.86
09090 - Furniture Refinisher Helper		19.99
09110 - Furniture Repairer Minor		21.98
09130 - Upholsterer		22.22
<b>11000 - General Services And Support Occupations</b>		
11030 - Cleaner Vehicles		13.18
11060 - Elevator Operator		17.77
11090 - Gardener		19.56
11122 - Housekeeping Aide		17.77
11150 - Janitor		17.77
11210 - Laborer Grounds Maintenance		16.63
11240 - Maid or Houseman		13.33
11260 - Pruner		15.19
11270 - Tractor Operator		18.71
11330 - Trail Maintenance Worker		16.63
11360 - Window Cleaner		19.46
<b>12000 - Health Occupations</b>		

12010 - Ambulance Driver	24.58
12011 - Breath Alcohol Technician	25.10
12012 - Certified Occupational Therapist Assistant	32.48
12015 - Certified Physical Therapist Assistant	35.77
12020 - Dental Assistant	21.28
12025 - Dental Hygienist	46.51
12030 - EKG Technician	38.49
12035 - Electroneurodiagnostic Technologist	38.49
12040 - Emergency Medical Technician	24.58
12071 - Licensed Practical Nurse I	22.45
12072 - Licensed Practical Nurse II	25.10
12073 - Licensed Practical Nurse III	27.98
12100 - Medical Assistant	19.16
12130 - Medical Laboratory Technician	33.31
12160 - Medical Record Clerk	22.80
12190 - Medical Record Technician	28.06
12195 - Medical Transcriptionist	22.46
12210 - Nuclear Medicine Technologist	44.37
12221 - Nursing Assistant I	13.15
12222 - Nursing Assistant II	14.78
12223 - Nursing Assistant III	16.13
12224 - Nursing Assistant IV	18.12
12235 - Optical Dispenser	27.50
12236 - Optical Technician	21.82
12250 - Pharmacy Technician	16.57
12280 - Phlebotomist	18.90
12305 - Radiologic Technologist	31.46
12311 - Registered Nurse I	27.91
12312 - Registered Nurse II	34.14
12313 - Registered Nurse II	34.14
Specialist	
12314 - Registered Nurse III	41.30
12315 - Registered Nurse III	41.30
Anesthetist	
12316 - Registered Nurse IV	49.50
12317 - Scheduler (Drug and Alcohol Testing)	31.10
12320 - Substance Abuse Treatment Counselor	24.29
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.79
13012 - Exhibits Specialist II	31.95
13013 - Exhibits Specialist III	39.08

13041 - Illustrator I	25.79
13042 - Illustrator II	31.95
13043 - Illustrator III	39.08
13047 - Librarian	35.38
13050 - Library Aide/Clerk	17.32
13054 - Library Information	31.95
<b>Technology Systems</b>	
<b>Administrator</b>	
13058 - Library Technician	26.36
13061 - Media Specialist I	23.06
13062 - Media Specialist II	25.79
13063 - Media Specialist III	28.74
13071 - Photographer I	20.67
13072 - Photographer II	24.12
13073 - Photographer III	29.89
13074 - Photographer IV	36.56
13075 - Photographer V	44.23
13090 - Technical Order Library	21.75
<b>Clerk</b>	
13110 - Video Teleconference	26.38
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	20.14
14042 - Computer Operator II	22.54
14043 - Computer Operator III	25.14
14044 - Computer Operator IV	27.92
14045 - Computer Operator V	30.92
14071 - Computer Programmer I	(see 1) 26.39
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	20.14
<b>Operator</b>	
14160 - Personal Computer Support	29.29
<b>Technician</b>	
14170 - System Support Specialist	39.33
<b>15000 - Instructional Occupations</b>	
15010 - Aircrew Training Devices	31.17
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	37.71
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	45.21
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	31.17
<b>Specialist / Instructor</b>	

15060 - Educational Technologist	46.48
15070 - Flight Instructor (Pilot)	45.21
15080 - Graphic Artist	26.44
15085 - Maintenance Test Pilot Fixed Jet/Prop	45.21
15086 - Maintenance Test Pilot	45.21
Rotary Wing	
15088 - Non-Maintenance Test/Co- Pilot	45.21
15090 - Technical Instructor	29.21
15095 - Technical Instructor/Course Developer	35.73
15110 - Test Proctor	23.58
15120 - Tutor	23.58
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.23
16030 - Counter Attendant	13.23
16040 - Dry Cleaner	15.11
16070 - Finisher Flatwork Machine	13.23
16090 - Presser Hand	13.23
16110 - Presser Machine Drycleaning	13.23
16130 - Presser Machine Shirts	13.23
16160 - Presser Machine Wearing Apparel Laundry	13.23
16190 - Sewing Machine Operator	15.93
16220 - Tailor	16.79
16250 - Washer Machine	13.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.88
19040 - Tool And Die Maker	30.89
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.16
21030 - Material Coordinator	24.49
21040 - Material Expediter	24.49
21050 - Material Handling Laborer	15.84
21071 - Order Filler	15.76
21080 - Production Line Worker (Food Processing)	20.16
21110 - Shipping Packer	17.89
21130 - Shipping/Receiving Clerk	17.89
21140 - Store Worker I	15.77
21150 - Stock Clerk	20.46
21210 - Tools And Parts Attendant	20.16
21410 - Warehouse Specialist	20.16

<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	34.52
23019 - Aircraft Logs and Records	29.83
<b>Technician</b>	
23021 - Aircraft Mechanic I	33.37
23022 - Aircraft Mechanic II	34.52
23023 - Aircraft Mechanic III	35.76
23040 - Aircraft Mechanic Helper	27.34
23050 - Aircraft Painter	32.18
23060 - Aircraft Servicer	29.83
23070 - Aircraft Survival Flight	32.18
<b>Equipment Technician</b>	
23080 - Aircraft Worker	30.94
23091 - Aircrew Life Support	30.94
<b>Equipment (ALSE) Mechanic</b>	
<b>I</b>	
23092 - Aircrew Life Support	33.37
<b>Equipment (ALSE) Mechanic</b>	
<b>II</b>	
23110 - Appliance Mechanic	24.18
23120 - Bicycle Repairer	23.58
23125 - Cable Splicer	43.35
23130 - Carpenter Maintenance	26.96
23140 - Carpet Layer	28.27
23160 - Electrician Maintenance	29.37
23181 - Electronics Technician	29.88
<b>Maintenance I</b>	
23182 - Electronics Technician	31.17
<b>Maintenance II</b>	
23183 - Electronics Technician	32.46
<b>Maintenance III</b>	
23260 - Fabric Worker	27.26
23290 - Fire Alarm System Mechanic	27.75
23310 - Fire Extinguisher Repairer	26.13
23311 - Fuel Distribution System	41.78
<b>Mechanic</b>	
23312 - Fuel Distribution System	37.24
<b>Operator</b>	
23370 - General Maintenance Worker	22.18
23380 - Ground Support Equipment	33.37
<b>Mechanic</b>	
23381 - Ground Support Equipment	29.83
<b>Servicer</b>	
23382 - Ground Support Equipment	30.94
<b>Worker</b>	
23391 - Gunsmith I	26.13
23392 - Gunsmith II	28.27
23393 - Gunsmith III	30.49

23410 - Heating Ventilation And Air- Conditioning Mechanic	29.99
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.03
23430 - Heavy Equipment Mechanic	31.11
23440 - Heavy Equipment Operator	34.80
23460 - Instrument Mechanic	30.34
23465 - Laboratory/Shelter Mechanic	29.42
23470 - Laborer	14.57
23510 - Locksmith	28.80
23530 - Machinery Maintenance Mechanic	32.01
23550 - Machinist Maintenance	26.78
23580 - Maintenance Trades Helper	19.38
23591 - Metrology Technician I	30.34
23592 - Metrology Technician II	31.39
23593 - Metrology Technician III	32.51
23640 - Millwright	30.08
23710 - Office Appliance Repairer	23.49
23760 - Painter Maintenance	23.14
23790 - Pipefitter Maintenance	34.79
23810 - Plumber Maintenance	33.57
23820 - Pneudraulic Systems Mechanic	30.49
23850 - Rigger	30.34
23870 - Scale Mechanic	28.27
23890 - Sheet-Metal Worker Maintenance	31.87
23910 - Small Engine Mechanic	23.89
23931 - Telecommunications Mechanic I	30.26
23932 - Telecommunications Mechanic II	31.31
23950 - Telephone Lineman	30.24
23960 - Welder Combination Maintenance	25.01
23965 - Well Driller	30.49
23970 - Woodcraft Worker	30.49
23980 - Woodworker	26.13
24000 - Personal Needs Occupations	
24550 - Case Manager	21.22
24570 - Child Care Attendant	13.75
24580 - Child Care Center Clerk	17.44
24610 - Chore Aide	13.17
24620 - Family Readiness And Support Services	21.22
Coordinator	
24630 - Homemaker	22.09

**25000 - Plant And System Operations****Occupations**

25010 - Boiler Tender	30.52
25040 - Sewage Plant Operator	34.03
25070 - Stationary Engineer	30.52
25190 - Ventilation Equipment Tender	25.01
25210 - Water Treatment Plant	34.03

**Operator****27000 - Protective Service Occupations**

27004 - Alarm Monitor	28.70
27007 - Baggage Inspector	15.98
27008 - Corrections Officer	33.61
27010 - Court Security Officer	33.61
27030 - Detection Dog Handler	19.88
27040 - Detention Officer	33.61
27070 - Firefighter	33.61
27101 - Guard I	15.98
27102 - Guard II	19.88
27131 - Police Officer I	33.79
27132 - Police Officer II	37.56

**28000 - Recreation Occupations**

28041 - Carnival Equipment Operator	14.90
28042 - Carnival Equipment Repairer	15.58
28043 - Carnival Worker	12.09
28210 - Gate Attendant/Gate Tender	16.23
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	18.15
28510 - Recreation Aide/Health	13.24

**Facility Attendant**

28515 - Recreation Specialist	22.48
28630 - Sports Official	14.45
28690 - Swimming Pool Operator	17.71

**29000 - Stevedoring/Longshoremen****Occupational Services**

29010 - Blocker And Bracer	31.93
29020 - Hatch Tender	31.93
29030 - Line Handler	31.93
29041 - Stevedore I	30.79
29042 - Stevedore II	33.28

**30000 - Technical Occupations**

30010 - Air Traffic Control	(see 2)	43.88
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**Specialist Center (HFO)**

30011 - Air Traffic Control	(see 2)	30.25
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**Specialist Station (HFO)**

30012 - Air Traffic Control		33.32
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**Specialist Terminal (HFO) (see 2)**

30021 - Archeological Technician I		22.10
30022 - Archeological Technician II		24.73
30023 - Archeological Technician III		30.63

30030 - Cartographic Technician	30.63
30040 - Civil Engineering Technician	33.15
30051 - Cryogenic Technician I	33.93
30052 - Cryogenic Technician II	37.47
30061 - Drafter/CAD Operator I	22.10
30062 - Drafter/CAD Operator II	24.73
30063 - Drafter/CAD Operator III	27.56
30064 - Drafter/CAD Operator IV	33.93
30081 - Engineering Technician I	16.86
30082 - Engineering Technician II	18.91
30083 - Engineering Technician III	21.96
30084 - Engineering Technician IV	25.74
30085 - Engineering Technician V	30.54
30086 - Engineering Technician VI	36.92
30090 - Environmental Technician	27.29
30095 - Evidence Control Specialist	30.63
30210 - Laboratory Technician	25.49
30221 - Latent Fingerprint Technician I	33.93
30222 - Latent Fingerprint Technician II	37.47
30240 - Mathematical Technician	33.69
30361 - Paralegal/Legal Assistant I	21.30
30362 - Paralegal/Legal Assistant II	26.39
30363 - Paralegal/Legal Assistant III	32.29
30364 - Paralegal/Legal Assistant IV	39.05
30375 - Petroleum Supply Specialist	37.47
30390 - Photo-Optics Technician	30.63
30395 - Radiation Control Technician	37.47
30461 - Technical Writer I	26.57
30462 - Technical Writer II	32.51
30463 - Technical Writer III	39.33
30491 - Unexploded Ordnance (UXO) Technician I	27.89
30492 - Unexploded Ordnance (UXO) Technician II	33.74
30493 - Unexploded Ordnance (UXO) Technician III	40.44
30494 - Unexploded (UXO) Safety Escort	27.89
30495 - Unexploded (UXO) Sweep Personnel	27.89
30501 - Weather Forecaster I	33.93
30502 - Weather Forecaster II	41.26
30620 - Weather Observer Combined (see 2)	27.56
30621 - Weather Observer Senior (see 2)	30.63



**31000 - Transportation/Mobile****Equipment Operation Occupations**

31010 - Airplane Pilot	33.74
31020 - Bus Aide	20.46
31030 - Bus Driver	25.10
31043 - Driver Courier	16.81
31260 - Parking and Lot Attendant	12.83
31290 - Shuttle Bus Driver	18.40
31310 - Taxi Driver	17.58
31361 - Truckdriver Light	17.58
31362 - Truckdriver Medium	19.84
31363 - Truckdriver Heavy	24.30
31364 - Truckdriver Tractor-Trailer	24.30

**99000 - Miscellaneous Occupations**

99020 - Cabin Safety Specialist	16.45
99030 - Cashier	12.17
99050 - Desk Clerk	14.08
99095 - Embalmer	32.85
99130 - Flight Follower	27.89
99251 - Laboratory Animal Caretaker	14.72

**I**

99252 - Laboratory Animal Caretaker	15.40
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**II**

99260 - Marketing Analyst	33.74
99310 - Mortician	32.85
99410 - Pest Controller	21.82
99510 - Photofinishing Worker	19.38
99710 - Recycling Laborer	28.31
99711 - Recycling Specialist	31.80
99730 - Refuse Collector	25.84
99810 - Sales Clerk	13.39
99820 - School Crossing Guard	18.74
99830 - Survey Party Chief	44.33
99831 - Surveying Aide	27.75
99832 - Surveying Technician	33.57
99840 - Vending Machine Attendant	20.98
99841 - Vending Machine Repairer	23.74
99842 - Vending Machine Repairer	20.98

**Helper**

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

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

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

HOLIDAYS: A minimum of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

Standard Wage Determination No.: 2015-4123

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4123  
Revision No.: 19  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: Connecticut

This wage determination applies to the following towns in NEW LONDON COUNTY:  
Colchester Lebanon

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

<b>OCCUPATION CODE - TITLE</b>	<b>FOOTNOTE</b>	<b>RATE</b>
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		18.26
01012 - Accounting Clerk II		20.52
01013 - Accounting Clerk III		22.94
01020 - Administrative Assistant		33.10
01035 - Court Reporter		22.64
01041 - Customer Service Representative I		15.85

01042 - Customer Service Representative II	17.58
01043 - Customer Service Representative III	19.43
01051 - Data Entry Operator I	17.17
01052 - Data Entry Operator II	18.73
01060 - Dispatcher Motor Vehicle	21.44
01070 - Document Preparation Clerk	23.64
01090 - Duplicating Machine Operator	23.64
01111 - General Clerk I	15.56
01112 - General Clerk II	16.98
01113 - General Clerk III	19.07
01120 - Housing Referral Assistant	23.12
01141 - Messenger Courier	15.43
01191 - Order Clerk I	19.45
01192 - Order Clerk II	21.46
01261 - Personnel Assistant (Employment) I	19.68
01262 - Personnel Assistant (Employment) II	22.02
01263 - Personnel Assistant (Employment) III	24.55
01270 - Production Control Clerk	24.49
01290 - Rental Clerk	14.85
01300 - Scheduler Maintenance	18.55
01311 - Secretary I	18.55
01312 - Secretary II	20.74
01313 - Secretary III	23.12
01320 - Service Order Dispatcher	19.16
01410 - Supply Technician	33.10
01420 - Survey Worker	20.37
01460 - Switchboard Operator/Receptionist	17.28
01531 - Travel Clerk I	18.15
01532 - Travel Clerk II	19.77
01533 - Travel Clerk III	20.85
01611 - Word Processor I	15.88
01612 - Word Processor II	17.84
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	26.80
Fiberglass	
05010 - Automotive Electrician	22.82
05040 - Automotive Glass Installer	21.93
05070 - Automotive Worker	21.93
05110 - Mobile Equipment Servicer	20.27
05130 - Motor Equipment Metal	23.65
Mechanic	
05160 - Motor Equipment Metal Worker	21.93

05190 - Motor Vehicle Mechanic	23.65
05220 - Motor Vehicle Mechanic	19.44
<b>Helper</b>	
05250 - Motor Vehicle Upholstery	21.15
<b>Worker</b>	
05280 - Motor Vehicle Wrecker	21.93
05310 - Painter Automotive	22.82
05340 - Radiator Repair Specialist	21.93
05370 - Tire Repairer	15.94
05400 - Transmission Repair	23.65
<b>Specialist</b>	
<b>07000 - Food Preparation And Service</b>	
<b>Occupations</b>	
07010 - Baker	14.77
07041 - Cook I	19.53
07042 - Cook II	21.13
07070 - Dishwasher	12.21
07130 - Food Service Worker	13.37
07210 - Meat Cutter	21.04
07260 - Waiter/Waitress	12.42
<b>09000 - Furniture Maintenance And</b>	
<b>Repair Occupations</b>	
09010 - Electrostatic Spray Painter	22.22
09040 - Furniture Handler	18.11
09080 - Furniture Refinisher	22.22
09090 - Furniture Refinisher Helper	19.44
09110 - Furniture Repairer Minor	20.87
09130 - Upholsterer	22.22
<b>11000 - General Services And Support</b>	
<b>Occupations</b>	
11030 - Cleaner Vehicles	13.18
11060 - Elevator Operator	17.77
11090 - Gardener	19.56
11122 - Housekeeping Aide	17.77
11150 - Janitor	17.77
11210 - Laborer Grounds Maintenance	16.63
11240 - Maid or Houseman	13.33
11260 - Pruner	15.19
11270 - Tractor Operator	18.71
11330 - Trail Maintenance Worker	16.63
11360 - Window Cleaner	19.46
<b>12000 - Health Occupations</b>	
12010 - Ambulance Driver	24.58
12011 - Breath Alcohol Technician	25.10
12012 - Certified Occupational	32.48
<b>Therapist Assistant</b>	
12015 - Certified Physical Therapist	35.77
<b>Assistant</b>	
12020 - Dental Assistant	21.28



12025 - Dental Hygienist	45.11
12030 - EKG Technician	38.49
12035 - Electroneurodiagnostic Technologist	38.49
12040 - Emergency Medical Technician	24.58
12071 - Licensed Practical Nurse I	22.45
12072 - Licensed Practical Nurse II	25.10
12073 - Licensed Practical Nurse III	27.98
12100 - Medical Assistant	19.16
12130 - Medical Laboratory Technician	33.06
12160 - Medical Record Clerk	22.80
12190 - Medical Record Technician	28.06
12195 - Medical Transcriptionist	22.46
12210 - Nuclear Medicine Technologist	44.37
12221 - Nursing Assistant I	12.57
12222 - Nursing Assistant II	14.14
12223 - Nursing Assistant III	15.42
12224 - Nursing Assistant IV	17.31
12235 - Optical Dispenser	25.93
12236 - Optical Technician	20.52
12250 - Pharmacy Technician	16.57
12280 - Phlebotomist	18.90
12305 - Radiologic Technologist	31.46
12311 - Registered Nurse I	26.74
12312 - Registered Nurse II	32.72
12313 - Registered Nurse II	32.72
Specialist	
12314 - Registered Nurse III	39.59
12315 - Registered Nurse III	39.59
Anesthetist	
12316 - Registered Nurse IV	47.44
12317 - Scheduler (Drug and Alcohol Testing)	31.10
12320 - Substance Abuse Treatment Counselor	24.29
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.46
13012 - Exhibits Specialist II	29.08
13013 - Exhibits Specialist III	35.55
13041 - Illustrator I	25.79
13042 - Illustrator II	31.95
13043 - Illustrator III	39.08
13047 - Librarian	35.38
13050 - Library Aide/Clerk	17.32
13054 - Library Information Technology Systems	31.95

<b>Administrator</b>		
13058 - Library Technician		26.36
13061 - Media Specialist I		23.06
13062 - Media Specialist II		25.79
13063 - Media Specialist III		28.74
13071 - Photographer I		18.17
13072 - Photographer II		20.91
13073 - Photographer III		25.88
13074 - Photographer IV		31.69
13075 - Photographer V		38.34
13090 - Technical Order Library		21.75
<b>Clerk</b>		
13110 - Video Teleconference		26.38
<b>Technician</b>		
14000 - Information Technology		
<b>Occupations</b>		
14041 - Computer Operator I		20.14
14042 - Computer Operator II		22.54
14043 - Computer Operator III		25.14
14044 - Computer Operator IV		27.92
14045 - Computer Operator V		30.92
14071 - Computer Programmer I	(see 1)	27.32
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		20.14
<b>Operator</b>		
14160 - Personal Computer Support		27.92
<b>Technician</b>		
14170 - System Support Specialist		39.33
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		32.96
<b>Instructor (Non-Rated)</b>		
15020 - Aircrew Training Devices		39.87
<b>Instructor (Rated)</b>		
15030 - Air Crew Training Devices		45.21
<b>Instructor (Pilot)</b>		
15050 - Computer Based Training		32.96
<b>Specialist / Instructor</b>		
15060 - Educational Technologist		46.48
15070 - Flight Instructor (Pilot)		45.21
15080 - Graphic Artist		26.44
15085 - Maintenance Test Pilot Fixed		45.21
<b>Jet/Prop</b>		
15086 - Maintenance Test Pilot		45.21
<b>Rotary Wing</b>		

15088 - Non-Maintenance Test/Co-Pilot	45.21
15090 - Technical Instructor	29.21
15095 - Technical Instructor/Course Developer	35.73
15110 - Test Proctor	23.58
15120 - Tutor	23.58
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.23
16030 - Counter Attendant	13.23
16040 - Dry Cleaner	15.11
16070 - Finisher Flatwork Machine	13.23
16090 - Presser Hand	13.23
16110 - Presser Machine Drycleaning	13.23
16130 - Presser Machine Shirts	13.23
16160 - Presser Machine Wearing Apparel Laundry	13.23
16190 - Sewing Machine Operator	15.93
16220 - Tailor	16.79
16250 - Washer Machine	13.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.88
19040 - Tool And Die Maker	30.89
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.16
21030 - Material Coordinator	24.49
21040 - Material Expediter	24.49
21050 - Material Handling Laborer	14.57
21071 - Order Filler	14.46
21080 - Production Line Worker (Food Processing)	20.16
21110 - Shipping Packer	17.89
21130 - Shipping/Receiving Clerk	17.89
21140 - Store Worker I	15.77
21150 - Stock Clerk	20.46
21210 - Tools And Parts Attendant	20.16
21410 - Warehouse Specialist	20.16
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.52
23019 - Aircraft Logs and Records Technician	29.83
23021 - Aircraft Mechanic I	33.37
23022 - Aircraft Mechanic II	34.52
23023 - Aircraft Mechanic III	35.76

23040 - Aircraft Mechanic Helper	27.34
23050 - Aircraft Painter	32.18
23060 - Aircraft Servicer	29.83
23070 - Aircraft Survival Flight	32.18
Equipment Technician	
23080 - Aircraft Worker	30.94
23091 - Aircrew Life Support	30.94
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	33.37
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.18
23120 - Bicycle Repairer	24.84
23125 - Cable Splicer	41.55
23130 - Carpenter Maintenance	26.96
23140 - Carpet Layer	28.27
23160 - Electrician Maintenance	29.37
23181 - Electronics Technician	29.69
Maintenance I	
23182 - Electronics Technician	30.68
Maintenance II	
23183 - Electronics Technician	31.55
Maintenance III	
23260 - Fabric Worker	27.26
23290 - Fire Alarm System Mechanic	27.75
23310 - Fire Extinguisher Repairer	26.13
23311 - Fuel Distribution System	37.53
Mechanic	
23312 - Fuel Distribution System	33.95
Operator	
23370 - General Maintenance Worker	22.18
23380 - Ground Support Equipment	33.37
Mechanic	
23381 - Ground Support Equipment	29.83
Servicer	
23382 - Ground Support Equipment	30.94
Worker	
23391 - Gunsmith I	26.13
23392 - Gunsmith II	28.27
23393 - Gunsmith III	30.49
23410 - Heating Ventilation And Air-	29.99
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	31.03
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	31.11
23440 - Heavy Equipment Operator	34.80

23460 - Instrument Mechanic	30.34
23465 - Laboratory/Shelter Mechanic	29.42
23470 - Laborer	14.57
23510 - Locksmith	28.80
23530 - Machinery Maintenance	32.01
<b>Mechanic</b>	
23550 - Machinist Maintenance	26.78
23580 - Maintenance Trades Helper	19.38
23591 - Metrology Technician I	30.34
23592 - Metrology Technician II	31.39
23593 - Metrology Technician III	32.51
23640 - Millwright	30.08
23710 - Office Appliance Repairer	23.49
23760 - Painter Maintenance	23.14
23790 - Pipefitter Maintenance	34.79
23810 - Plumber Maintenance	33.57
23820 - Pneudraulic Systems Mechanic	30.49
23850 - Rigger	30.34
23870 - Scale Mechanic	28.27
23890 - Sheet-Metal Worker	31.87
<b>Maintenance</b>	
23910 - Small Engine Mechanic	23.89
23931 - Telecommunications Mechanic	30.26
<b>I</b>	
23932 - Telecommunications Mechanic	31.31
<b>II</b>	
23950 - Telephone Lineman	30.24
23960 - Welder Combination	25.01
<b>Maintenance</b>	
23965 - Well Driller	30.49
23970 - Woodcraft Worker	30.49
23980 - Woodworker	26.13
24000 - Personal Needs Occupations	
24550 - Case Manager	21.22
24570 - Child Care Attendant	13.29
24580 - Child Care Center Clerk	16.58
24610 - Chore Aide	13.17
24620 - Family Readiness And Support	21.22
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	22.77
25000 - Plant And System Operations	
<b>Occupations</b>	
25010 - Boiler Tender	30.52
25040 - Sewage Plant Operator	34.03
25070 - Stationary Engineer	30.52
25190 - Ventilation Equipment Tender	25.01
25210 - Water Treatment Plant	34.03
<b>Operator</b>	

<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		28.70
27007 - Baggage Inspector		15.98
27008 - Corrections Officer		33.61
27010 - Court Security Officer		33.61
27030 - Detection Dog Handler		20.07
27040 - Detention Officer		33.61
27070 - Firefighter		33.61
27101 - Guard I		15.98
27102 - Guard II		20.07
27131 - Police Officer I		33.79
27132 - Police Officer II		37.56
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		14.90
28042 - Carnival Equipment Repairer		15.58
28043 - Carnival Worker		12.09
28210 - Gate Attendant/Gate Tender		16.23
28310 - Lifeguard		12.39
28350 - Park Attendant (Aide)		18.15
28510 - Recreation Aide/Health		13.24
<b>Facility Attendant</b>		
28515 - Recreation Specialist		22.48
28630 - Sports Official		14.45
28690 - Swimming Pool Operator		16.86
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		31.93
29020 - Hatch Tender		31.93
29030 - Line Handler		31.93
29041 - Stevedore I		30.79
29042 - Stevedore II		33.23
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	43.88
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	30.25
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		33.32
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		22.10
30022 - Archeological Technician II		24.73
30023 - Archeological Technician III		30.63
30030 - Cartographic Technician		30.63
30040 - Civil Engineering Technician		33.15
30051 - Cryogenic Technician I		33.93
30052 - Cryogenic Technician II		37.47
30061 - Drafter/CAD Operator I		22.10
30062 - Drafter/CAD Operator II		24.73
30063 - Drafter/CAD Operator III		27.56
30064 - Drafter/CAD Operator IV		33.93

30081 - Engineering Technician I	16.70
30082 - Engineering Technician II	18.76
30083 - Engineering Technician III	21.33
30084 - Engineering Technician IV	26.00
30085 - Engineering Technician V	31.78
30086 - Engineering Technician VI	38.47
30090 - Environmental Technician	28.88
30095 - Evidence Control Specialist	30.63
30210 - Laboratory Technician	25.49
30221 - Latent Fingerprint Technician I	33.93
30222 - Latent Fingerprint Technician II	37.47
30240 - Mathematical Technician	33.69
30361 - Paralegal/Legal Assistant I	20.79
30362 - Paralegal/Legal Assistant II	27.91
30363 - Paralegal/Legal Assistant	34.14
III	
30364 - Paralegal/Legal Assistant IV	41.32
30375 - Petroleum Supply Specialist	37.47
30390 - Photo-Optics Technician	30.63
30395 - Radiation Control Technician	37.47
30461 - Technical Writer I	26.60
30462 - Technical Writer II	32.53
30463 - Technical Writer III	39.37
30491 - Unexploded Ordnance (UXO)	27.89
Technician I	
30492 - Unexploded Ordnance (UXO)	33.74
Technician II	
30493 - Unexploded Ordnance (UXO)	40.44
Technician III	
30494 - Unexploded (UXO) Safety	27.89
Escort	
30495 - Unexploded (UXO) Sweep	27.89
Personnel	
30501 - Weather Forecaster I	33.93
30502 - Weather Forecaster II	41.26
30620 - Weather Observer Combined (see 2)	27.56
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	30.63
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	33.74
31020 - Bus Aide	20.46
31030 - Bus Driver	25.10
31043 - Driver Courier	16.81
31260 - Parking and Lot Attendant	12.83
31290 - Shuttle Bus Driver	18.40

31310 - Taxi Driver	17.59
31361 - Truckdriver Light	17.58
31362 - Truckdriver Medium	18.34
31363 - Truckdriver Heavy	24.30
31364 - Truckdriver Tractor-Trailer	24.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.45
99030 - Cashier	12.17
99050 - Desk Clerk	13.96
99095 - Embalmer	28.59
99130 - Flight Follower	27.89
99251 - Laboratory Animal Caretaker	14.72
I	
99252 - Laboratory Animal Caretaker	15.40
II	
99260 - Marketing Analyst	33.74
99310 - Mortician	28.59
99410 - Pest Controller	23.47
99510 - Photofinishing Worker	19.28
99710 - Recycling Laborer	28.31
99711 - Recycling Specialist	31.80
99730 - Refuse Collector	25.84
99810 - Sales Clerk	13.34
99820 - School Crossing Guard	18.74
99830 - Survey Party Chief	36.91
99831 - Surveying Aide	23.16
99832 - Surveying Technician	34.44
99840 - Vending Machine Attendant	20.98
99841 - Vending Machine Repairer	23.74
99842 - Vending Machine Repairer	20.98
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or



\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

\*\* HAZARDOUS PAY DIFFERENTIAL \*\*

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

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

\*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

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

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

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

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

Standard Wage Determination No.: 2015-4125

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4125  
Revision No.: 19  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: Connecticut

This wage determination is applicable to the following towns in MIDDLESEX COUNTY: Chester Clinton Deep River Durham Essex Killingworth Middlefield Old Saybrook Westbrook

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

<b>OCCUPATION CODE - TITLE</b>	<b>FOOTNOTE</b>	<b>RATE</b>
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		18.30
01012 - Accounting Clerk II		20.55
01013 - Accounting Clerk III		22.98
01020 - Administrative Assistant		33.85
01035 - Court Reporter		23.80
01041 - Customer Service Representative I		15.69

01042 - Customer Service Representative II	17.64
01043 - Customer Service Representative III	19.24
01051 - Data Entry Operator I	18.87
01052 - Data Entry Operator II	20.59
01060 - Dispatcher Motor Vehicle	21.77
01070 - Document Preparation Clerk	19.09
01090 - Duplicating Machine Operator	19.09
01111 - General Clerk I	15.69
01112 - General Clerk II	17.12
01113 - General Clerk III	19.23
01120 - Housing Referral Assistant	22.95
01141 - Messenger Courier	20.28
01191 - Order Clerk I	16.17
01192 - Order Clerk II	18.40
01261 - Personnel Assistant (Employment) I	20.71
01262 - Personnel Assistant (Employment) II	23.16
01263 - Personnel Assistant (Employment) III	25.82
01270 - Production Control Clerk	22.99
01290 - Rental Clerk	16.96
01300 - Scheduler Maintenance	18.41
01311 - Secretary I	18.41
01312 - Secretary II	20.59
01313 - Secretary III	22.95
01320 - Service Order Dispatcher	19.45
01410 - Supply Technician	33.85
01420 - Survey Worker	19.18
01460 - Switchboard Operator/Receptionist	18.31
01531 - Travel Clerk I	19.38
01532 - Travel Clerk II	21.13
01533 - Travel Clerk III	22.99
01611 - Word Processor I	19.87
01612 - Word Processor II	22.32
01613 - Word Processor III	24.96
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	27.35
Fiberglass	
05010 - Automotive Electrician	22.82
05040 - Automotive Glass Installer	21.90
05070 - Automotive Worker	21.90
05110 - Mobile Equipment Servicer	20.56
05130 - Motor Equipment Metal	23.74
Mechanic	
05160 - Motor Equipment Metal Worker	21.90

05190 - Motor Vehicle Mechanic	23.74
05220 - Motor Vehicle Mechanic	19.81
<b>Helper</b>	
05250 - Motor Vehicle Upholstery	21.27
<b>Worker</b>	
05280 - Motor Vehicle Wrecker	21.90
05310 - Painter Automotive	22.82
05340 - Radiator Repair Specialist	21.87
05370 - Tire Repairer	19.28
05400 - Transmission Repair	23.74
<b>Specialist</b>	
07000 - Food Preparation And Service	
<b>Occupations</b>	
07010 - Baker	15.00
07041 - Cook I	18.86
07042 - Cook II	20.54
07070 - Dishwasher	12.08
07130 - Food Service Worker	14.84
07210 - Meat Cutter	22.21
07260 - Waiter/Waitress	11.92
09000 - Furniture Maintenance And	
<b>Repair Occupations</b>	
09010 - Electrostatic Spray Painter	24.44
09040 - Furniture Handler	19.92
09080 - Furniture Refinisher	26.25
09090 - Furniture Refinisher Helper	21.99
09110 - Furniture Repairer Minor	24.18
09130 - Upholsterer	24.44
11000 - General Services And Support	
<b>Occupations</b>	
11030 - Cleaner Vehicles	13.15
11060 - Elevator Operator	16.34
11090 - Gardener	23.45
11122 - Housekeeping Aide	16.34
11150 - Janitor	16.34
11210 - Laborer Grounds Maintenance	19.73
11240 - Maid or Houseman	13.37
11260 - Pruner	17.80
11270 - Tractor Operator	22.36
11330 - Trail Maintenance Worker	19.73
11360 - Window Cleaner	18.12
12000 - Health Occupations	
12010 - Ambulance Driver	24.54
12011 - Breath Alcohol Technician	25.02
12012 - Certified Occupational	32.99
<b>Therapist Assistant</b>	
12015 - Certified Physical Therapist	30.92
<b>Assistant</b>	
12020 - Dental Assistant	22.20

12025 - Dental Hygienist	47.19
12030 - EKG Technician	38.05
12035 - Electroneurodiagnostic Technologist	38.05
12040 - Emergency Medical Technician	24.54
12071 - Licensed Practical Nurse I	22.44
12072 - Licensed Practical Nurse II	25.11
12073 - Licensed Practical Nurse III	27.99
12100 - Medical Assistant	18.37
12130 - Medical Laboratory Technician	29.87
12160 - Medical Record Clerk	21.97
12190 - Medical Record Technician	24.94
12195 - Medical Transcriptionist	22.87
12210 - Nuclear Medicine Technologist	53.93
12221 - Nursing Assistant I	14.11
12222 - Nursing Assistant II	15.85
12223 - Nursing Assistant III	17.30
12224 - Nursing Assistant IV	19.43
12235 - Optical Dispenser	28.81
12236 - Optical Technician	24.02
12250 - Pharmacy Technician	17.57
12280 - Phlebotomist	19.91
12305 - Radiologic Technologist	38.29
12311 - Registered Nurse I	27.91
12312 - Registered Nurse II	34.14
12313 - Registered Nurse II	34.14
Specialist	
12314 - Registered Nurse III	41.30
12315 - Registered Nurse III	41.30
Anesthetist	
12316 - Registered Nurse IV	49.50
12317 - Scheduler (Drug and Alcohol Testing)	30.99
12320 - Substance Abuse Treatment Counselor	25.24
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.21
13012 - Exhibits Specialist II	28.76
13013 - Exhibits Specialist III	35.18
13041 - Illustrator I	23.40
13042 - Illustrator II	29.00
13043 - Illustrator III	35.47
13047 - Librarian	31.85
13050 - Library Aide/Clerk	15.24
13054 - Library Information Technology Systems	28.76



<b>Administrator</b>		
13058 - Library Technician		27.26
13061 - Media Specialist I		20.76
13062 - Media Specialist II		23.21
13063 - Media Specialist III		25.88
13071 - Photographer I		20.67
13072 - Photographer II		23.84
13073 - Photographer III		29.53
13074 - Photographer IV		36.12
13075 - Photographer V		43.71
13090 - Technical Order Library		19.14
<b>Clerk</b>		
13110 - Video Teleconference		27.53
<b>Technician</b>		
14000 - Information Technology		
<b>Occupations</b>		
14041 - Computer Operator I		19.64
14042 - Computer Operator II		21.98
14043 - Computer Operator III		24.50
14044 - Computer Operator IV		27.21
14045 - Computer Operator V		30.14
14071 - Computer Programmer I	(see 1)	24.59
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		19.64
<b>Operator</b>		
14160 - Personal Computer Support		29.29
<b>Technician</b>		
14170 - System Support Specialist		43.12
<b>15000 - Instructional Occupations</b>		
15010 - Aircrew Training Devices		32.76
<b>Instructor (Non-Rated)</b>		
15020 - Aircrew Training Devices		39.63
<b>Instructor (Rated)</b>		
15030 - Air Crew Training Devices		47.51
<b>Instructor (Pilot)</b>		
15050 - Computer Based Training		32.76
<b>Specialist / Instructor</b>		
15060 - Educational Technologist		52.73
15070 - Flight Instructor (Pilot)		47.51
15080 - Graphic Artist		27.72
15085 - Maintenance Test Pilot Fixed		47.51
<b>Jet/Prop</b>		
15086 - Maintenance Test Pilot		47.51
<b>Rotary Wing</b>		

15088 - Non-Maintenance Test/Co-Pilot	47.51
15090 - Technical Instructor	26.47
15095 - Technical Instructor/Course Developer	32.37
15110 - Test Proctor	21.36
15120 - Tutor	21.36
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.23
16030 - Counter Attendant	13.23
16040 - Dry Cleaner	15.11
16070 - Finisher Flatwork Machine	13.23
16090 - Presser Hand	13.23
16110 - Presser Machine Drycleaning	13.23
16130 - Presser Machine Shirts	13.23
16160 - Presser Machine Wearing Apparel Laundry	13.23
16190 - Sewing Machine Operator	15.93
16220 - Tailor	16.79
16250 - Washer Machine	13.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	29.99
19040 - Tool And Die Maker	34.84
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.46
21030 - Material Coordinator	22.99
21040 - Material Expediter	22.99
21050 - Material Handling Laborer	15.84
21071 - Order Filler	14.35
21080 - Production Line Worker (Food Processing)	18.46
21110 - Shipping Packer	17.86
21130 - Shipping/Receiving Clerk	17.86
21140 - Store Worker I	15.53
21150 - Stock Clerk	20.79
21210 - Tools And Parts Attendant	18.46
21410 - Warehouse Specialist	18.46
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.92
23019 - Aircraft Logs and Records Technician	24.73
23021 - Aircraft Mechanic I	27.95
23022 - Aircraft Mechanic II	28.92
23023 - Aircraft Mechanic III	30.09

23040 - Aircraft Mechanic Helper	22.54
23050 - Aircraft Painter	26.87
23060 - Aircraft Servicer	24.73
23070 - Aircraft Survival Flight	26.87
Equipment Technician	
23080 - Aircraft Worker	25.74
23091 - Aircrew Life Support	25.74
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	27.95
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	30.67
23120 - Bicycle Repairer	26.99
23125 - Cable Splicer	50.86
23130 - Carpenter Maintenance	28.35
23140 - Carpet Layer	29.39
23160 - Electrician Maintenance	32.36
23181 - Electronics Technician	32.44
Maintenance I	
23182 - Electronics Technician	33.85
Maintenance II	
23183 - Electronics Technician	35.22
Maintenance III	
23260 - Fabric Worker	28.25
23290 - Fire Alarm System Mechanic	30.13
23310 - Fire Extinguisher Repairer	26.99
23311 - Fuel Distribution System	40.40
Mechanic	
23312 - Fuel Distribution System	34.19
Operator	
23370 - General Maintenance Worker	24.54
23380 - Ground Support Equipment	27.95
Mechanic	
23381 - Ground Support Equipment	24.73
Servicer	
23382 - Ground Support Equipment	25.74
Worker	
23391 - Gunsmith I	26.99
23392 - Gunsmith II	29.39
23393 - Gunsmith III	31.91
23410 - Heating Ventilation And Air-	31.09
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	32.17
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	28.48
23440 - Heavy Equipment Operator	34.14

23460 - Instrument Mechanic	31.91
23465 - Laboratory/Shelter Mechanic	30.67
23470 - Laborer	15.24
23510 - Locksmith	31.57
23530 - Machinery Maintenance	30.15
<b>Mechanic</b>	
23550 - Machinist Maintenance	23.44
23580 - Maintenance Trades Helper	19.38
23591 - Metrology Technician I	31.91
23592 - Metrology Technician II	33.02
23593 - Metrology Technician III	34.35
23640 - Millwright	31.91
23710 - Office Appliance Repairer	23.14
23760 - Painter Maintenance	22.09
23790 - Pipefitter Maintenance	39.87
23810 - Plumber Maintenance	38.32
23820 - Pneudraulic Systems Mechanic	31.91
23850 - Rigger	31.91
23870 - Scale Mechanic	29.39
23890 - Sheet-Metal Worker	30.24
<b>Maintenance</b>	
23910 - Small Engine Mechanic	30.13
23931 - Telecommunications Mechanic	32.51
<b>I</b>	
23932 - Telecommunications Mechanic	33.64
<b>II</b>	
23950 - Telephone Lineman	31.91
23960 - Welder Combination	23.39
<b>Maintenance</b>	
23965 - Well Driller	31.91
23970 - Woodcraft Worker	31.91
23980 - Woodworker	26.99
24000 - Personal Needs Occupations	
24550 - Case Manager	19.38
24570 - Child Care Attendant	13.78
24580 - Child Care Center Clerk	17.44
24610 - Chore Aide	13.76
24620 - Family Readiness And Support	19.38
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	22.09
25000 - Plant And System Operations	
<b>Occupations</b>	
25010 - Boiler Tender	32.40
25040 - Sewage Plant Operator	32.89
25070 - Stationary Engineer	32.40
25190 - Ventilation Equipment Tender	27.59
25210 - Water Treatment Plant	32.89
<b>Operator</b>	

<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		24.35
27007 - Baggage Inspector		15.77
27008 - Corrections Officer		36.85
27010 - Court Security Officer		36.85
27030 - Detection Dog Handler		19.88
27040 - Detention Officer		36.85
27070 - Firefighter		36.85
27101 - Guard I		15.77
27102 - Guard II		19.88
27131 - Police Officer I		33.15
27132 - Police Officer II		36.85
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		17.28
28042 - Carnival Equipment Repairer		18.13
28043 - Carnival Worker		13.75
28210 - Gate Attendant/Gate Tender		18.91
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		21.15
28510 - Recreation Aide/Health		15.43
<b>Facility Attendant</b>		
28515 - Recreation Specialist		26.20
28630 - Sports Official		16.84
28690 - Swimming Pool Operator		19.73
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		29.39
29020 - Hatch Tender		29.39
29030 - Line Handler		29.39
29041 - Stevedore I		28.25
29042 - Stevedore II		30.67
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	46.55
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	32.10
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		35.35
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		18.82
30022 - Archeological Technician II		21.95
30023 - Archeological Technician III		26.41
30030 - Cartographic Technician		26.66
30040 - Civil Engineering Technician		27.35
30051 - Cryogenic Technician I		28.88
30052 - Cryogenic Technician II		31.90
30061 - Drafter/CAD Operator I		18.82
30062 - Drafter/CAD Operator II		21.95
30063 - Drafter/CAD Operator III		23.47
30064 - Drafter/CAD Operator IV		28.88

30081 - Engineering Technician I	18.55
30082 - Engineering Technician II	20.80
30083 - Engineering Technician III	23.36
30084 - Engineering Technician IV	28.53
30085 - Engineering Technician V	34.90
30086 - Engineering Technician VI	42.23
30090 - Environmental Technician	26.08
30095 - Evidence Control Specialist	26.08
30210 - Laboratory Technician	22.03
30221 - Latent Fingerprint Technician I	28.88
30222 - Latent Fingerprint Technician II	31.90
30240 - Mathematical Technician	26.66
30361 - Paralegal/Legal Assistant I	22.97
30362 - Paralegal/Legal Assistant II	28.46
30363 - Paralegal/Legal Assistant	34.81
III	
30364 - Paralegal/Legal Assistant IV	42.13
30375 - Petroleum Supply Specialist	31.90
30390 - Photo-Optics Technician	26.66
30395 - Radiation Control Technician	31.90
30461 - Technical Writer I	27.77
30462 - Technical Writer II	33.96
30463 - Technical Writer III	41.09
30491 - Unexploded Ordnance (UXO)	29.58
Technician I	
30492 - Unexploded Ordnance (UXO)	35.79
Technician II	
30493 - Unexploded Ordnance (UXO)	42.90
Technician III	
30494 - Unexploded (UXO) Safety	29.58
Escort	
30495 - Unexploded (UXO) Sweep	29.58
Personnel	
30501 - Weather Forecaster I	28.88
30502 - Weather Forecaster II	35.13
30620 - Weather Observer Combined (see 2)	23.47
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	26.08
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	35.79
31020 - Bus Aide	19.82
31030 - Bus Driver	24.66
31043 - Driver Courier	16.21
31260 - Parking and Lot Attendant	12.56
31290 - Shuttle Bus Driver	17.01

31310 - Taxi Driver	17.07
31361 - Truckdriver Light	17.01
31362 - Truckdriver Medium	19.84
31363 - Truckdriver Heavy	23.77
31364 - Truckdriver Tractor-Trailer	23.77
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	12.14
99050 - Desk Clerk	16.23
99095 - Embalmer	36.14
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker	21.25
I	
99252 - Laboratory Animal Caretaker	22.35
II	
99260 - Marketing Analyst	29.95
99310 - Mortician	36.14
99410 - Pest Controller	18.17
99510 - Photofinishing Worker	15.55
99710 - Recycling Laborer	23.85
99711 - Recycling Specialist	27.02
99730 - Refuse Collector	21.51
99810 - Sales Clerk	13.95
99820 - School Crossing Guard	19.38
99830 - Survey Party Chief	37.70
99831 - Surveying Aide	23.60
99832 - Surveying Technician	28.53
99840 - Vending Machine Attendant	21.57
99841 - Vending Machine Repairer	24.60
99842 - Vending Machine Repairer	21.57
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or

\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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



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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

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

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

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

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

Standard Wage Determination No.: 2015-4127

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4127  
Revision No.: 19  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: Connecticut

This wage determination is applicable to the following cities and towns in NEW HAVEN COUNTY: Bethany Branford Cheshire East Haven Guilford Hamden Madison Meriden New Haven North Branford North Haven Orange Wallingford West Haven

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

<b>OCCUPATION CODE - TITLE</b>	<b>FOOTNOTE</b>	<b>RATE</b>
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		18.30
01012 - Accounting Clerk II		20.55
01013 - Accounting Clerk III		22.98
01020 - Administrative Assistant		33.85
01035 - Court Reporter		26.18

01041 - Customer Service Representative I	15.69
01042 - Customer Service Representative II	17.64
01043 - Customer Service Representative III	19.24
01051 - Data Entry Operator I	18.87
01052 - Data Entry Operator II	20.59
01060 - Dispatcher Motor Vehicle	25.79
01070 - Document Preparation Clerk	19.09
01090 - Duplicating Machine Operator	19.09
01111 - General Clerk I	15.69
01112 - General Clerk II	17.49
01113 - General Clerk III	19.23
01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	20.28
01191 - Order Clerk I	17.52
01192 - Order Clerk II	21.37
01261 - Personnel Assistant (Employment) I	20.71
01262 - Personnel Assistant (Employment) II	23.16
01263 - Personnel Assistant (Employment) III	25.82
01270 - Production Control Clerk	23.51
01290 - Rental Clerk	18.04
01300 - Scheduler Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.82
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	20.50
01410 - Supply Technician	33.85
01420 - Survey Worker	21.64
01460 - Switchboard Operator/Receptionist	18.31
01531 - Travel Clerk I	16.50
01532 - Travel Clerk II	17.97
01533 - Travel Clerk III	18.95
01611 - Word Processor I	19.87
01612 - Word Processor II	22.32
01613 - Word Processor III	24.96
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	28.10
Fiberglass	
05010 - Automotive Electrician	29.52
05040 - Automotive Glass Installer	28.55
05070 - Automotive Worker	28.55
05110 - Mobile Equipment Servicer	26.80

05130 - Motor Equipment Metal Mechanic	30.34
05160 - Motor Equipment Metal Worker	28.55
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic	25.82
Helper	
05250 - Motor Vehicle Upholstery Worker	27.72
05280 - Motor Vehicle Wrecker	28.55
05310 - Painter Automotive	28.79
05340 - Radiator Repair Specialist	26.95
05370 - Tire Repairer	19.28
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.75
07041 - Cook I	18.86
07042 - Cook II	20.54
07070 - Dishwasher	12.08
07130 - Food Service Worker	14.84
07210 - Meat Cutter	22.21
07260 - Waiter/Waitress	11.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.22
09040 - Furniture Handler	18.11
09080 - Furniture Refinisher	22.22
09090 - Furniture Refinisher Helper	19.44
09110 - Furniture Repairer Minor	20.87
09130 - Upholsterer	23.33
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.15
11060 - Elevator Operator	16.34
11090 - Gardener	23.45
11122 - Housekeeping Aide	16.34
11150 - Janitor	16.34
11210 - Laborer Grounds Maintenance	19.73
11240 - Maid or Houseman	13.68
11260 - Pruner	17.80
11270 - Tractor Operator	22.36
11330 - Trail Maintenance Worker	19.73
11360 - Window Cleaner	18.12
12000 - Health Occupations	
12010 - Ambulance Driver	24.54
12011 - Breath Alcohol Technician	25.02
12012 - Certified Occupational Therapist Assistant	32.99

12015 - Certified Physical Therapist Assistant	30.92
12020 - Dental Assistant	22.20
12025 - Dental Hygienist	47.19
12030 - EKG Technician	37.92
12035 - Electroneurodiagnostic Technologist	37.92
12040 - Emergency Medical Technician	24.54
12071 - Licensed Practical Nurse I	22.38
12072 - Licensed Practical Nurse II	25.02
12073 - Licensed Practical Nurse III	27.89
12100 - Medical Assistant	18.37
12130 - Medical Laboratory Technician	27.46
12160 - Medical Record Clerk	22.30
12190 - Medical Record Technician	26.71
12195 - Medical Transcriptionist	22.87
12210 - Nuclear Medicine Technologist	49.64
12221 - Nursing Assistant I	14.11
12222 - Nursing Assistant II	15.85
12223 - Nursing Assistant III	17.30
12224 - Nursing Assistant IV	19.43
12235 - Optical Dispenser	28.66
12236 - Optical Technician	23.14
12250 - Pharmacy Technician	17.57
12280 - Phlebotomist	19.91
12305 - Radiologic Technologist	38.29
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III	49.39
12316 - Registered Nurse IV	59.20
12317 - Scheduler (Drug and Alcohol Testing)	30.99
12320 - Substance Abuse Treatment Counselor	25.24
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	26.35
13012 - Exhibits Specialist II	32.65
13013 - Exhibits Specialist III	40.66
13041 - Illustrator I	28.07
13042 - Illustrator II	35.08
13043 - Illustrator III	44.73
13047 - Librarian	37.25

13050 - Library Aide/Clerk	15.79
13054 - Library Information	32.65
<b>Technology Systems</b>	
<b>Administrator</b>	
13058 - Library Technician	27.26
13061 - Media Specialist I	23.01
13062 - Media Specialist II	25.63
13063 - Media Specialist III	28.45
13071 - Photographer I	20.66
13072 - Photographer II	24.10
13073 - Photographer III	32.88
13074 - Photographer IV	44.26
13075 - Photographer V	50.85
13090 - Technical Order Library	19.14
<b>Clerk</b>	
13110 - Video Teleconference	27.91
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	22.89
14042 - Computer Operator II	25.62
14043 - Computer Operator III	28.57
14044 - Computer Operator IV	31.75
14045 - Computer Operator V	35.13
14071 - Computer Programmer I	(see 1) 27.56
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	22.89
<b>Operator</b>	
14160 - Personal Computer Support	31.75
<b>Technician</b>	
14170 - System Support Specialist	42.69
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	39.54
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	43.75
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	52.46
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	39.54
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	52.02
15070 - Flight Instructor (Pilot)	52.46
15080 - Graphic Artist	32.92



15085 - Maintenance Test Pilot Fixed Jet/Prop	45.90
15086 - Maintenance Test Pilot Rotary Wing	45.90
15088 - Non-Maintenance Test/Co- Pilot	45.90
15090 - Technical Instructor	27.17
15095 - Technical Instructor/Course Developer	32.55
15110 - Test Proctor	21.49
15120 - Tutor	21.49
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.23
16030 - Counter Attendant	13.23
16040 - Dry Cleaner	15.11
16070 - Finisher Flatwork Machine	13.23
16090 - Presser Hand	13.23
16110 - Presser Machine Drycleaning	13.23
16130 - Presser Machine Shirts	13.23
16160 - Presser Machine Wearing Apparel Laundry	13.23
16190 - Sewing Machine Operator	15.93
16220 - Tailor	16.79
16250 - Washer Machine	13.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	29.99
19040 - Tool And Die Maker	34.84
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.26
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	16.25
21071 - Order Filler	14.53
21080 - Production Line Worker (Food Processing)	18.26
21110 - Shipping Packer	17.86
21130 - Shipping/Receiving Clerk	17.86
21140 - Store Worker I	15.53
21150 - Stock Clerk	20.79
21210 - Tools And Parts Attendant	18.26
21410 - Warehouse Specialist	18.26
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.92

23019 - Aircraft Logs and Records	25.77
<b>Technician</b>	
23021 - Aircraft Mechanic I	27.95
23022 - Aircraft Mechanic II	28.92
23023 - Aircraft Mechanic III	30.09
23040 - Aircraft Mechanic Helper	24.00
23050 - Aircraft Painter	26.87
23060 - Aircraft Servicer	25.77
23070 - Aircraft Survival Flight	26.87
<b>Equipment Technician</b>	
23080 - Aircraft Worker	26.54
23091 - Aircrew Life Support	26.54
<b>Equipment (ALSE) Mechanic</b>	
<b>I</b>	
23092 - Aircrew Life Support	27.95
<b>Equipment (ALSE) Mechanic</b>	
<b>II</b>	
23110 - Appliance Mechanic	30.67
23120 - Bicycle Repairer	26.99
23125 - Cable Splicer	50.86
23130 - Carpenter Maintenance	29.55
23140 - Carpet Layer	29.39
23160 - Electrician Maintenance	36.84
23181 - Electronics Technician	32.44
<b>Maintenance I</b>	
23182 - Electronics Technician	33.85
<b>Maintenance II</b>	
23183 - Electronics Technician	35.22
<b>Maintenance III</b>	
23260 - Fabric Worker	28.25
23290 - Fire Alarm System Mechanic	30.13
23310 - Fire Extinguisher Repairer	26.99
23311 - Fuel Distribution System	38.34
<b>Mechanic</b>	
23312 - Fuel Distribution System	32.68
<b>Operator</b>	
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment	27.95
<b>Mechanic</b>	
23381 - Ground Support Equipment	25.77
<b>Servicer</b>	
23382 - Ground Support Equipment	26.54
<b>Worker</b>	
23391 - Gunsmith I	26.99
23392 - Gunsmith II	29.39
23393 - Gunsmith III	31.91
23410 - Heating Ventilation And Air-	30.36
<b>Conditioning</b>	
<b>Mechanic</b>	

23411 - Heating Ventilation And Air Contidioning	31.54
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.66
23440 - Heavy Equipment Operator	34.14
23460 - Instrument Mechanic	31.91
23465 - Laboratory/Shelter Mechanic	30.67
23470 - Laborer	14.91
23510 - Locksmith	31.57
23530 - Machinery Maintenance	30.15
Mechanic	
23550 - Machinist Maintenance	23.44
23580 - Maintenance Trades Helper	17.62
23591 - Metrology Technician I	31.91
23592 - Metrology Technician II	33.02
23593 - Metrology Technician III	34.35
23640 - Millwright	31.91
23710 - Office Appliance Repairer	23.14
23760 - Painter Maintenance	25.03
23790 - Pipefitter Maintenance	39.87
23810 - Plumber Maintenance	38.32
23820 - Pneudraulic Systems Mechanic	31.91
23850 - Rigger	31.91
23870 - Scale Mechanic	29.39
23890 - Sheet-Metal Worker	29.16
Maintenance	
23910 - Small Engine Mechanic	26.00
23931 - Telecommunications Mechanic	32.51
I	
23932 - Telecommunications Mechanic	33.64
II	
23950 - Telephone Lineman	31.91
23960 - Welder Combination	23.39
Maintenance	
23965 - Well Driller	31.91
23970 - Woodcraft Worker	31.91
23980 - Woodworker	26.99
24000 - Personal Needs Occupations	
24550 - Case Manager	18.98
24570 - Child Care Attendant	13.78
24580 - Child Care Center Clerk	18.20
24610 - Chore Aide	13.76
24620 - Family Readiness And Support	18.98
Services	
Coordinator	
24630 - Homemaker	24.30
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	31.93

25040 - Sewage Plant Operator		32.89
25070 - Stationary Engineer		31.93
25190 - Ventilation Equipment Tender		27.59
25210 - Water Treatment Plant		32.89
<b>Operator</b>		
<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		24.35
27007 - Baggage Inspector		17.98
27008 - Corrections Officer		36.85
27010 - Court Security Officer		36.85
27030 - Detection Dog Handler		20.36
27040 - Detention Officer		36.85
27070 - Firefighter		36.85
27101 - Guard I		17.98
27102 - Guard II		20.36
27131 - Police Officer I		33.15
27132 - Police Officer II		36.85
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		17.28
28042 - Carnival Equipment Repairer		18.13
28043 - Carnival Worker		13.75
28210 - Gate Attendant/Gate Tender		18.91
28310 - Lifeguard		13.93
28350 - Park Attendant (Aide)		21.15
28510 - Recreation Aide/Health		18.98
<b>Facility Attendant</b>		
28515 - Recreation Specialist		26.20
28630 - Sports Official		16.84
28690 - Swimming Pool Operator		19.73
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		29.39
29020 - Hatch Tender		29.39
29030 - Line Handler		29.39
29041 - Stevedore I		28.25
29042 - Stevedore II		30.67
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	46.55
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	32.10
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		35.35
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		20.29
30022 - Archeological Technician II		22.42
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.75
30040 - Civil Engineering Technician		27.21
30051 - Cryogenic Technician I		28.88

30052 - Cryogenic Technician II	31.90
30061 - Drafter/CAD Operator I	19.69
30062 - Drafter/CAD Operator II	22.42
30063 - Drafter/CAD Operator III	24.89
30064 - Drafter/CAD Operator IV	30.53
30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.47
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.34
30090 - Environmental Technician	26.08
30095 - Evidence Control Specialist	26.08
30210 - Laboratory Technician	22.20
30221 - Latent Fingerprint Technician I	28.88
30222 - Latent Fingerprint Technician II	31.90
30240 - Mathematical Technician	27.27
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94
30363 - Paralegal/Legal Assistant III	35.39
30364 - Paralegal/Legal Assistant IV	42.84
30375 - Petroleum Supply Specialist	31.90
30390 - Photo-Optics Technician	27.27
30395 - Radiation Control Technician	31.90
30461 - Technical Writer I	27.77
30462 - Technical Writer II	33.96
30463 - Technical Writer III	41.09
30491 - Unexploded Ordnance (UXO) Technician I	29.58
30492 - Unexploded Ordnance (UXO) Technician II	35.79
30493 - Unexploded Ordnance (UXO) Technician III	42.90
30494 - Unexploded (UXO) Safety Escort	29.58
30495 - Unexploded (UXO) Sweep Personnel	29.58
30501 - Weather Forecaster I	28.88
30502 - Weather Forecaster II	35.12
30620 - Weather Observer Combined (see 2)	24.89
30621 - Weather Observer Senior (see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.79

31020 - Bus Aide	19.82
31030 - Bus Driver	24.66
31043 - Driver Courier	17.18
31260 - Parking and Lot Attendant	12.56
31290 - Shuttle Bus Driver	17.80
31310 - Taxi Driver	17.07
31361 - Truckdriver Light	17.80
31362 - Truckdriver Medium	19.73
31363 - Truckdriver Heavy	24.52
31364 - Truckdriver Tractor-Trailer	24.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	12.14
99050 - Desk Clerk	15.13
99095 - Embalmer	39.60
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker	21.64
I	
99252 - Laboratory Animal Caretaker	22.43
II	
99260 - Marketing Analyst	29.95
99310 - Mortician	39.60
99410 - Pest Controller	18.35
99510 - Photofinishing Worker	15.55
99710 - Recycling Laborer	23.85
99711 - Recycling Specialist	27.02
99730 - Refuse Collector	21.51
99810 - Sales Clerk	14.73
99820 - School Crossing Guard	20.13
99830 - Survey Party Chief	31.43
99831 - Surveying Aide	21.59
99832 - Surveying Technician	28.53
99840 - Vending Machine Attendant	21.97
99841 - Vending Machine Repairer	25.10
99842 - Vending Machine Repairer	21.97
Helper	

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

stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

- (1) The application of systems analysis techniques and procedures including

consulting with users to determine hardware software or system functional specifications;

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

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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to



this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent

information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

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

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

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

Standard Wage Determination No.: 2015-4129

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4129  
Revision No.: 19  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: Connecticut

This wage determination is applicable to the following towns in LITCHFIELD COUNTY: Bethlehem Watertown Woodbury

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

<b>OCCUPATION CODE - TITLE</b>	<b>FOOTNOTE</b>	<b>RATE</b>
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		17.75
01012 - Accounting Clerk II		19.93
01013 - Accounting Clerk III		22.29
01020 - Administrative Assistant		33.74
01035 - Court Reporter		20.47
01041 - Customer Service Representative I		14.98

01042 - Customer Service Representative II	16.84
01043 - Customer Service Representative III	18.38
01051 - Data Entry Operator I	15.17
01052 - Data Entry Operator II	16.56
01060 - Dispatcher Motor Vehicle	23.80
01070 - Document Preparation Clerk	16.31
01090 - Duplicating Machine Operator	16.31
01111 - General Clerk I	15.33
01112 - General Clerk II	16.72
01113 - General Clerk III	18.77
01120 - Housing Referral Assistant	22.83
01141 - Messenger Courier	14.44
01191 - Order Clerk I	15.64
01192 - Order Clerk II	18.40
01261 - Personnel Assistant (Employment) I	18.32
01262 - Personnel Assistant (Employment) II	20.49
01263 - Personnel Assistant (Employment) III	22.85
01270 - Production Control Clerk	22.72
01290 - Rental Clerk	15.52
01300 - Scheduler Maintenance	18.30
01311 - Secretary I	18.30
01312 - Secretary II	20.47
01313 - Secretary III	22.83
01320 - Service Order Dispatcher	21.88
01410 - Supply Technician	33.74
01420 - Survey Worker	20.47
01460 - Switchboard Operator/Receptionist	17.33
01531 - Travel Clerk I	14.08
01532 - Travel Clerk II	15.32
01533 - Travel Clerk III	16.71
01611 - Word Processor I	16.31
01612 - Word Processor II	18.30
01613 - Word Processor III	20.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.89
Fiberglass	
05010 - Automotive Electrician	24.73
05040 - Automotive Glass Installer	23.70
05070 - Automotive Worker	23.70
05110 - Mobile Equipment Servicer	21.79
05130 - Motor Equipment Metal	25.76
Mechanic	
05160 - Motor Equipment Metal Worker	23.70

05190 - Motor Vehicle Mechanic	25.76
05220 - Motor Vehicle Mechanic	20.71
<b>Helper</b>	
05250 - Motor Vehicle Upholstery	22.79
<b>Worker</b>	
05280 - Motor Vehicle Wrecker	23.70
05310 - Painter Automotive	24.73
05340 - Radiator Repair Specialist	23.70
05370 - Tire Repairer	19.28
05400 - Transmission Repair	25.76
<b>Specialist</b>	
07000 - Food Preparation And Service	
<b>Occupations</b>	
07010 - Baker	15.73
07041 - Cook I	18.92
07042 - Cook II	20.58
07070 - Dishwasher	12.26
07130 - Food Service Worker	12.78
07210 - Meat Cutter	20.41
07260 - Waiter/Waitress	11.88
09000 - Furniture Maintenance And	
<b>Repair Occupations</b>	
09010 - Electrostatic Spray Painter	24.44
09040 - Furniture Handler	18.64
09080 - Furniture Refinisher	25.32
09090 - Furniture Refinisher Helper	21.21
09110 - Furniture Repairer Minor	23.34
09130 - Upholsterer	24.44
11000 - General Services And Support	
<b>Occupations</b>	
11030 - Cleaner Vehicles	13.84
11060 - Elevator Operator	16.74
11090 - Gardener	21.05
11122 - Housekeeping Aide	17.18
11150 - Janitor	17.18
11210 - Laborer Grounds Maintenance	17.59
11240 - Maid or Houseman	13.29
11260 - Pruner	15.85
11270 - Tractor Operator	20.02
11330 - Trail Maintenance Worker	17.59
11360 - Window Cleaner	19.06
12000 - Health Occupations	
12010 - Ambulance Driver	24.95
12011 - Breath Alcohol Technician	24.95
12012 - Certified Occupational	34.23
<b>Therapist Assistant</b>	
12015 - Certified Physical Therapist	34.27
<b>Assistant</b>	
12020 - Dental Assistant	22.51

12025 - Dental Hygienist	46.48
12030 - EKG Technician	35.06
12035 - Electroneurodiagnostic Technologist	35.06
12040 - Emergency Medical Technician	24.95
12071 - Licensed Practical Nurse I	22.31
12072 - Licensed Practical Nurse II	24.95
12073 - Licensed Practical Nurse III	27.81
12100 - Medical Assistant	19.26
12130 - Medical Laboratory Technician	25.18
12160 - Medical Record Clerk	22.07
12190 - Medical Record Technician	26.34
12195 - Medical Transcriptionist	19.83
12210 - Nuclear Medicine Technologist	54.83
12221 - Nursing Assistant I	13.01
12222 - Nursing Assistant II	14.62
12223 - Nursing Assistant III	15.95
12224 - Nursing Assistant IV	17.92
12235 - Optical Dispenser	24.95
12236 - Optical Technician	22.31
12250 - Pharmacy Technician	16.42
12280 - Phlebotomist	22.31
12305 - Radiologic Technologist	32.10
12311 - Registered Nurse I	27.91
12312 - Registered Nurse II	34.14
12313 - Registered Nurse II	34.14
Specialist	
12314 - Registered Nurse III	41.30
12315 - Registered Nurse III	41.30
Anesthetist	
12316 - Registered Nurse IV	49.50
12317 - Scheduler (Drug and Alcohol Testing)	30.91
12320 - Substance Abuse Treatment Counselor	28.42
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.57
13012 - Exhibits Specialist II	30.45
13013 - Exhibits Specialist III	37.23
13041 - Illustrator I	24.57
13042 - Illustrator II	30.45
13043 - Illustrator III	37.23
13047 - Librarian	33.70
13050 - Library Aide/Clerk	14.23
13054 - Library Information Technology Systems	30.43

<b>Administrator</b>		
13058 - Library Technician		20.54
13061 - Media Specialist I		21.96
13062 - Media Specialist II		24.56
13063 - Media Specialist III		27.38
13071 - Photographer I		21.96
13072 - Photographer II		24.56
13073 - Photographer III		30.43
13074 - Photographer IV		37.22
13075 - Photographer V		45.03
13090 - Technical Order Library		17.87
<b>Clerk</b>		
13110 - Video Teleconference		21.96
<b>Technician</b>		
14000 - Information Technology		
<b>Occupations</b>		
14041 - Computer Operator I		16.71
14042 - Computer Operator II		18.69
14043 - Computer Operator III		20.85
14044 - Computer Operator IV		24.21
14045 - Computer Operator V		26.82
14071 - Computer Programmer I	(see 1)	24.15
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		16.71
<b>Operator</b>		
14160 - Personal Computer Support		26.63
<b>Technician</b>		
14170 - System Support Specialist		36.95
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		30.89
<b>Instructor (Non-Rated)</b>		
15020 - Aircrew Training Devices		37.37
<b>Instructor (Rated)</b>		
15030 - Air Crew Training Devices		44.79
<b>Instructor (Pilot)</b>		
15050 - Computer Based Training		30.89
<b>Specialist / Instructor</b>		
15060 - Educational Technologist		36.20
15070 - Flight Instructor (Pilot)		44.79
15080 - Graphic Artist		29.73
15085 - Maintenance Test Pilot Fixed		44.79
<b>Jet/Prop</b>		
15086 - Maintenance Test Pilot		44.79
<b>Rotary Wing</b>		

15088 - Non-Maintenance Test/Co-Pilot	44.79
15090 - Technical Instructor	24.06
15095 - Technical Instructor/Course Developer	29.43
15110 - Test Proctor	19.42
15120 - Tutor	19.42
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing Apparel Laundry	14.76
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.75
19040 - Tool And Die Maker	32.29
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.46
21030 - Material Coordinator	22.72
21040 - Material Expediter	22.72
21050 - Material Handling Laborer	15.84
21071 - Order Filler	14.33
21080 - Production Line Worker (Food Processing)	18.46
21110 - Shipping Packer	17.99
21130 - Shipping/Receiving Clerk	17.99
21140 - Store Worker I	15.19
21150 - Stock Clerk	20.41
21210 - Tools And Parts Attendant	18.46
21410 - Warehouse Specialist	18.46
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.72
23019 - Aircraft Logs and Records Technician	24.52
23021 - Aircraft Mechanic I	27.73
23022 - Aircraft Mechanic II	28.72
23023 - Aircraft Mechanic III	29.88



23040 - Aircraft Mechanic Helper	22.29
23050 - Aircraft Painter	26.63
23060 - Aircraft Servicer	24.52
23070 - Aircraft Survival Flight	26.63
Equipment Technician	
23080 - Aircraft Worker	25.42
23091 - Aircrew Life Support	25.42
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	27.73
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.32
23120 - Bicycle Repairer	22.32
23125 - Cable Splicer	33.67
23130 - Carpenter Maintenance	28.15
23140 - Carpet Layer	24.27
23160 - Electrician Maintenance	31.60
23181 - Electronics Technician	24.69
Maintenance I	
23182 - Electronics Technician	25.76
Maintenance II	
23183 - Electronics Technician	26.83
Maintenance III	
23260 - Fabric Worker	23.34
23290 - Fire Alarm System Mechanic	26.38
23310 - Fire Extinguisher Repairer	22.32
23311 - Fuel Distribution System	34.53
Mechanic	
23312 - Fuel Distribution System	30.77
Operator	
23370 - General Maintenance Worker	20.46
23380 - Ground Support Equipment	27.73
Mechanic	
23381 - Ground Support Equipment	24.52
Servicer	
23382 - Ground Support Equipment	25.42
Worker	
23391 - Gunsmith I	22.32
23392 - Gunsmith II	24.27
23393 - Gunsmith III	26.38
23410 - Heating Ventilation And Air-	29.36
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	30.42
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.38
23440 - Heavy Equipment Operator	29.21

23460 - Instrument Mechanic	26.38
23465 - Laboratory/Shelter Mechanic	25.32
23470 - Laborer	14.73
23510 - Locksmith	25.32
23530 - Machinery Maintenance	33.35
<b>Mechanic</b>	
23550 - Machinist Maintenance	22.84
23580 - Maintenance Trades Helper	21.21
23591 - Metrology Technician I	26.38
23592 - Metrology Technician II	27.33
23593 - Metrology Technician III	28.42
23640 - Millwright	26.38
23710 - Office Appliance Repairer	25.32
23760 - Painter Maintenance	21.76
23790 - Pipefitter Maintenance	29.36
23810 - Plumber Maintenance	28.19
23820 - Pneudraulic Systems Mechanic	26.38
23850 - Rigger	26.38
23870 - Scale Mechanic	24.27
23890 - Sheet-Metal Worker	22.72
<b>Maintenance</b>	
23910 - Small Engine Mechanic	24.27
23931 - Telecommunications Mechanic	29.83
<b>I</b>	
23932 - Telecommunications Mechanic	30.91
<b>II</b>	
23950 - Telephone Lineman	26.38
23960 - Welder Combination	25.64
<b>Maintenance</b>	
23965 - Well Driller	26.38
23970 - Woodcraft Worker	26.38
23980 - Woodworker	22.32
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	19.38
24570 - Child Care Attendant	13.75
24580 - Child Care Center Clerk	17.44
24610 - Chore Aide	14.06
24620 - Family Readiness And Support	19.38
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	22.09
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	26.38
25040 - Sewage Plant Operator	32.89
25070 - Stationary Engineer	26.38
25190 - Ventilation Equipment Tender	23.33
25210 - Water Treatment Plant	32.89
<b>Operator</b>	

<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		25.67
27007 - Baggage Inspector		17.42
27008 - Corrections Officer		36.18
27010 - Court Security Officer		36.18
27030 - Detection Dog Handler		19.88
27040 - Detention Officer		36.18
27070 - Firefighter		36.01
27101 - Guard I		17.42
27102 - Guard II		19.88
27131 - Police Officer I		32.21
27132 - Police Officer II		35.80
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		14.01
28042 - Carnival Equipment Repairer		14.74
28043 - Carnival Worker		11.44
28210 - Gate Attendant/Gate Tender		15.48
28310 - Lifeguard		13.78
28350 - Park Attendant (Aide)		17.31
28510 - Recreation Aide/Health Facility Attendant		12.63
28515 - Recreation Specialist		21.45
28630 - Sports Official		13.78
28690 - Swimming Pool Operator		19.48
<b>29000 - Stevedoring/Longshoremen Occupational Services</b>		
29010 - Blocker And Bracer		26.35
29020 - Hatch Tender		26.35
29030 - Line Handler		26.35
29041 - Stevedore I		25.32
29042 - Stevedore II		28.29
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	44.99
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	31.03
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		34.17
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		18.49
30022 - Archeological Technician II		21.95
30023 - Archeological Technician III		26.41
30030 - Cartographic Technician		26.66
30040 - Civil Engineering Technician		27.35
30051 - Cryogenic Technician I		23.44
30052 - Cryogenic Technician II		25.90
30061 - Drafter/CAD Operator I		18.49
30062 - Drafter/CAD Operator II		21.95
30063 - Drafter/CAD Operator III		23.43
30064 - Drafter/CAD Operator IV		28.84

30081 - Engineering Technician I	16.86
30082 - Engineering Technician II	18.91
30083 - Engineering Technician III	21.96
30084 - Engineering Technician IV	25.74
30085 - Engineering Technician V	30.54
30086 - Engineering Technician VI	36.92
30090 - Environmental Technician	24.81
30095 - Evidence Control Specialist	21.17
30210 - Laboratory Technician	24.84
30221 - Latent Fingerprint Technician I	23.44
30222 - Latent Fingerprint Technician II	25.90
30240 - Mathematical Technician	26.66
30361 - Paralegal/Legal Assistant I	21.30
30362 - Paralegal/Legal Assistant II	26.39
30363 - Paralegal/Legal Assistant	32.29
III	
30364 - Paralegal/Legal Assistant IV	39.05
30375 - Petroleum Supply Specialist	25.90
30390 - Photo-Optics Technician	26.66
30395 - Radiation Control Technician	25.90
30461 - Technical Writer I	22.99
30462 - Technical Writer II	28.13
30463 - Technical Writer III	34.04
30491 - Unexploded Ordnance (UXO)	28.59
Technician I	
30492 - Unexploded Ordnance (UXO)	34.59
Technician II	
30493 - Unexploded Ordnance (UXO)	41.46
Technician III	
30494 - Unexploded (UXO) Safety	28.59
Escort	
30495 - Unexploded (UXO) Sweep	28.59
Personnel	
30501 - Weather Forecaster I	28.84
30502 - Weather Forecaster II	35.09
30620 - Weather Observer Combined (see 2)	23.43
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.62
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	34.59
31020 - Bus Aide	18.58
31030 - Bus Driver	23.78
31043 - Driver Courier	18.76
31260 - Parking and Lot Attendant	16.75
31290 - Shuttle Bus Driver	17.94

31310 - Taxi Driver	17.58
31361 - Truckdriver Light	19.73
31362 - Truckdriver Medium	21.82
31363 - Truckdriver Heavy	24.73
31364 - Truckdriver Tractor-Trailer	24.73
<b>99000 - Miscellaneous Occupations</b>	
99020 - Cabin Safety Specialist	16.87
99030 - Cashier	12.06
99050 - Desk Clerk	14.75
99095 - Embalmer	32.85
99130 - Flight Follower	28.59
99251 - Laboratory Animal Caretaker	15.96
<b>I</b>	
99252 - Laboratory Animal Caretaker	16.79
<b>II</b>	
99260 - Marketing Analyst	27.93
99310 - Mortician	32.85
99410 - Pest Controller	23.78
99510 - Photofinishing Worker	15.02
99710 - Recycling Laborer	24.29
99711 - Recycling Specialist	27.65
99730 - Refuse Collector	21.89
99810 - Sales Clerk	13.39
99820 - School Crossing Guard	15.06
99830 - Survey Party Chief	26.30
99831 - Surveying Aide	16.46
99832 - Surveying Technician	19.91
99840 - Vending Machine Attendant	21.62
99841 - Vending Machine Repairer	24.73
99842 - Vending Machine Repairer	21.62
<b>Helper</b>	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or

\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process



the request.

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

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

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

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

Standard Wage Determination No.: 2015-4131

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4131  
Revision No.: 19  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: Connecticut

This wage determination is applicable to the following cities towns and boroughs in NEW HAVEN COUNTY: Beacon Falls Middlebury Naugatuck Prospect Waterbury Wolcott

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

<b>OCCUPATION CODE - TITLE</b>	<b>FOOTNOTE</b>	<b>RATE</b>
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		17.75
01012 - Accounting Clerk II		19.93
01013 - Accounting Clerk III		22.29
01020 - Administrative Assistant		33.74
01035 - Court Reporter		21.64
01041 - Customer Service Representative I		14.98

01042 - Customer Service Representative II	16.84
01043 - Customer Service Representative III	18.38
01051 - Data Entry Operator I	16.18
01052 - Data Entry Operator II	17.66
01060 - Dispatcher Motor Vehicle	25.79
01070 - Document Preparation Clerk	17.00
01090 - Duplicating Machine Operator	17.00
01111 - General Clerk I	15.44
01112 - General Clerk II	17.49
01113 - General Clerk III	19.01
01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	13.29
01191 - Order Clerk I	17.52
01192 - Order Clerk II	21.37
01261 - Personnel Assistant (Employment) I	18.96
01262 - Personnel Assistant (Employment) II	21.22
01263 - Personnel Assistant (Employment) III	23.66
01270 - Production Control Clerk	23.51
01290 - Rental Clerk	18.04
01300 - Scheduler Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.82
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	21.88
01410 - Supply Technician	33.74
01420 - Survey Worker	21.64
01460 - Switchboard Operator/Receptionist	17.33
01531 - Travel Clerk I	14.08
01532 - Travel Clerk II	15.32
01533 - Travel Clerk III	16.71
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	26.38
Fiberglass	
05010 - Automotive Electrician	29.52
05040 - Automotive Glass Installer	28.55
05070 - Automotive Worker	28.55
05110 - Mobile Equipment Servicer	26.80
05130 - Motor Equipment Metal	30.34
Mechanic	
05160 - Motor Equipment Metal Worker	28.55

05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic	25.82
<b>Helper</b>	
05250 - Motor Vehicle Upholstery	27.72
<b>Worker</b>	
05280 - Motor Vehicle Wrecker	28.55
05310 - Painter Automotive	28.79
05340 - Radiator Repair Specialist	26.95
05370 - Tire Repairer	19.28
05400 - Transmission Repair	29.68
<b>Specialist</b>	
07000 - Food Preparation And Service	
<b>Occupations</b>	
07010 - Baker	16.75
07041 - Cook I	18.92
07042 - Cook II	20.58
07070 - Dishwasher	12.26
07130 - Food Service Worker	12.78
07210 - Meat Cutter	19.46
07260 - Waiter/Waitress	11.88
09000 - Furniture Maintenance And	
<b>Repair Occupations</b>	
09010 - Electrostatic Spray Painter	22.22
09040 - Furniture Handler	18.11
09080 - Furniture Refinisher	22.22
09090 - Furniture Refinisher Helper	19.44
09110 - Furniture Repairer Minor	20.87
09130 - Upholsterer	23.33
11000 - General Services And Support	
<b>Occupations</b>	
11030 - Cleaner Vehicles	13.84
11060 - Elevator Operator	16.74
11090 - Gardener	21.05
11122 - Housekeeping Aide	17.27
11150 - Janitor	17.27
11210 - Laborer Grounds Maintenance	17.59
11240 - Maid or Houseman	13.68
11260 - Pruner	15.98
11270 - Tractor Operator	20.02
11330 - Trail Maintenance Worker	17.59
11360 - Window Cleaner	19.06
12000 - Health Occupations	
12010 - Ambulance Driver	24.95
12011 - Breath Alcohol Technician	24.95
12012 - Certified Occupational	34.23
<b>Therapist Assistant</b>	
12015 - Certified Physical Therapist	34.27
<b>Assistant</b>	
12020 - Dental Assistant	22.51

12025 - Dental Hygienist	46.01
12030 - EKG Technician	35.06
12035 - Electroneurodiagnostic Technologist	35.06
12040 - Emergency Medical Technician	24.95
12071 - Licensed Practical Nurse I	22.31
12072 - Licensed Practical Nurse II	24.95
12073 - Licensed Practical Nurse III	27.81
12100 - Medical Assistant	19.26
12130 - Medical Laboratory Technician	25.18
12160 - Medical Record Clerk	22.37
12190 - Medical Record Technician	26.34
12195 - Medical Transcriptionist	20.34
12210 - Nuclear Medicine Technologist	54.83
12221 - Nursing Assistant I	13.01
12222 - Nursing Assistant II	14.62
12223 - Nursing Assistant III	15.95
12224 - Nursing Assistant IV	17.92
12235 - Optical Dispenser	24.95
12236 - Optical Technician	22.31
12250 - Pharmacy Technician	16.42
12280 - Phlebotomist	22.31
12305 - Radiologic Technologist	32.10
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II	38.41
Specialist	
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III	49.39
Anesthetist	
12316 - Registered Nurse IV	59.20
12317 - Scheduler (Drug and Alcohol Testing)	30.91
12320 - Substance Abuse Treatment Counselor	28.42
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	26.35
13012 - Exhibits Specialist II	32.65
13013 - Exhibits Specialist III	40.66
13041 - Illustrator I	28.07
13042 - Illustrator II	35.08
13043 - Illustrator III	44.73
13047 - Librarian	37.25
13050 - Library Aide/Clerk	15.79
13054 - Library Information Technology Systems	32.65

<b>Administrator</b>		
13058 - Library Technician		25.62
13061 - Media Specialist I		23.01
13062 - Media Specialist II		25.63
13063 - Media Specialist III		28.45
13071 - Photographer I		21.96
13072 - Photographer II		24.57
13073 - Photographer III		32.88
13074 - Photographer IV		44.26
13075 - Photographer V		50.85
13090 - Technical Order Library		17.87
<b>Clerk</b>		
13110 - Video Teleconference		21.96
<b>Technician</b>		
14000 - Information Technology		
<b>Occupations</b>		
14041 - Computer Operator I		20.81
14042 - Computer Operator II		23.29
14043 - Computer Operator III		25.97
14044 - Computer Operator IV		28.86
14045 - Computer Operator V		31.94
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		20.81
<b>Operator</b>		
14160 - Personal Computer Support		28.86
<b>Technician</b>		
14170 - System Support Specialist		36.95
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		39.54
<b>Instructor (Non-Rated)</b>		
15020 - Aircrew Training Devices		43.75
<b>Instructor (Rated)</b>		
15030 - Air Crew Training Devices		52.46
<b>Instructor (Pilot)</b>		
15050 - Computer Based Training		39.54
<b>Specialist / Instructor</b>		
15060 - Educational Technologist		35.73
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		33.80
15085 - Maintenance Test Pilot Fixed		44.79
<b>Jet/Prop</b>		
15086 - Maintenance Test Pilot		44.79
<b>Rotary Wing</b>		

15088 - Non-Maintenance Test/Co-Pilot	44.79
15090 - Technical Instructor	27.17
15095 - Technical Instructor/Course Developer	32.19
15110 - Test Proctor	21.25
15120 - Tutor	21.25
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing Apparel Laundry	14.76
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.75
19040 - Tool And Die Maker	32.29
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.80
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	16.25
21071 - Order Filler	14.53
21080 - Production Line Worker (Food Processing)	17.80
21110 - Shipping Packer	17.99
21130 - Shipping/Receiving Clerk	17.99
21140 - Store Worker I	15.19
21150 - Stock Clerk	20.41
21210 - Tools And Parts Attendant	17.80
21410 - Warehouse Specialist	17.80
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.37
23019 - Aircraft Logs and Records Technician	25.77
23021 - Aircraft Mechanic I	26.83
23022 - Aircraft Mechanic II	28.37
23023 - Aircraft Mechanic III	29.79

23040 - Aircraft Mechanic Helper	24.00
23050 - Aircraft Painter	25.52
23060 - Aircraft Servicer	25.77
23070 - Aircraft Survival Flight	25.52
Equipment Technician	
23080 - Aircraft Worker	26.54
23091 - Aircrew Life Support	26.54
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	26.83
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.32
23120 - Bicycle Repairer	22.32
23125 - Cable Splicer	35.32
23130 - Carpenter Maintenance	29.55
23140 - Carpet Layer	24.27
23160 - Electrician Maintenance	36.84
23181 - Electronics Technician	24.27
Maintenance I	
23182 - Electronics Technician	25.32
Maintenance II	
23183 - Electronics Technician	27.10
Maintenance III	
23260 - Fabric Worker	23.34
23290 - Fire Alarm System Mechanic	26.38
23310 - Fire Extinguisher Repairer	22.52
23311 - Fuel Distribution System	31.68
Mechanic	
23312 - Fuel Distribution System	29.79
Operator	
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment	27.11
Mechanic	
23381 - Ground Support Equipment	25.77
Servicer	
23382 - Ground Support Equipment	26.54
Worker	
23391 - Gunsmith I	22.52
23392 - Gunsmith II	24.27
23393 - Gunsmith III	26.38
23410 - Heating Ventilation And Air-	29.36
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	30.42
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.38
23440 - Heavy Equipment Operator	30.35



23460 - Instrument Mechanic	26.38
23465 - Laboratory/Shelter Mechanic	25.32
23470 - Laborer	14.73
23510 - Locksmith	25.32
23530 - Machinery Maintenance	33.35
<b>Mechanic</b>	
23550 - Machinist Maintenance	21.59
23580 - Maintenance Trades Helper	21.21
23591 - Metrology Technician I	26.38
23592 - Metrology Technician II	28.73
23593 - Metrology Technician III	29.57
23640 - Millwright	26.38
23710 - Office Appliance Repairer	25.32
23760 - Painter Maintenance	25.03
23790 - Pipefitter Maintenance	29.36
23810 - Plumber Maintenance	29.85
23820 - Pneudraulic Systems Mechanic	26.38
23850 - Rigger	26.38
23870 - Scale Mechanic	24.27
23890 - Sheet-Metal Worker	24.10
<b>Maintenance</b>	
23910 - Small Engine Mechanic	24.27
23931 - Telecommunications Mechanic	29.83
<b>I</b>	
23932 - Telecommunications Mechanic	30.91
<b>II</b>	
23950 - Telephone Lineman	28.50
23960 - Welder Combination	25.64
<b>Maintenance</b>	
23965 - Well Driller	26.38
23970 - Woodcraft Worker	26.38
23980 - Woodworker	22.32
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	18.50
24570 - Child Care Attendant	13.75
24580 - Child Care Center Clerk	18.20
24610 - Chore Aide	14.06
24620 - Family Readiness And Support	18.50
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	24.30
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	32.89
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	27.55
25210 - Water Treatment Plant	32.89
<b>Operator</b>	

<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		25.67
27007 - Baggage Inspector		17.98
27008 - Corrections Officer		36.18
27010 - Court Security Officer		36.18
27030 - Detection Dog Handler		20.36
27040 - Detention Officer		36.18
27070 - Firefighter		36.18
27101 - Guard I		17.98
27102 - Guard II		20.36
27131 - Police Officer I		32.37
27132 - Police Officer II		35.94
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		14.08
28042 - Carnival Equipment Repairer		14.74
28043 - Carnival Worker		11.44
28210 - Gate Attendant/Gate Tender		17.19
28310 - Lifeguard		13.93
28350 - Park Attendant (Aide)		19.24
28510 - Recreation Aide/Health		18.98
<b>Facility Attendant</b>		
28515 - Recreation Specialist		23.99
28630 - Sports Official		15.32
28690 - Swimming Pool Operator		18.10
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		25.77
29020 - Hatch Tender		25.77
29030 - Line Handler		25.77
29041 - Stevedore I		24.15
29042 - Stevedore II		29.85
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	44.99
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	31.03
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		34.17
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		20.29
30022 - Archeological Technician II		22.42
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.75
30040 - Civil Engineering Technician		25.11
30051 - Cryogenic Technician I		23.44
30052 - Cryogenic Technician II		25.90
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.42
30063 - Drafter/CAD Operator III		24.89
30064 - Drafter/CAD Operator IV		30.53

30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.47
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.34
30090 - Environmental Technician	23.43
30095 - Evidence Control Specialist	21.17
30210 - Laboratory Technician	24.84
30221 - Latent Fingerprint Technician I	23.44
30222 - Latent Fingerprint Technician II	25.90
30240 - Mathematical Technician	27.27
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94
30363 - Paralegal/Legal Assistant	35.39
III	
30364 - Paralegal/Legal Assistant IV	42.84
30375 - Petroleum Supply Specialist	25.90
30390 - Photo-Optics Technician	27.27
30395 - Radiation Control Technician	25.90
30461 - Technical Writer I	25.57
30462 - Technical Writer II	31.26
30463 - Technical Writer III	37.86
30491 - Unexploded Ordnance (UXO)	28.59
Technician I	
30492 - Unexploded Ordnance (UXO)	34.59
Technician II	
30493 - Unexploded Ordnance (UXO)	41.46
Technician III	
30494 - Unexploded (UXO) Safety	28.59
Escort	
30495 - Unexploded (UXO) Sweep	28.59
Personnel	
30501 - Weather Forecaster I	30.53
30502 - Weather Forecaster II	37.15
30620 - Weather Observer Combined (see 2)	24.89
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	27.27
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	34.59
31020 - Bus Aide	18.58
31030 - Bus Driver	23.78
31043 - Driver Courier	18.90
31260 - Parking and Lot Attendant	16.75
31290 - Shuttle Bus Driver	17.94

31310 - Taxi Driver	17.47
31361 - Truckdriver Light	19.73
31362 - Truckdriver Medium	21.70
31363 - Truckdriver Heavy	24.73
31364 - Truckdriver Tractor-Trailer	24.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.87
99030 - Cashier	12.06
99050 - Desk Clerk	13.75
99095 - Embalmer	37.16
99130 - Flight Follower	28.59
99251 - Laboratory Animal Caretaker	17.88
I	
99252 - Laboratory Animal Caretaker	18.54
II	
99260 - Marketing Analyst	27.93
99310 - Mortician	37.16
99410 - Pest Controller	23.78
99510 - Photofinishing Worker	15.02
99710 - Recycling Laborer	24.29
99711 - Recycling Specialist	27.65
99730 - Refuse Collector	21.89
99810 - Sales Clerk	14.73
99820 - School Crossing Guard	15.13
99830 - Survey Party Chief	24.88
99831 - Surveying Aide	17.10
99832 - Surveying Technician	22.59
99840 - Vending Machine Attendant	21.62
99841 - Vending Machine Repairer	24.73
99842 - Vending Machine Repairer	21.62
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or

\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

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

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

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

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



Standard Wage Determination No.: 2015-4133

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4133  
Revision No.: 21  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

This wage determination is applicable to the following towns in the following counties in CONNECTICUT:

LITCHFIELD COUNTY: Canaan Colebrook Cornwall Goshen Kent Litchfield  
Morris Norfolk North Canaan Roxbury Salisbury Sharon Torrington Warren  
Washington Winchester

WINDHAM COUNTY: Eastford Hampton

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		18.01
01012 - Accounting Clerk II		20.22
01013 - Accounting Clerk III		22.62
01020 - Administrative Assistant		28.68

01035 - Court Reporter	20.90
01041 - Customer Service Representative I	14.54
01042 - Customer Service Representative II	15.93
01043 - Customer Service Representative III	17.83
01051 - Data Entry Operator I	15.26
01052 - Data Entry Operator II	16.64
01060 - Dispatcher Motor Vehicle	22.21
01070 - Document Preparation Clerk	15.61
01090 - Duplicating Machine Operator	15.61
01111 - General Clerk I	15.15
01112 - General Clerk II	16.53
01113 - General Clerk III	18.57
01120 - Housing Referral Assistant	23.30
01141 - Messenger Courier	14.44
01191 - Order Clerk I	20.31
01192 - Order Clerk II	22.48
01261 - Personnel Assistant (Employment) I	18.68
01262 - Personnel Assistant (Employment) II	20.90
01263 - Personnel Assistant (Employment) III	23.30
01270 - Production Control Clerk	22.82
01290 - Rental Clerk	15.94
01300 - Scheduler Maintenance	18.68
01311 - Secretary I	18.68
01312 - Secretary II	20.90
01313 - Secretary III	23.30
01320 - Service Order Dispatcher	19.86
01410 - Supply Technician	28.68
01420 - Survey Worker	21.51
01460 - Switchboard Operator/Receptionist	16.90
01531 - Travel Clerk I	13.36
01532 - Travel Clerk II	14.46
01533 - Travel Clerk III	15.75
01611 - Word Processor I	16.69
01612 - Word Processor II	18.73
01613 - Word Processor III	20.90
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	24.89
<b>Fiberglass</b>	
05010 - Automotive Electrician	22.65
05040 - Automotive Glass Installer	21.90
05070 - Automotive Worker	21.90
05110 - Mobile Equipment Servicer	20.56

05130 - Motor Equipment Metal Mechanic	23.27
05160 - Motor Equipment Metal Worker	21.90
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic	19.81
Helper	
05250 - Motor Vehicle Upholstery Worker	21.27
05280 - Motor Vehicle Wrecker	21.90
05310 - Painter Automotive	22.10
05340 - Radiator Repair Specialist	21.18
05370 - Tire Repairer	18.63
05400 - Transmission Repair	22.99
Specialist	
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.81
07041 - Cook I	17.46
07042 - Cook II	19.01
07070 - Dishwasher	12.35
07130 - Food Service Worker	12.63
07210 - Meat Cutter	24.27
07260 - Waiter/Waitress	11.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.76
09040 - Furniture Handler	19.81
09080 - Furniture Refinisher	26.76
09090 - Furniture Refinisher Helper	22.45
09110 - Furniture Repairer Minor	24.64
09130 - Upholsterer	26.76
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.08
11060 - Elevator Operator	17.94
11090 - Gardener	20.89
11122 - Housekeeping Aide	17.94
11150 - Janitor	17.94
11210 - Laborer Grounds Maintenance	17.57
11240 - Maid or Houseman	13.79
11260 - Pruner	15.85
11270 - Tractor Operator	19.91
11330 - Trail Maintenance Worker	17.57
11360 - Window Cleaner	19.94
12000 - Health Occupations	
12010 - Ambulance Driver	23.98
12011 - Breath Alcohol Technician	25.09
12012 - Certified Occupational Therapist Assistant	34.43

12015 - Certified Physical Therapist Assistant	31.56
12020 - Dental Assistant	23.86
12025 - Dental Hygienist	45.52
12030 - EKG Technician	38.03
12035 - Electroneurodiagnostic Technologist	38.03
12040 - Emergency Medical Technician	23.98
12071 - Licensed Practical Nurse I	22.44
12072 - Licensed Practical Nurse II	25.09
12073 - Licensed Practical Nurse III	27.97
12100 - Medical Assistant	19.81
12130 - Medical Laboratory Technician	22.44
12160 - Medical Record Clerk	18.85
12190 - Medical Record Technician	29.49
12195 - Medical Transcriptionist	22.44
12210 - Nuclear Medicine Technologist	55.15
12221 - Nursing Assistant I	13.61
12222 - Nursing Assistant II	15.29
12223 - Nursing Assistant III	16.69
12224 - Nursing Assistant IV	18.75
12235 - Optical Dispenser	25.09
12236 - Optical Technician	22.44
12250 - Pharmacy Technician	17.36
12280 - Phlebotomist	22.44
12305 - Radiologic Technologist	35.06
12311 - Registered Nurse I	27.91
12312 - Registered Nurse II	34.14
12313 - Registered Nurse II	34.14
12314 - Registered Nurse III	41.30
12315 - Registered Nurse III	41.30
12316 - Registered Nurse IV	49.50
12317 - Scheduler (Drug and Alcohol Testing)	31.09
12320 - Substance Abuse Treatment Counselor	27.04
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.71
13012 - Exhibits Specialist II	28.13
13013 - Exhibits Specialist III	34.42
13041 - Illustrator I	23.40
13042 - Illustrator II	29.00
13043 - Illustrator III	35.47
13047 - Librarian	30.08

13050 - Library Aide/Clerk	14.53
13054 - Library Information	27.17
<b>Technology Systems</b>	
<b>Administrator</b>	
13058 - Library Technician	18.01
13061 - Media Specialist I	19.60
13062 - Media Specialist II	21.93
13063 - Media Specialist III	24.46
13071 - Photographer I	18.79
13072 - Photographer II	21.93
13073 - Photographer III	27.17
13074 - Photographer IV	33.24
13075 - Photographer V	40.21
13090 - Technical Order Library	17.98
<b>Clerk</b>	
13110 - Video Teleconference	17.78
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	16.71
14042 - Computer Operator II	18.69
14043 - Computer Operator III	20.85
14044 - Computer Operator IV	24.21
14045 - Computer Operator V	26.82
14071 - Computer Programmer I	(see 1) 24.15
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	16.71
<b>Operator</b>	
14160 - Personal Computer Support	26.63
<b>Technician</b>	
14170 - System Support Specialist	26.82
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	28.29
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	34.29
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	41.01
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	28.35
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	36.20
15070 - Flight Instructor (Pilot)	41.01
15080 - Graphic Artist	32.37

15085 - Maintenance Test Pilot Fixed Jet/Prop	41.01
15086 - Maintenance Test Pilot Rotary Wing	41.01
15088 - Non-Maintenance Test/Co- Pilot	41.01
15090 - Technical Instructor	26.47
15095 - Technical Instructor/Course Developer	32.37
15110 - Test Proctor	21.36
15120 - Tutor	21.36
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.23
16030 - Counter Attendant	13.23
16040 - Dry Cleaner	15.11
16070 - Finisher Flatwork Machine	13.23
16090 - Presser Hand	13.23
16110 - Presser Machine Drycleaning	13.23
16130 - Presser Machine Shirts	13.23
16160 - Presser Machine Wearing Apparel Laundry	13.23
16190 - Sewing Machine Operator	15.93
16220 - Tailor	16.79
16250 - Washer Machine	13.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.26
19040 - Tool And Die Maker	31.67
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.46
21030 - Material Coordinator	22.82
21040 - Material Expediter	22.82
21050 - Material Handling Laborer	16.44
21071 - Order Filler	14.33
21080 - Production Line Worker (Food Processing)	18.46
21110 - Shipping Packer	18.99
21130 - Shipping/Receiving Clerk	18.99
21140 - Store Worker I	15.53
21150 - Stock Clerk	20.79
21210 - Tools And Parts Attendant	18.46
21410 - Warehouse Specialist	18.46
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.81

23019 - Aircraft Logs and Records	24.64
<b>Technician</b>	
23021 - Aircraft Mechanic I	27.84
23022 - Aircraft Mechanic II	28.81
23023 - Aircraft Mechanic III	29.97
23040 - Aircraft Mechanic Helper	22.45
23050 - Aircraft Painter	26.76
23060 - Aircraft Servicer	24.64
23070 - Aircraft Survival Flight	26.76
<b>Equipment Technician</b>	
23080 - Aircraft Worker	25.64
23091 - Aircrew Life Support	25.64
<b>Equipment (ALSE) Mechanic</b>	
<b>I</b>	
23092 - Aircrew Life Support	27.84
<b>Equipment (ALSE) Mechanic</b>	
<b>II</b>	
23110 - Appliance Mechanic	26.76
23120 - Bicycle Repairer	23.55
23125 - Cable Splicer	33.67
23130 - Carpenter Maintenance	26.58
23140 - Carpet Layer	25.64
23160 - Electrician Maintenance	29.46
23181 - Electronics Technician	25.64
<b>Maintenance I</b>	
23182 - Electronics Technician	26.76
<b>Maintenance II</b>	
23183 - Electronics Technician	27.84
<b>Maintenance III</b>	
23260 - Fabric Worker	24.64
23290 - Fire Alarm System Mechanic	27.84
23310 - Fire Extinguisher Repairer	23.55
23311 - Fuel Distribution System	28.54
<b>Mechanic</b>	
23312 - Fuel Distribution System	25.43
<b>Operator</b>	
23370 - General Maintenance Worker	20.71
23380 - Ground Support Equipment	27.84
<b>Mechanic</b>	
23381 - Ground Support Equipment	24.64
<b>Servicer</b>	
23382 - Ground Support Equipment	25.64
<b>Worker</b>	
23391 - Gunsmith I	23.55
23392 - Gunsmith II	25.64
23393 - Gunsmith III	27.84
23410 - Heating Ventilation And Air-	28.77
<b>Conditioning</b>	
<b>Mechanic</b>	

23411 - Heating Ventilation And Air Contidioning	29.77
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.84
23440 - Heavy Equipment Operator	31.85
23460 - Instrument Mechanic	27.84
23465 - Laboratory/Shelter Mechanic	26.76
23470 - Laborer	16.44
23510 - Locksmith	26.76
23530 - Machinery Maintenance	27.25
Mechanic	
23550 - Machinist Maintenance	24.26
23580 - Maintenance Trades Helper	22.45
23591 - Metrology Technician I	27.84
23592 - Metrology Technician II	28.81
23593 - Metrology Technician III	29.97
23640 - Millwright	27.84
23710 - Office Appliance Repairer	26.76
23760 - Painter Maintenance	21.76
23790 - Pipefitter Maintenance	30.56
23810 - Plumber Maintenance	29.37
23820 - Pneudraulic Systems Mechanic	27.84
23850 - Rigger	27.84
23870 - Scale Mechanic	25.64
23890 - Sheet-Metal Worker	27.84
Maintenance	
23910 - Small Engine Mechanic	23.66
23931 - Telecommunications Mechanic	27.84
I	
23932 - Telecommunications Mechanic	28.81
II	
23950 - Telephone Lineman	27.84
23960 - Welder Combination	26.24
Maintenance	
23965 - Well Driller	27.84
23970 - Woodcraft Worker	27.84
23980 - Woodworker	23.55
24000 - Personal Needs Occupations	
24550 - Case Manager	20.64
24570 - Child Care Attendant	15.13
24580 - Child Care Center Clerk	18.87
24610 - Chore Aide	14.45
24620 - Family Readiness And Support	20.64
Services	
Coordinator	
24630 - Homemaker	22.09
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.84



25040 - Sewage Plant Operator		26.76
25070 - Stationary Engineer		27.84
25190 - Ventilation Equipment Tender		22.45
25210 - Water Treatment Plant		26.76
<b>Operator</b>		
<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		25.00
27007 - Baggage Inspector		18.68
27008 - Corrections Officer		27.19
27010 - Court Security Officer		27.19
27030 - Detection Dog Handler		20.89
27040 - Detention Officer		27.19
27070 - Firefighter		27.05
27101 - Guard I		18.68
27102 - Guard II		20.89
27131 - Police Officer I		32.69
27132 - Police Officer II		36.33
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		14.85
28042 - Carnival Equipment Repairer		15.65
28043 - Carnival Worker		12.92
28210 - Gate Attendant/Gate Tender		18.94
28310 - Lifeguard		16.86
28350 - Park Attendant (Aide)		21.20
28510 - Recreation Aide/Health		15.47
<b>Facility Attendant</b>		
28515 - Recreation Specialist		26.25
28630 - Sports Official		16.86
28690 - Swimming Pool Operator		21.43
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		26.35
29020 - Hatch Tender		26.35
29030 - Line Handler		26.35
29041 - Stevedore I		25.32
29042 - Stevedore II		28.29
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	44.99
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	31.03
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		34.17
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		20.80
30022 - Archeological Technician II		24.16
30023 - Archeological Technician III		29.05
30030 - Cartographic Technician		29.33
30040 - Civil Engineering Technician		30.09
30051 - Cryogenic Technician I		27.03

30052 - Cryogenic Technician II	29.86
30061 - Drafter/CAD Operator I	20.80
30062 - Drafter/CAD Operator II	24.16
30063 - Drafter/CAD Operator III	25.77
30064 - Drafter/CAD Operator IV	31.72
30081 - Engineering Technician I	18.26
30082 - Engineering Technician II	20.50
30083 - Engineering Technician III	22.93
30084 - Engineering Technician IV	28.31
30085 - Engineering Technician V	33.59
30086 - Engineering Technician VI	40.61
30090 - Environmental Technician	27.29
30095 - Evidence Control Specialist	24.41
30210 - Laboratory Technician	26.06
30221 - Latent Fingerprint Technician I	27.03
30222 - Latent Fingerprint Technician II	29.86
30240 - Mathematical Technician	29.33
30361 - Paralegal/Legal Assistant I	21.02
30362 - Paralegal/Legal Assistant II	26.04
30363 - Paralegal/Legal Assistant III	31.85
30364 - Paralegal/Legal Assistant IV	38.53
30375 - Petroleum Supply Specialist	29.86
30390 - Photo-Optics Technician	29.33
30395 - Radiation Control Technician	29.86
30461 - Technical Writer I	25.29
30462 - Technical Writer II	30.94
30463 - Technical Writer III	37.44
30491 - Unexploded Ordnance (UXO) Technician I	28.59
30492 - Unexploded Ordnance (UXO) Technician II	34.59
30493 - Unexploded Ordnance (UXO) Technician III	41.46
30494 - Unexploded (UXO) Safety Escort	28.59
30495 - Unexploded (UXO) Sweep Personnel	28.59
30501 - Weather Forecaster I	31.72
30502 - Weather Forecaster II	38.60
30620 - Weather Observer Combined (see 2)	25.77
30621 - Weather Observer Senior (see 2)	28.18
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.59

31020 - Bus Aide	17.37
31030 - Bus Driver	21.60
31043 - Driver Courier	14.89
31260 - Parking and Lot Attendant	15.37
31290 - Shuttle Bus Driver	16.81
31310 - Taxi Driver	18.30
31361 - Truckdriver Light	15.66
31362 - Truckdriver Medium	19.84
31363 - Truckdriver Heavy	22.61
31364 - Truckdriver Tractor-Trailer	22.61
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.87
99030 - Cashier	11.97
99050 - Desk Clerk	13.89
99095 - Embalmer	32.85
99130 - Flight Follower	28.59
99251 - Laboratory Animal Caretaker	19.51
I	
99252 - Laboratory Animal Caretaker	20.48
II	
99260 - Marketing Analyst	26.81
99310 - Mortician	32.85
99410 - Pest Controller	24.12
99510 - Photofinishing Worker	15.02
99710 - Recycling Laborer	19.39
99711 - Recycling Specialist	21.97
99730 - Refuse Collector	17.49
99810 - Sales Clerk	16.52
99820 - School Crossing Guard	16.57
99830 - Survey Party Chief	26.30
99831 - Surveying Aide	16.46
99832 - Surveying Technician	19.61
99840 - Vending Machine Attendant	21.97
99841 - Vending Machine Repairer	25.10
99842 - Vending Machine Repairer	21.97
Helper	

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

stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

- (1) The application of systems analysis techniques and procedures including

consulting with users to determine hardware software or system functional specifications;

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

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

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

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

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent

information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

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

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

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

Standard Wage Determination No.: 2015-4137

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                              Wage Determinations

Wage Determination No.: 2015-4137  
Revision No.: 22  
Date Of Last Revision: 12/27/2021

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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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

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This wage determination is applicable to the following cities and towns in the following VERMONT counties:

ADDISON COUNTY: Ferrisburg Lincoln Monkton Starksboro Vergennes

CHITTENDEN COUNTY: Bolton Burlington Charlotte Colchester Essex Hinesburg  
Huntington Jericho Milton Richmond Shelburne South Burlington St.  
George Underhill Westford Williston Winooski

FRANKLIN COUNTY: Fairfax Fletcher Georgia St. Albans city St. Albans town  
Swanton

GRAND ISLE COUNTY: Grand Isle North Hero South Hero

LAMOILLE COUNTY: Cambridge

WASHINGTON COUNTY: Duxbury

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\*\*Fringe Benefits Required Follow the Occupational Listing\*\*



OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.85
01012 - Accounting Clerk II		20.05
01013 - Accounting Clerk III		22.42
01020 - Administrative Assistant		25.94
01035 - Court Reporter		19.11
01041 - Customer Service Representative I		15.67
01042 - Customer Service Representative II		17.24
01043 - Customer Service Representative III		19.21
01051 - Data Entry Operator I		15.57
01052 - Data Entry Operator II		16.99
01060 - Dispatcher Motor Vehicle		21.14
01070 - Document Preparation Clerk		15.93
01090 - Duplicating Machine Operator		15.93
01111 - General Clerk I		15.48
01112 - General Clerk II		17.21
01113 - General Clerk III		19.27
01120 - Housing Referral Assistant		21.30
01141 - Messenger Courier		12.63
01191 - Order Clerk I		18.11
01192 - Order Clerk II		19.77
01261 - Personnel Assistant (Employment) I		16.30
01262 - Personnel Assistant (Employment) II		18.22
01263 - Personnel Assistant (Employment) III		20.31
01270 - Production Control Clerk		24.04
01290 - Rental Clerk		18.53
01300 - Scheduler Maintenance		17.09
01311 - Secretary I		17.09
01312 - Secretary II		19.11
01313 - Secretary III		21.30
01320 - Service Order Dispatcher		18.90
01410 - Supply Technician		25.94
01420 - Survey Worker		20.37
01460 - Switchboard Operator/Receptionist		16.70
01531 - Travel Clerk I		13.33
01532 - Travel Clerk II		14.52
01533 - Travel Clerk III		15.80
01611 - Word Processor I		15.21
01612 - Word Processor II		17.09
01613 - Word Processor III		19.11

<b>05000 - Automotive Service Occupations</b>		
05005 - Automobile Body Repairer		21.90
<b>Fiberglass</b>		
05010 - Automotive	Electrician	20.76
05040 - Automotive Glass Installer		19.76
05070 - Automotive Worker		19.76
05110 - Mobile Equipment Servicer		17.84
05130 - Motor Equipment Metal		21.78
<b>Mechanic</b>		
05160 - Motor Equipment Metal Worker		19.76
05190 - Motor Vehicle Mechanic		21.78
05220 - Motor Vehicle Mechanic		16.90
<b>Helper</b>		
05250 - Motor Vehicle Upholstery		18.76
<b>Worker</b>		
05280 - Motor Vehicle Wrecker		19.76
05310 - Painter Automotive		20.76
05340 - Radiator Repair Specialist		19.76
05370 - Tire Repairer		15.76
05400 - Transmission Repair		21.78
<b>Specialist</b>		
<b>07000 - Food Preparation And Service Occupations</b>		
07010 - Baker		17.72
07041 - Cook I		16.51
07042 - Cook II		18.29
07070 - Dishwasher		13.07
07130 - Food Service Worker		13.57
07210 - Meat Cutter		17.98
07260 - Waiter/Waitress		15.19
<b>09000 - Furniture Maintenance And Repair Occupations</b>		
09010 - Electrostatic Spray Painter		24.89
09040 - Furniture Handler		18.15
09080 - Furniture Refinisher		24.76
09090 - Furniture Refinisher Helper		20.16
09110 - Furniture Repairer Minor		22.38
09130 - Upholsterer		24.76
<b>11000 - General Services And Support Occupations</b>		
11030 - Cleaner Vehicles		14.11
11060 - Elevator Operator		14.99
11090 - Gardener		20.53
11122 - Housekeeping Aide		14.99
11150 - Janitor		14.99
11210 - Laborer Grounds Maintenance		17.34
11240 - Maid or Houseman		13.68
11260 - Pruner		16.25
11270 - Tractor Operator		19.45

11330 - Trail Maintenance Worker	17.34
11360 - Window Cleaner	15.99
12000 - Health Occupations	
12010 - Ambulance Driver	23.62
12011 - Breath Alcohol Technician	23.57
12012 - Certified Occupational Therapist Assistant	32.34
12015 - Certified Physical Therapist Assistant	28.94
12020 - Dental Assistant	23.41
12025 - Dental Hygienist	37.75
12030 - EKG Technician	35.72
12035 - Electroneurodiagnostic Technologist	35.72
12040 - Emergency Medical Technician	23.62
12071 - Licensed Practical Nurse I	21.08
12072 - Licensed Practical Nurse II	23.57
12073 - Licensed Practical Nurse III	26.27
12100 - Medical Assistant	17.64
12130 - Medical Laboratory Technician	26.24
12160 - Medical Record Clerk	18.03
12190 - Medical Record Technician	20.37
12195 - Medical Transcriptionist	21.08
12210 - Nuclear Medicine Technologist	51.80
12221 - Nursing Assistant I	12.24
12222 - Nursing Assistant II	13.75
12223 - Nursing Assistant III	15.01
12224 - Nursing Assistant IV	16.86
12235 - Optical Dispenser	23.60
12236 - Optical Technician	20.25
12250 - Pharmacy Technician	17.09
12280 - Phlebotomist	18.51
12305 - Radiologic Technologist	31.60
12311 - Registered Nurse I	22.91
12312 - Registered Nurse II	28.02
12313 - Registered Nurse II	28.02
Specialist	
12314 - Registered Nurse III	33.19
12315 - Registered Nurse III	33.19
Anesthetist	
12316 - Registered Nurse IV	39.77
12317 - Scheduler (Drug and Alcohol Testing)	29.20
12320 - Substance Abuse Treatment Counselor	23.53
13000 - Information And Arts Occupations	

13011 - Exhibits Specialist I	20.07
13012 - Exhibits Specialist II	24.87
13013 - Exhibits Specialist III	30.42
13041 - Illustrator I	20.19
13042 - Illustrator II	24.87
13043 - Illustrator III	30.42
13047 - Librarian	27.54
13050 - Library Aide/Clerk	15.37
13054 - Library Information	24.87
<b>Technology Systems</b>	
<b>Administrator</b>	
13058 - Library Technician	17.34
13061 - Media Specialist I	17.95
13062 - Media Specialist II	20.07
13063 - Media Specialist III	22.37
13071 - Photographer I	17.95
13072 - Photographer II	19.09
13073 - Photographer III	25.14
13074 - Photographer IV	29.49
13075 - Photographer V	41.21
13090 - Technical Order Library	19.31
<b>Clerk</b>	
13110 - Video Teleconference	18.20
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	16.58
14042 - Computer Operator II	18.55
14043 - Computer Operator III	20.69
14044 - Computer Operator IV	23.48
14045 - Computer Operator V	26.06
14071 - Computer Programmer I	(see 1) 24.21
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	16.58
<b>Operator</b>	
14160 - Personal Computer Support	26.06
<b>Technician</b>	
14170 - System Support Specialist	26.06
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.12
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	35.24
<b>Instructor (Rated)</b>	

15030 - Air Crew Training Devices Instructor (Pilot)	42.23
15050 - Computer Based Training Specialist / Instructor	29.12
15060 - Educational Technologist	28.05
15070 - Flight Instructor (Pilot)	44.48
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	23.87
15095 - Technical Instructor/Course Developer	29.37
15110 - Test Proctor	19.26
15120 - Tutor	19.26
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.67
16030 - Counter Attendant	13.67
16040 - Dry Cleaner	15.62
16070 - Finisher Flatwork Machine	13.67
16090 - Presser Hand	13.67
16110 - Presser Machine Drycleaning	13.67
16130 - Presser Machine Shirts	13.67
16160 - Presser Machine Wearing Apparel Laundry	13.67
16190 - Sewing Machine Operator	16.27
16220 - Tailor	16.92
16250 - Washer Machine	14.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.88
19040 - Tool And Die Maker	28.90
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.35
21030 - Material Coordinator	24.04
21040 - Material Expediter	24.04
21050 - Material Handling Laborer	16.62
21071 - Order Filler	14.53
21080 - Production Line Worker (Food Processing)	20.35
21110 - Shipping Packer	17.68
21130 - Shipping/Receiving Clerk	17.68
21140 - Store Worker I	14.76

21150 - Stock Clerk	17.88
21210 - Tools And Parts Attendant	20.35
21410 - Warehouse Specialist	20.35
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.60
23019 - Aircraft Logs and Records Technician	27.64
23021 - Aircraft Mechanic I	32.09
23022 - Aircraft Mechanic II	33.60
23023 - Aircraft Mechanic III	34.99
23040 - Aircraft Mechanic Helper	24.90
23050 - Aircraft Painter	30.59
23060 - Aircraft Servicer	27.64
23070 - Aircraft Survival Flight Equipment Technician	30.59
23080 - Aircraft Worker	29.11
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.11
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.09
23110 - Appliance Mechanic	25.01
23120 - Bicycle Repairer	18.04
23125 - Cable Splicer	43.36
23130 - Carpenter Maintenance	23.33
23140 - Carpet Layer	23.57
23160 - Electrician Maintenance	26.27
23181 - Electronics Technician Maintenance I	30.30
23182 - Electronics Technician Maintenance II	31.84
23183 - Electronics Technician Maintenance III	33.40
23260 - Fabric Worker	22.63
23290 - Fire Alarm System Mechanic	25.97
23310 - Fire Extinguisher Repairer	21.53
23311 - Fuel Distribution System Mechanic	32.96
23312 - Fuel Distribution System Operator	26.99
23370 - General Maintenance Worker	21.52
23380 - Ground Support Equipment Mechanic	32.09
23381 - Ground Support Equipment Servicer	27.64
23382 - Ground Support Equipment Worker	29.11

23391 - Gunsmith I	21.53
23392 - Gunsmith II	23.81
23393 - Gunsmith III	26.24
23410 - Heating Ventilation And Air- Conditioning	27.38
Mechanic	
23411 - Heating Ventilation And Air	28.67
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.87
23440 - Heavy Equipment Operator	21.82
23460 - Instrument Mechanic	26.24
23465 - Laboratory/Shelter Mechanic	25.01
23470 - Laborer	16.62
23510 - Locksmith	25.01
23530 - Machinery Maintenance	26.34
Mechanic	
23550 - Machinist Maintenance	24.33
23580 - Maintenance Trades Helper	17.38
23591 - Metrology Technician I	26.24
23592 - Metrology Technician II	27.49
23593 - Metrology Technician III	28.62
23640 - Millwright	26.24
23710 - Office Appliance Repairer	24.97
23760 - Painter Maintenance	19.45
23790 - Pipefitter Maintenance	27.21
23810 - Plumber Maintenance	25.93
23820 - Pneudraulic Systems Mechanic	26.24
23850 - Rigger	26.24
23870 - Scale Mechanic	23.81
23890 - Sheet-Metal Worker	24.06
Maintenance	
23910 - Small Engine Mechanic	21.24
23931 - Telecommunications Mechanic	27.19
I	
23932 - Telecommunications Mechanic	27.78
II	
23950 - Telephone Lineman	26.68
23960 - Welder Combination	22.40
Maintenance	
23965 - Well Driller	26.24
23970 - Woodcraft Worker	26.24
23980 - Woodworker	21.49
24000 - Personal Needs Occupations	
24550 - Case Manager	18.86
24570 - Child Care Attendant	14.15
24580 - Child Care Center Clerk	17.64
24610 - Chore Aide	14.34

24620 - Family Readiness And Support Services		18.86
Coordinator		
24630 - Homemaker		18.86
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		26.24
25040 - Sewage Plant Operator		26.12
25070 - Stationary Engineer		26.24
25190 - Ventilation Equipment Tender		20.40
25210 - Water Treatment Plant Operator		26.12
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.15
27007 - Baggage Inspector		16.31
27008 - Corrections Officer		22.27
27010 - Court Security Officer		22.27
27030 - Detection Dog Handler		18.24
27040 - Detention Officer		22.27
27070 - Firefighter		22.27
27101 - Guard I		16.31
27102 - Guard II		18.24
27131 - Police Officer I		24.39
27132 - Police Officer II		27.11
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.22
28042 - Carnival Equipment Repairer		16.06
28043 - Carnival Worker		12.72
28210 - Gate Attendant/Gate Tender		17.11
28310 - Lifeguard		15.23
28350 - Park Attendant (Aide)		19.13
28510 - Recreation Aide/Health Facility Attendant		13.96
28515 - Recreation Specialist		23.70
28630 - Sports Official		15.23
28690 - Swimming Pool Operator		18.65
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.81
29020 - Hatch Tender		23.81
29030 - Line Handler		23.81
29041 - Stevedore I		22.63
29042 - Stevedore II		25.01
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.61
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.00



30012 - Air Traffic Control	30.84
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	18.73
30022 - Archeological Technician II	21.85
30023 - Archeological Technician III	25.38
30030 - Cartographic Technician	26.50
30040 - Civil Engineering Technician	25.16
30051 - Cryogenic Technician I	28.11
30052 - Cryogenic Technician II	31.05
30061 - Drafter/CAD Operator I	18.73
30062 - Drafter/CAD Operator II	21.85
30063 - Drafter/CAD Operator III	24.37
30064 - Drafter/CAD Operator IV	28.11
30081 - Engineering Technician I	18.44
30082 - Engineering Technician II	20.70
30083 - Engineering Technician III	23.17
30084 - Engineering Technician IV	28.69
30085 - Engineering Technician V	35.10
30086 - Engineering Technician VI	42.47
30090 - Environmental Technician	25.38
30095 - Evidence Control Specialist	25.38
30210 - Laboratory Technician	26.01
30221 - Latent Fingerprint Technician I	28.11
30222 - Latent Fingerprint Technician II	31.05
30240 - Mathematical Technician	25.38
30361 - Paralegal/Legal Assistant I	19.01
30362 - Paralegal/Legal Assistant II	24.39
30363 - Paralegal/Legal Assistant III	28.94
30364 - Paralegal/Legal Assistant IV	36.09
30375 - Petroleum Supply Specialist	31.05
30390 - Photo-Optics Technician	27.08
30395 - Radiation Control Technician	31.05
30461 - Technical Writer I	25.78
30462 - Technical Writer II	31.54
30463 - Technical Writer III	38.16
30491 - Unexploded Ordnance (UXO) Technician I	25.81
30492 - Unexploded Ordnance (UXO) Technician II	31.23
30493 - Unexploded Ordnance (UXO) Technician III	37.43
30494 - Unexploded (UXO) Safety Escort	25.81
30495 - Unexploded (UXO) Sweep Personnel	25.81
30501 - Weather Forecaster I	28.11

30502 - Weather Forecaster II		34.20
30620 - Weather Observer Combined	(see 2)	24.37
Upper Air Or Surface Programs		
30621 - Weather Observer Senior	(see 2)	26.53
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.23
31020 - Bus Aide		17.65
31030 - Bus Driver		21.97
31043 - Driver Courier		17.52
31260 - Parking and Lot Attendant		14.64
31290 - Shuttle Bus Driver		18.04
31310 - Taxi Driver		14.88
31361 - Truckdriver Light		18.49
31362 - Truckdriver Medium		19.44
31363 - Truckdriver Heavy		24.56
31364 - Truckdriver Tractor-Trailer		24.56
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.23
99030 - Cashier		12.55
99050 - Desk Clerk		13.75
99095 - Embalmer		27.42
99130 - Flight Follower		25.81
99251 - Laboratory Animal Caretaker		16.52
I		
99252 - Laboratory Animal Caretaker		17.53
II		
99260 - Marketing Analyst		27.79
99310 - Mortician		27.42
99410 - Pest Controller		20.98
99510 - Photofinishing Worker		13.56
99710 - Recycling Laborer		18.59
99711 - Recycling Specialist		20.85
99730 - Refuse Collector		17.43
99810 - Sales Clerk		14.21
99820 - School Crossing Guard		15.80
99830 - Survey Party Chief		19.62
99831 - Surveying Aide		12.99
99832 - Surveying Technician		17.83
99840 - Vending Machine Attendant		18.90
99841 - Vending Machine Repairer		22.10
99842 - Vending Machine Repairer		18.90
Helper		

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years 4 after 15 years and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the

conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each

proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

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

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

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

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

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

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

Standard Wage Determination No.: 2015-4139

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4139  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

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This wage determination is applicable to the following cities and towns in the following VERMONT counties:

ADDISON COUNTY: Addison Bridport Bristol Cornwall Goshen Granville  
Hancock Leicester Middlebury New Haven Orwell Panton Ripton Salisbury  
Shoreham Waltham Weybridge Whiting

BENNINGTON COUNTY: Arlington Bennington Dorset Glastenbury Landgrove  
Manchester Peru Pownal Readsboro Rupert Sandgate Searsburg Shaftsbury  
Stamford Sunderland Winhall Woodford

ORANGE COUNTY: Bradford Braintree Brookfield Chelsea Corinth Fairlee  
Randolph Strafford Thetford Tunbridge Vershire West Fairlee

RUTLAND COUNTY: Benson Brandon Castleton Chittenden Clarendon Danby Fair  
Haven Hubbardton Ira Mendon Middletown Springs Mount Holly Mount Tabor  
Pawlet Pittsfield Poultney Proctor Rutland Sherburne Shrewsbury Sudbury  
Tinmouth Wallingford Wells West Haven West Rutland

WASHINGTON COUNTY: Roxbury

WINDHAM COUNTY: Athens Brattleboro Brookline Dover Dummerston Grafton  
 Guilford Halifax Jamaica Londonberry Marlboro Newfane Putney Rockingham  
 Somerset Stratton Townshend Vernon Wardsboro Westminster Whitingham  
 Wilmington Windham

WINDSOR COUNTY: Andover Baltimore Barnard Behtel Bridgewater Cavendish  
 Chester Hartford Hartland Ludlow Norwich Plymouth Pomfret Reading  
 Rochester Royalton Sharon Springfield Stockbridge Weathersfield West  
 Windsor Weston Windsor Woodstock

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\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		15.90
01012 - Accounting Clerk II		17.86
01013 - Accounting Clerk III		19.97
01020 - Administrative Assistant		26.85
01035 - Court Reporter		18.60
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		15.41
01052 - Data Entry Operator II		16.82
01060 - Dispatcher Motor Vehicle		22.79
01070 - Document Preparation Clerk		14.88
01090 - Duplicating Machine Operator		14.88
01111 - General Clerk I		15.04
01112 - General Clerk II		17.21
01113 - General Clerk III		19.27
01120 - Housing Referral Assistant		20.73
01141 - Messenger Courier		12.12
01191 - Order Clerk I		15.69
01192 - Order Clerk II		17.12
01261 - Personnel Assistant (Employment) I		16.57
01262 - Personnel Assistant (Employment) II		18.53
01263 - Personnel Assistant (Employment) III		20.65
01270 - Production Control Clerk		23.09
01290 - Rental Clerk		16.35
01300 - Scheduler Maintenance		16.63
01311 - Secretary I		16.63
01312 - Secretary II		18.60
01313 - Secretary III		20.73
01320 - Service Order Dispatcher		20.38



01410 - Supply Technician	26.85
01420 - Survey Worker	21.49
01460 - Switchboard	15.82
<b>Operator/Receptionist</b>	
01531 - Travel Clerk I	15.77
01532 - Travel Clerk II	17.33
01533 - Travel Clerk III	19.06
01611 - Word Processor I	14.81
01612 - Word Processor II	16.63
01613 - Word Processor III	18.60
<b>05000 - Automotive Service Occupations</b>	
05005 - Automobile Body Repairer	21.28
<b>Fiberglass</b>	
05010 - Automotive Electrician	20.50
05040 - Automotive Glass Installer	19.69
05070 - Automotive Worker	19.69
05110 - Mobile Equipment Servicer	17.60
05130 - Motor Equipment Metal	21.40
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	19.69
05190 - Motor Vehicle Mechanic	21.40
05220 - Motor Vehicle Mechanic	16.38
<b>Helper</b>	
05250 - Motor Vehicle Upholstery	18.64
<b>Worker</b>	
05280 - Motor Vehicle Wrecker	19.69
05310 - Painter Automotive	20.50
05340 - Radiator Repair Specialist	19.69
05370 - Tire Repairer	17.60
05400 - Transmission Repair	21.40
<b>Specialist</b>	
<b>07000 - Food Preparation And Service Occupations</b>	
07010 - Baker	14.76
07041 - Cook I	16.42
07042 - Cook II	18.36
07070 - Dishwasher	14.21
07130 - Food Service Worker	13.37
07210 - Meat Cutter	18.20
07260 - Waiter/Waitress	13.95
<b>09000 - Furniture Maintenance And Repair Occupations</b>	
09010 - Electrostatic Spray Painter	17.09
09040 - Furniture Handler	12.67
09080 - Furniture Refinisher	16.44
09090 - Furniture Refinisher Helper	13.61
09110 - Furniture Repairer Minor	15.30
09130 - Upholsterer	17.30

**11000 - General Services And Support****Occupations**

11030 - Cleaner Vehicles	14.42
11060 - Elevator Operator	16.31
11090 - Gardener	20.15
11122 - Housekeeping Aide	16.31
11150 - Janitor	16.31
11210 - Laborer Grounds Maintenance	16.26
11240 - Maid or Houseman	13.21
11260 - Pruner	14.90
11270 - Tractor Operator	18.75
11330 - Trail Maintenance Worker	16.26
11360 - Window Cleaner	17.80

**12000 - Health Occupations**

12010 - Ambulance Driver	23.62
12011 - Breath Alcohol Technician	22.92
12012 - Certified Occupational	28.46

**Therapist Assistant**

12015 - Certified Physical Therapist	28.20
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**Assistant**

12020 - Dental Assistant	22.04
12025 - Dental Hygienist	35.96
12030 - EKG Technician	31.43
12035 - Electroneurodiagnostic	31.43

**Technologist**

12040 - Emergency Medical Technician	23.62
12071 - Licensed Practical Nurse I	18.55
12072 - Licensed Practical Nurse II	20.74
12073 - Licensed Practical Nurse III	23.12
12100 - Medical Assistant	18.32
12130 - Medical Laboratory	28.86

**Technician**

12160 - Medical Record Clerk	19.24
12190 - Medical Record Technician	21.53
12195 - Medical Transcriptionist	20.16
12210 - Nuclear Medicine	45.59

**Technologist**

12221 - Nursing Assistant I	11.83
12222 - Nursing Assistant II	13.30
12223 - Nursing Assistant III	14.51
12224 - Nursing Assistant IV	16.29
12235 - Optical Dispenser	20.74
12236 - Optical Technician	20.49
12250 - Pharmacy Technician	17.33
12280 - Phlebotomist	17.20
12305 - Radiologic Technologist	31.09
12311 - Registered Nurse I	23.24
12312 - Registered Nurse II	28.43

12313 - Registered Nurse II	28.43
<b>Specialist</b>	
12314 - Registered Nurse III	34.40
12315 - Registered Nurse III	34.40
<b>Anesthetist</b>	
12316 - Registered Nurse IV	41.22
12317 - Scheduler (Drug and Alcohol	25.69
<b>Testing)</b>	
12320 - Substance Abuse Treatment	26.36
<b>Counselor</b>	
13000 - Information And Arts	
<b>Occupations</b>	
13011 - Exhibits Specialist I	17.25
13012 - Exhibits Specialist II	19.86
13013 - Exhibits Specialist III	24.29
13041 - Illustrator I	20.19
13042 - Illustrator II	23.61
13043 - Illustrator III	28.82
13047 - Librarian	21.99
13050 - Library Aide/Clerk	14.72
13054 - Library Information	19.86
<b>Technology Systems</b>	
<b>Administrator</b>	
13058 - Library Technician	16.37
13061 - Media Specialist I	14.33
13062 - Media Specialist II	16.03
13063 - Media Specialist III	17.86
13071 - Photographer I	17.95
13072 - Photographer II	19.20
13073 - Photographer III	25.14
13074 - Photographer IV	29.49
13075 - Photographer V	41.21
13090 - Technical Order Library	18.49
<b>Clerk</b>	
13110 - Video Teleconference	20.12
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	16.58
14042 - Computer Operator II	18.55
14043 - Computer Operator III	20.69
14044 - Computer Operator IV	23.48
14045 - Computer Operator V	26.06
14071 - Computer Programmer I	(see 1) 22.88
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)

14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	16.58
14160 - Personal Computer Support Technician	26.06
14170 - System Support Specialist	23.58
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.14
15020 - Aircrew Training Devices Instructor (Rated)	35.27
15030 - Air Crew Training Devices Instructor (Pilot)	42.26
15050 - Computer Based Training Specialist / Instructor	29.14
15060 - Educational Technologist	29.39
15070 - Flight Instructor (Pilot)	44.48
15080 - Graphic Artist	24.44
15085 - Maintenance Test Pilot Fixed Jet/Prop	42.26
15086 - Maintenance Test Pilot Rotary Wing	42.26
15088 - Non-Maintenance Test/Co-Pilot	42.26
15090 - Technical Instructor	23.66
15095 - Technical Instructor/Course Developer	28.94
15110 - Test Proctor	19.10
15120 - Tutor	19.10
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.29
16030 - Counter Attendant	13.29
16040 - Dry Cleaner	15.18
16070 - Finisher Flatwork Machine	13.29
16090 - Presser Hand	13.29
16110 - Presser Machine Drycleaning	13.29
16130 - Presser Machine Shirts	13.29
16160 - Presser Machine Wearing Apparel Laundry	13.29
16190 - Sewing Machine Operator	15.81
16220 - Tailor	16.45
16250 - Washer Machine	13.92
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.64
19040 - Tool And Die Maker	30.84

**21000 - Materials Handling And Packing****Occupations**

21020 - Forklift Operator	17.79
21030 - Material Coordinator	23.09
21040 - Material Expediter	23.09
21050 - Material Handling Laborer	14.06
21071 - Order Filler	14.74
21080 - Production Line Worker (Food	17.79

**Processing)**

21110 - Shipping Packer	17.08
21130 - Shipping/Receiving Clerk	17.08
21140 - Store Worker I	14.06
21150 - Stock Clerk	18.14
21210 - Tools And Parts Attendant	17.79
21410 - Warehouse Specialist	17.79

**23000 - Mechanics And Maintenance And  
Repair Occupations**

23010 - Aerospace Structural Welder	26.73
23019 - Aircraft Logs and Records	22.46

**Technician**

23021 - Aircraft Mechanic I	25.78
23022 - Aircraft Mechanic II	26.73
23023 - Aircraft Mechanic III	27.66
23040 - Aircraft Mechanic Helper	19.73
23050 - Aircraft Painter	24.69
23060 - Aircraft Servicer	22.46
23070 - Aircraft Survival Flight	24.69

**Equipment Technician**

23080 - Aircraft Worker	23.72
23091 - Aircrew Life Support	23.72

**Equipment (ALSE) Mechanic****I**

23092 - Aircrew Life Support	25.78
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**Equipment (ALSE) Mechanic****II**

23110 - Appliance Mechanic	24.59
23120 - Bicycle Repairer	18.04
23125 - Cable Splicer	43.36
23130 - Carpenter Maintenance	23.51
23140 - Carpet Layer	23.72
23160 - Electrician Maintenance	27.18
23181 - Electronics Technician	26.13

**Maintenance I**

23182 - Electronics Technician	27.85
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**Maintenance II**

23183 - Electronics Technician	27.95
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**Maintenance III**

23260 - Fabric Worker	22.46
23290 - Fire Alarm System Mechanic	25.78

23310 - Fire Extinguisher Repairer	21.21
23311 - Fuel Distribution System Mechanic	22.99
23312 - Fuel Distribution System Operator	18.70
23370 - General Maintenance Worker	18.90
23380 - Ground Support Equipment Mechanic	25.78
23381 - Ground Support Equipment Servicer	22.46
23382 - Ground Support Equipment Worker	23.72
23391 - Gunsmith I	21.21
23392 - Gunsmith II	23.72
23393 - Gunsmith III	25.78
23410 - Heating Ventilation And Air- Conditioning Mechanic	24.73
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.64
23430 - Heavy Equipment Mechanic	22.81
23440 - Heavy Equipment Operator	21.44
23460 - Instrument Mechanic	25.78
23465 - Laboratory/Shelter Mechanic	24.69
23470 - Laborer	14.06
23510 - Locksmith	24.69
23530 - Machinery Maintenance Mechanic	25.08
23550 - Machinist Maintenance	21.29
23580 - Maintenance Trades Helper	14.99
23591 - Metrology Technician I	25.78
23592 - Metrology Technician II	26.73
23593 - Metrology Technician III	27.66
23640 - Millwright	25.78
23710 - Office Appliance Repairer	23.98
23760 - Painter Maintenance	21.36
23790 - Pipefitter Maintenance	26.94
23810 - Plumber Maintenance	25.80
23820 - Pneudraulic Systems Mechanic	25.78
23850 - Rigger	25.78
23870 - Scale Mechanic	23.72
23890 - Sheet-Metal Worker Maintenance	19.11
23910 - Small Engine Mechanic	19.66
23931 - Telecommunications Mechanic I	28.30
23932 - Telecommunications Mechanic II	29.35

23950 - Telephone Lineman	34.75
23960 - Welder Combination	20.00
<b>Maintenance</b>	
23965 - Well Driller	25.78
23970 - Woodcraft Worker	25.78
23980 - Woodworker	21.21
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	16.99
24570 - Child Care Attendant	14.60
24580 - Child Care Center Clerk	18.21
24610 - Chore Aide	14.31
24620 - Family Readiness And Support	16.99
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	16.99
<b>25000 - Plant And System Operations Occupations</b>	
25010 - Boiler Tender	25.78
25040 - Sewage Plant Operator	23.01
25070 - Stationary Engineer	25.78
25190 - Ventilation Equipment Tender	18.56
25210 - Water Treatment Plant Operator	23.01
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	21.87
27007 - Baggage Inspector	14.54
27008 - Corrections Officer	22.83
27010 - Court Security Officer	22.83
27030 - Detection Dog Handler	16.46
27040 - Detention Officer	22.83
27070 - Firefighter	21.97
27101 - Guard I	14.54
27102 - Guard II	16.46
27131 - Police Officer I	24.69
27132 - Police Officer II	27.44
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	16.12
28042 - Carnival Equipment Repairer	17.33
28043 - Carnival Worker	12.81
28210 - Gate Attendant/Gate Tender	17.71
28310 - Lifeguard	14.19
28350 - Park Attendant (Aide)	19.81
28510 - Recreation Aide/Health Facility Attendant	14.45
28515 - Recreation Specialist	24.54
28630 - Sports Official	15.77
28690 - Swimming Pool Operator	19.38
<b>29000 - Stevedoring/Longshoremen Occupational Services</b>	

29010 - Blocker And Bracer		23.72
29020 - Hatch Tender		23.72
29030 - Line Handler		23.72
29041 - Stevedore I		22.46
29042 - Stevedore II		24.69
30000 - Technical Occupations		
30010 - Air Traffic Control	(see 2)	40.29
Specialist Center (HFO)		
30011 - Air Traffic Control	(see 2)	27.78
Specialist Station (HFO)		
30012 - Air Traffic Control		30.59
Specialist Terminal (HFO) (see 2)		
30021 - Archeological Technician I		18.73
30022 - Archeological Technician II		21.85
30023 - Archeological Technician III		24.54
30030 - Cartographic Technician		26.50
30040 - Civil Engineering Technician		26.69
30051 - Cryogenic Technician I		27.18
30052 - Cryogenic Technician II		30.02
30061 - Drafter/CAD Operator I		18.73
30062 - Drafter/CAD Operator II		21.85
30063 - Drafter/CAD Operator III		24.37
30064 - Drafter/CAD Operator IV		27.75
30081 - Engineering Technician I		15.11
30082 - Engineering Technician II		16.95
30083 - Engineering Technician III		18.96
30084 - Engineering Technician IV		23.50
30085 - Engineering Technician V		28.75
30086 - Engineering Technician VI		34.78
30090 - Environmental Technician		24.54
30095 - Evidence Control Specialist		24.54
30210 - Laboratory Technician		22.08
30221 - Latent Fingerprint		27.18
Technician I		
30222 - Latent Fingerprint		30.02
Technician II		
30240 - Mathematical Technician		25.23
30361 - Paralegal/Legal Assistant I		19.53
30362 - Paralegal/Legal Assistant II		24.39
30363 - Paralegal/Legal Assistant		29.59
III		
30364 - Paralegal/Legal Assistant IV		36.09
30375 - Petroleum Supply Specialist		30.02
30390 - Photo-Optics Technician		27.08
30395 - Radiation Control Technician		30.02
30461 - Technical Writer I		24.54
30462 - Technical Writer II		30.02
30463 - Technical Writer III		36.33



30491 - Unexploded Ordnance (UXO)	25.60
Technician I	
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	
30494 - Unexploded (UXO) Safety	25.60
Escort	
30495 - Unexploded (UXO) Sweep	25.60
Personnel	
30501 - Weather Forecaster I	27.75
30502 - Weather Forecaster II	33.76
30620 - Weather Observer Combined (see 2)	24.37
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	26.53
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	15.26
31030 - Bus Driver	20.02
31043 - Driver Courier	16.56
31260 - Parking and Lot Attendant	14.22
31290 - Shuttle Bus Driver	17.46
31310 - Taxi Driver	14.77
31361 - Truckdriver Light	17.80
31362 - Truckdriver Medium	18.85
31363 - Truckdriver Heavy	22.45
31364 - Truckdriver Tractor-Trailer	22.45
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	12.65
99050 - Desk Clerk	13.58
99095 - Embalmer	27.42
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	16.52
I	
99252 - Laboratory Animal Caretaker	17.53
II	
99260 - Marketing Analyst	26.55
99310 - Mortician	27.42
99410 - Pest Controller	22.14
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.58
99711 - Recycling Specialist	23.74
99730 - Refuse Collector	18.86
99810 - Sales Clerk	14.08
99820 - School Crossing Guard	15.76
99830 - Survey Party Chief	21.58

<b>99831 - Surveying Aide</b>	14.29
<b>99832 - Surveying Technician</b>	19.61
<b>99840 - Vending Machine Attendant</b>	19.41
<b>99841 - Vending Machine Repairer</b>	23.33
<b>99842 - Vending Machine Repairer Helper</b>	19.41

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years 4 after 15 years and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday 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: Under the SCA at section 8(b) this wage determination does

not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to

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

\*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4141

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4141  
Revision No.: 19  
Date Of Last Revision: 12/27/2021

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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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

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This wage determination applies to the following towns cities and gores in the following VERMONT counties:

CALEDONIA COUNTY: Barnet Burke Danville Groton Hardwich Kirby Lyndon Newark Peacham Ryegate Sheffield St. Johnsbury Stannard Sutton Walden Waterford Wheelock

CHITTENDEN COUNTY: Buel's

ESSEX COUNTY: Averill Avery's Bloomfield Brighton Brunswick Canaan Concord East Haven Ferdinand Granby Guildhall Lemington Lewis Lunenburg Maidstone Norton Victory Warner's Warren's

FRANKLIN COUNTY: Bakersfield Berkshire Enosburg Fairfield Franklin Highgate Montgomery Richford Sheldon

GRAND ISLE COUNTY: Alburg Isle La Motte

LAMOILLE COUNTY: Belvidere Eden Elmore Hyde Park Johnson Morristown Stowe Waterville Wolcott

ORANGE COUNTY: Newbury Orange Topsham Washington Williamstown

ORLEANS COUNTY: Albanu Barton Brownington Charleston Coventry Craftsbury  
Derby Glover Greensboro Holland Irasburg Jay Lowell Morgan Newport  
city Newport town Troy Westfield Westmore

WASHINGTON COUNTY: Barre city Barre town Berlin Cabot Calais East  
Montpelier Fayston Marshfield Middlesex Montpelier Moretown Northfield  
Plainfield Waitsfield Warren Waterbury Woodbury Worcester

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\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

<b>OCCUPATION CODE - TITLE</b>	<b>FOOTNOTE</b>	<b>RATE</b>
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		16.11
01012 - Accounting Clerk II		18.10
01013 - Accounting Clerk III		20.24
01020 - Administrative Assistant		27.32
01035 - Court Reporter		18.19
01041 - Customer Service Representative I		14.89
01042 - Customer Service Representative II		16.74
01043 - Customer Service Representative III		18.26
01051 - Data Entry Operator I		15.11
01052 - Data Entry Operator II		16.48
01060 - Dispatcher Motor Vehicle		21.84
01070 - Document Preparation Clerk		14.48
01090 - Duplicating Machine Operator		14.48
01111 - General Clerk I		14.86
01112 - General Clerk II		17.21
01113 - General Clerk III		19.27
01120 - Housing Referral Assistant		20.27
01141 - Messenger Courier		15.94
01191 - Order Clerk I		19.46
01192 - Order Clerk II		21.24
01261 - Personnel Assistant (Employment) I		16.53
01262 - Personnel Assistant (Employment) II		18.50
01263 - Personnel Assistant (Employment) III		20.62
01270 - Production Control Clerk		23.55
01290 - Rental Clerk		17.17
01300 - Scheduler Maintenance		16.27
01311 - Secretary I		16.27
01312 - Secretary II		18.19
01313 - Secretary III		20.27
01320 - Service Order Dispatcher		19.52

01410 - Supply Technician	27.32
01420 - Survey Worker	17.49
01460 - Switchboard	15.48
<b>Operator/Receptionist</b>	
01531 - Travel Clerk I	14.66
01532 - Travel Clerk II	15.97
01533 - Travel Clerk III	17.38
01611 - Word Processor I	14.48
01612 - Word Processor II	16.27
01613 - Word Processor III	18.19
<b>05000 - Automotive Service Occupations</b>	
05005 - Automobile Body Repairer	23.74
<b>Fiberglass</b>	
05010 - Automotive Electrician	17.11
05040 - Automotive Glass Installer	16.28
05070 - Automotive Worker	16.28
05110 - Mobile Equipment Servicer	14.75
05130 - Motor Equipment Metal	17.95
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	16.28
05190 - Motor Vehicle Mechanic	17.95
05220 - Motor Vehicle Mechanic	13.98
<b>Helper</b>	
05250 - Motor Vehicle Upholstery	15.51
<b>Worker</b>	
05280 - Motor Vehicle Wrecker	16.28
05310 - Painter Automotive	17.11
05340 - Radiator Repair Specialist	16.28
05370 - Tire Repairer	14.74
05400 - Transmission Repair	17.95
<b>Specialist</b>	
<b>07000 - Food Preparation And Service Occupations</b>	
07010 - Baker	15.04
07041 - Cook I	15.66
07042 - Cook II	17.35
07070 - Dishwasher	12.76
07130 - Food Service Worker	12.88
07210 - Meat Cutter	16.94
07260 - Waiter/Waitress	13.20
<b>09000 - Furniture Maintenance And Repair Occupations</b>	
09010 - Electrostatic Spray Painter	22.33
09040 - Furniture Handler	16.21
09080 - Furniture Refinisher	21.46
09090 - Furniture Refinisher Helper	18.18
09110 - Furniture Repairer Minor	20.17
09130 - Upholsterer	21.82



**11000 - General Services And Support****Occupations**

11030 - Cleaner Vehicles	15.85
11060 - Elevator Operator	15.13
11090 - Gardener	21.36
11122 - Housekeeping Aide	15.13
11150 - Janitor	15.13
11210 - Laborer Grounds Maintenance	18.04
11240 - Maid or Houseman	13.45
11260 - Pruner	16.92
11270 - Tractor Operator	20.23
11330 - Trail Maintenance Worker	18.04
11360 - Window Cleaner	16.14

**12000 - Health Occupations**

12010 - Ambulance Driver	23.62
12011 - Breath Alcohol Technician	23.62
12012 - Certified Occupational	31.28

**Therapist Assistant**

12015 - Certified Physical Therapist	30.64
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**Assistant**

12020 - Dental Assistant	21.11
12025 - Dental Hygienist	38.43
12030 - EKG Technician	34.55
12035 - Electroneurodiagnostic	34.55

**Technologist**

12040 - Emergency Medical Technician	23.62
12071 - Licensed Practical Nurse I	20.39
12072 - Licensed Practical Nurse II	22.80
12073 - Licensed Practical Nurse III	25.41
12100 - Medical Assistant	17.84
12130 - Medical Laboratory	28.86

**Technician**

12160 - Medical Record Clerk	17.65
12190 - Medical Record Technician	21.60
12195 - Medical Transcriptionist	20.39
12210 - Nuclear Medicine	50.10

**Technologist**

12221 - Nursing Assistant I	11.68
12222 - Nursing Assistant II	13.13
12223 - Nursing Assistant III	14.32
12224 - Nursing Assistant IV	16.08
12235 - Optical Dispenser	22.80
12236 - Optical Technician	20.39
12250 - Pharmacy Technician	17.06
12280 - Phlebotomist	17.20
12305 - Radiologic Technologist	29.15
12311 - Registered Nurse I	22.91
12312 - Registered Nurse II	28.02

12313 - Registered Nurse II	28.02
<b>Specialist</b>	
12314 - Registered Nurse III	33.64
12315 - Registered Nurse III	33.64
<b>Anesthetist</b>	
12316 - Registered Nurse IV	40.01
12317 - Scheduler (Drug and Alcohol	28.25
<b>Testing)</b>	
12320 - Substance Abuse Treatment	24.16
<b>Counselor</b>	
13000 - Information And Arts	
<b>Occupations</b>	
13011 - Exhibits Specialist I	17.25
13012 - Exhibits Specialist II	20.68
13013 - Exhibits Specialist III	25.29
13041 - Illustrator I	20.19
13042 - Illustrator II	23.61
13043 - Illustrator III	28.82
13047 - Librarian	22.89
13050 - Library Aide/Clerk	13.23
13054 - Library Information	20.68
<b>Technology Systems</b>	
<b>Administrator</b>	
13058 - Library Technician	15.38
13061 - Media Specialist I	14.92
13062 - Media Specialist II	16.68
13063 - Media Specialist III	18.61
13071 - Photographer I	17.95
13072 - Photographer II	19.09
13073 - Photographer III	25.14
13074 - Photographer IV	29.49
13075 - Photographer V	41.21
13090 - Technical Order Library	16.62
<b>Clerk</b>	
13110 - Video Teleconference	15.77
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	18.24
14042 - Computer Operator II	20.41
14043 - Computer Operator III	22.76
14044 - Computer Operator IV	25.83
14045 - Computer Operator V	28.67
14071 - Computer Programmer I	(see 1) 22.88
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)

14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	16.58
14160 - Personal Computer Support Technician	26.06
14170 - System Support Specialist	23.58
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.14
15020 - Aircrew Training Devices Instructor (Rated)	35.27
15030 - Air Crew Training Devices Instructor (Pilot)	42.26
15050 - Computer Based Training Specialist / Instructor	29.14
15060 - Educational Technologist	29.39
15070 - Flight Instructor (Pilot)	44.48
15080 - Graphic Artist	24.44
15085 - Maintenance Test Pilot Fixed Jet/Prop	42.26
15086 - Maintenance Test Pilot Rotary Wing	42.26
15088 - Non-Maintenance Test/Co-Pilot	42.26
15090 - Technical Instructor	23.66
15095 - Technical Instructor/Course Developer	28.94
15110 - Test Proctor	19.10
15120 - Tutor	19.10
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.29
16030 - Counter Attendant	13.29
16040 - Dry Cleaner	15.18
16070 - Finisher Flatwork Machine	13.29
16090 - Presser Hand	13.29
16110 - Presser Machine Drycleaning	13.29
16130 - Presser Machine Shirts	13.29
16160 - Presser Machine Wearing Apparel Laundry	13.29
16190 - Sewing Machine Operator	15.81
16220 - Tailor	16.45
16250 - Washer Machine	13.92
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.64
19040 - Tool And Die Maker	30.84

**21000 - Materials Handling And Packing****Occupations**

21020 - Forklift Operator	17.79
21030 - Material Coordinator	23.09
21040 - Material Expediter	23.09
21050 - Material Handling Laborer	14.06
21071 - Order Filler	14.74
21080 - Production Line Worker (Food	17.79

**Processing)**

21110 - Shipping Packer	17.08
21130 - Shipping/Receiving Clerk	17.08
21140 - Store Worker I	14.06
21150 - Stock Clerk	18.14
21210 - Tools And Parts Attendant	17.79
21410 - Warehouse Specialist	17.79

**23000 - Mechanics And Maintenance And  
Repair Occupations**

23010 - Aerospace Structural Welder	26.73
23019 - Aircraft Logs and Records	22.46

**Technician**

23021 - Aircraft Mechanic I	25.78
23022 - Aircraft Mechanic II	26.73
23023 - Aircraft Mechanic III	27.66
23040 - Aircraft Mechanic Helper	19.73
23050 - Aircraft Painter	24.69
23060 - Aircraft Servicer	22.46
23070 - Aircraft Survival Flight	24.69

**Equipment Technician**

23080 - Aircraft Worker	23.72
23091 - Aircrew Life Support	23.72

**Equipment (ALSE) Mechanic****I**

23092 - Aircrew Life Support	25.78
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**Equipment (ALSE) Mechanic****II**

23110 - Appliance Mechanic	24.59
23120 - Bicycle Repairer	18.04
23125 - Cable Splicer	43.36
23130 - Carpenter Maintenance	23.51
23140 - Carpet Layer	23.72
23160 - Electrician Maintenance	27.18
23181 - Electronics Technician	26.13

**Maintenance I**

23182 - Electronics Technician	27.85
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**Maintenance II**

23183 - Electronics Technician	27.95
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**Maintenance III**

23260 - Fabric Worker	22.46
23290 - Fire Alarm System Mechanic	25.78

23310 - Fire Extinguisher Repairer	21.21
23311 - Fuel Distribution System Mechanic	22.99
23312 - Fuel Distribution System Operator	18.70
23370 - General Maintenance Worker	18.90
23380 - Ground Support Equipment Mechanic	25.78
23381 - Ground Support Equipment Servicer	22.46
23382 - Ground Support Equipment Worker	23.72
23391 - Gunsmith I	21.21
23392 - Gunsmith II	23.72
23393 - Gunsmith III	25.78
23410 - Heating Ventilation And Air- Conditioning Mechanic	24.73
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.64
23430 - Heavy Equipment Mechanic	22.81
23440 - Heavy Equipment Operator	21.44
23460 - Instrument Mechanic	25.78
23465 - Laboratory/Shelter Mechanic	24.69
23470 - Laborer	14.06
23510 - Locksmith	24.69
23530 - Machinery Maintenance Mechanic	25.08
23550 - Machinist Maintenance	21.29
23580 - Maintenance Trades Helper	14.99
23591 - Metrology Technician I	25.78
23592 - Metrology Technician II	26.73
23593 - Metrology Technician III	27.66
23640 - Millwright	25.78
23710 - Office Appliance Repairer	23.98
23760 - Painter Maintenance	21.36
23790 - Pipefitter Maintenance	26.94
23810 - Plumber Maintenance	25.80
23820 - Pneudraulic Systems Mechanic	25.78
23850 - Rigger	25.78
23870 - Scale Mechanic	23.72
23890 - Sheet-Metal Worker Maintenance	19.11
23910 - Small Engine Mechanic	19.66
23931 - Telecommunications Mechanic I	28.30
23932 - Telecommunications Mechanic II	29.35

23950 - Telephone Lineman	34.75
23960 - Welder Combination	20.00
<b>Maintenance</b>	
23965 - Well Driller	25.78
23970 - Woodcraft Worker	25.78
23980 - Woodworker	21.21
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	16.99
24570 - Child Care Attendant	14.60
24580 - Child Care Center Clerk	18.21
24610 - Chore Aide	14.31
24620 - Family Readiness And Support	16.99
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	16.99
<b>25000 - Plant And System Operations Occupations</b>	
25010 - Boiler Tender	25.78
25040 - Sewage Plant Operator	23.01
25070 - Stationary Engineer	25.78
25190 - Ventilation Equipment Tender	18.56
25210 - Water Treatment Plant Operator	23.01
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	21.87
27007 - Baggage Inspector	14.54
27008 - Corrections Officer	22.83
27010 - Court Security Officer	22.83
27030 - Detection Dog Handler	16.46
27040 - Detention Officer	22.83
27070 - Firefighter	21.97
27101 - Guard I	14.54
27102 - Guard II	16.46
27131 - Police Officer I	24.69
27132 - Police Officer II	27.44
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	16.12
28042 - Carnival Equipment Repairer	17.33
28043 - Carnival Worker	12.81
28210 - Gate Attendant/Gate Tender	17.71
28310 - Lifeguard	14.19
28350 - Park Attendant (Aide)	19.81
28510 - Recreation Aide/Health Facility Attendant	14.45
28515 - Recreation Specialist	24.54
28630 - Sports Official	15.77
28690 - Swimming Pool Operator	19.38
<b>29000 - Stevedoring/Longshoremen Occupational Services</b>	

29010 - Blocker And Bracer		23.72
29020 - Hatch Tender		23.72
29030 - Line Handler		23.72
29041 - Stevedore I		22.46
29042 - Stevedore II		24.69
30000 - Technical Occupations		
30010 - Air Traffic Control	(see 2)	40.29
Specialist Center (HFO)		
30011 - Air Traffic Control	(see 2)	27.78
Specialist Station (HFO)		
30012 - Air Traffic Control		30.59
Specialist Terminal (HFO) (see 2)		
30021 - Archeological Technician I		18.73
30022 - Archeological Technician II		21.85
30023 - Archeological Technician III		24.54
30030 - Cartographic Technician		26.50
30040 - Civil Engineering Technician		26.69
30051 - Cryogenic Technician I		27.18
30052 - Cryogenic Technician II		30.02
30061 - Drafter/CAD Operator I		18.73
30062 - Drafter/CAD Operator II		21.85
30063 - Drafter/CAD Operator III		24.37
30064 - Drafter/CAD Operator IV		27.75
30081 - Engineering Technician I		15.11
30082 - Engineering Technician II		16.95
30083 - Engineering Technician III		18.96
30084 - Engineering Technician IV		23.50
30085 - Engineering Technician V		28.75
30086 - Engineering Technician VI		34.78
30090 - Environmental Technician		24.54
30095 - Evidence Control Specialist		24.54
30210 - Laboratory Technician		22.08
30221 - Latent Fingerprint		27.18
Technician I		
30222 - Latent Fingerprint		30.02
Technician II		
30240 - Mathematical Technician		25.23
30361 - Paralegal/Legal Assistant I		19.53
30362 - Paralegal/Legal Assistant II		24.39
30363 - Paralegal/Legal Assistant		29.59
III		
30364 - Paralegal/Legal Assistant IV		36.09
30375 - Petroleum Supply Specialist		30.02
30390 - Photo-Optics Technician		27.08
30395 - Radiation Control Technician		30.02
30461 - Technical Writer I		24.54
30462 - Technical Writer II		30.02
30463 - Technical Writer III		36.33

30491 - Unexploded Ordnance (UXO)	25.60
Technician I	
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	
30494 - Unexploded (UXO) Safety	25.60
Escort	
30495 - Unexploded (UXO) Sweep	25.60
Personnel	
30501 - Weather Forecaster I	27.75
30502 - Weather Forecaster II	33.76
30620 - Weather Observer Combined (see 2)	24.37
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	26.53
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	15.26
31030 - Bus Driver	18.76
31043 - Driver Courier	16.56
31260 - Parking and Lot Attendant	14.22
31290 - Shuttle Bus Driver	17.46
31310 - Taxi Driver	14.77
31361 - Truckdriver Light	17.80
31362 - Truckdriver Medium	18.85
31363 - Truckdriver Heavy	22.45
31364 - Truckdriver Tractor-Trailer	22.45
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	12.65
99050 - Desk Clerk	13.58
99095 - Embalmer	27.42
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	16.52
I	
99252 - Laboratory Animal Caretaker	17.53
II	
99260 - Marketing Analyst	26.55
99310 - Mortician	27.42
99410 - Pest Controller	22.14
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.58
99711 - Recycling Specialist	23.74
99730 - Refuse Collector	18.86
99810 - Sales Clerk	14.08
99820 - School Crossing Guard	15.76
99830 - Survey Party Chief	21.58



<b>99831 - Surveying Aide</b>	14.29
<b>99832 - Surveying Technician</b>	19.61
<b>99840 - Vending Machine Attendant</b>	19.41
<b>99841 - Vending Machine Repairer</b>	23.33
<b>99842 - Vending Machine Repairer Helper</b>	19.41

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years 4 after 15 years and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday 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: Under the SCA at section 8(b) this wage determination does

not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to

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

\*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4143

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4143  
Revision No.: 19  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: New York

Area: New York Counties of Albany Rensselaer Saratoga Schenectady Schoharie

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

<b>OCCUPATION CODE - TITLE</b>	<b>FOOTNOTE</b>	<b>RATE</b>
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		17.36
01012 - Accounting Clerk II		19.50
01013 - Accounting Clerk III		21.81
01020 - Administrative Assistant		32.87
01035 - Court Reporter		24.28
01041 - Customer Service Representative I		15.21
01042 - Customer Service Representative II		16.59

01043 - Customer Service Representative III	18.64
01051 - Data Entry Operator I	15.03
01052 - Data Entry Operator II	16.39
01060 - Dispatcher Motor Vehicle	22.04
01070 - Document Preparation Clerk	14.78
01090 - Duplicating Machine Operator	14.78
01111 - General Clerk I	14.53
01112 - General Clerk II	15.86
01113 - General Clerk III	17.81
01120 - Housing Referral Assistant	20.75
01141 - Messenger Courier	16.69
01191 - Order Clerk I	14.65
01192 - Order Clerk II	15.99
01261 - Personnel Assistant (Employment) I	18.79
01262 - Personnel Assistant (Employment) II	21.01
01263 - Personnel Assistant (Employment) III	23.42
01270 - Production Control Clerk	23.21
01290 - Rental Clerk	15.80
01300 - Scheduler Maintenance	16.65
01311 - Secretary I	16.65
01312 - Secretary II	18.62
01313 - Secretary III	20.75
01320 - Service Order Dispatcher	19.71
01410 - Supply Technician	32.87
01420 - Survey Worker	17.86
01460 - Switchboard Operator/Receptionist	16.62
01531 - Travel Clerk I	15.60
01532 - Travel Clerk II	16.83
01533 - Travel Clerk III	18.07
01611 - Word Processor I	14.94
01612 - Word Processor II	16.79
01613 - Word Processor III	18.77
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.94
<b>Fiberglass</b>	
05010 - Automotive Electrician	22.10
05040 - Automotive Glass Installer	20.75
05070 - Automotive Worker	20.75
05110 - Mobile Equipment Servicer	18.14
05130 - Motor Equipment Metal	23.29
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	20.75
05190 - Motor Vehicle Mechanic	23.29

05220 - Motor Vehicle Mechanic	16.72
Helper	
05250 - Motor Vehicle Upholstery	19.56
Worker	
05280 - Motor Vehicle Wrecker	20.75
05310 - Painter Automotive	22.10
05340 - Radiator Repair Specialist	20.75
05370 - Tire Repairer	19.16
05400 - Transmission Repair	23.29
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.09
07041 - Cook I	15.25
07042 - Cook II	17.45
07070 - Dishwasher	12.65
07130 - Food Service Worker	13.29
07210 - Meat Cutter	18.14
07260 - Waiter/Waitress	13.28
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.76
09040 - Furniture Handler	13.47
09080 - Furniture Refinisher	19.76
09090 - Furniture Refinisher Helper	16.01
09110 - Furniture Repairer Minor	18.19
09130 - Upholsterer	19.76
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.81
11060 - Elevator Operator	13.81
11090 - Gardener	22.15
11122 - Housekeeping Aide	14.33
11150 - Janitor	14.33
11210 - Laborer Grounds Maintenance	16.88
11240 - Maid or Houseman	12.73
11260 - Pruner	15.12
11270 - Tractor Operator	20.41
11330 - Trail Maintenance Worker	16.88
11360 - Window Cleaner	15.99
12000 - Health Occupations	
12010 - Ambulance Driver	21.79
12011 - Breath Alcohol Technician	19.87
12012 - Certified Occupational	24.79
Therapist Assistant	
12015 - Certified Physical Therapist	25.67
Assistant	
12020 - Dental Assistant	21.17
12025 - Dental Hygienist	34.22

12030 - EKG Technician	26.42
12035 - Electroneurodiagnostic Technologist	26.42
12040 - Emergency Medical Technician	21.79
12071 - Licensed Practical Nurse I	17.77
12072 - Licensed Practical Nurse II	19.87
12073 - Licensed Practical Nurse III	22.15
12100 - Medical Assistant	16.88
12130 - Medical Laboratory Technician	28.17
12160 - Medical Record Clerk	18.39
12190 - Medical Record Technician	20.82
12195 - Medical Transcriptionist	21.69
12210 - Nuclear Medicine Technologist	43.10
12221 - Nursing Assistant I	12.30
12222 - Nursing Assistant II	13.82
12223 - Nursing Assistant III	15.08
12224 - Nursing Assistant IV	16.94
12235 - Optical Dispenser	27.51
12236 - Optical Technician	20.45
12250 - Pharmacy Technician	15.46
12280 - Phlebotomist	17.55
12305 - Radiologic Technologist	31.28
12311 - Registered Nurse I	23.56
12312 - Registered Nurse II	28.81
12313 - Registered Nurse II Specialist	28.81
12314 - Registered Nurse III	34.87
12315 - Registered Nurse III Anesthetist	34.87
12316 - Registered Nurse IV	41.79
12317 - Scheduler (Drug and Alcohol Testing)	26.99
12320 - Substance Abuse Treatment Counselor	21.90
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.70
13012 - Exhibits Specialist II	28.13
13013 - Exhibits Specialist III	34.41
13041 - Illustrator I	22.70
13042 - Illustrator II	28.13
13043 - Illustrator III	34.41
13047 - Librarian	31.15
13050 - Library Aide/Clerk	15.33
13054 - Library Information Technology Systems Administrator	28.13



13058 - Library Technician	16.62
13061 - Media Specialist I	20.30
13062 - Media Specialist II	22.70
13063 - Media Specialist III	25.31
13071 - Photographer I	18.22
13072 - Photographer II	20.38
13073 - Photographer III	25.24
13074 - Photographer IV	31.60
13075 - Photographer V	37.36
13090 - Technical Order Library	19.26
Clerk	
13110 - Video Teleconference	24.42
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.23
14042 - Computer Operator II	20.39
14043 - Computer Operator III	22.75
14044 - Computer Operator IV	25.26
14045 - Computer Operator V	27.97
14071 - Computer Programmer I	(see 1) 20.55
14072 - Computer Programmer II	(see 1) 25.46
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	18.23
Operator	
14160 - Personal Computer Support	25.26
Technician	
14170 - System Support Specialist	32.71
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.50
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	33.57
Instructor (Rated)	
15030 - Air Crew Training Devices	40.18
Instructor (Pilot)	
15050 - Computer Based Training	30.50
Specialist / Instructor	
15060 - Educational Technologist	35.56
15070 - Flight Instructor (Pilot)	40.18
15080 - Graphic Artist	27.66
15085 - Maintenance Test Pilot Fixed	40.18
Jet/Prop	
15086 - Maintenance Test Pilot	40.18
Rotary Wing	

15088 - Non-Maintenance Test/Co-Pilot	40.18
15090 - Technical Instructor	25.78
15095 - Technical Instructor/Course Developer	31.54
15110 - Test Proctor	20.81
15120 - Tutor	20.81
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.67
16030 - Counter Attendant	13.67
16040 - Dry Cleaner	15.62
16070 - Finisher Flatwork Machine	13.67
16090 - Presser Hand	13.67
16110 - Presser Machine Drycleaning	13.67
16130 - Presser Machine Shirts	13.67
16160 - Presser Machine Wearing Apparel Laundry	13.67
16190 - Sewing Machine Operator	16.27
16220 - Tailor	16.92
16250 - Washer Machine	14.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	28.49
19040 - Tool And Die Maker	33.32
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.85
21030 - Material Coordinator	22.79
21040 - Material Expediter	22.79
21050 - Material Handling Laborer	16.90
21071 - Order Filler	14.99
21080 - Production Line Worker (Food Processing)	20.85
21110 - Shipping Packer	18.30
21130 - Shipping/Receiving Clerk	18.30
21140 - Store Worker I	13.49
21150 - Stock Clerk	18.81
21210 - Tools And Parts Attendant	20.85
21410 - Warehouse Specialist	20.85
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.23
23019 - Aircraft Logs and Records Technician	23.28
23021 - Aircraft Mechanic I	27.29
23022 - Aircraft Mechanic II	28.23
23023 - Aircraft Mechanic III	29.31

23040 - Aircraft Mechanic Helper	20.47
23050 - Aircraft Painter	25.89
23060 - Aircraft Servicer	23.28
23070 - Aircraft Survival Flight	25.89
Equipment Technician	
23080 - Aircraft Worker	24.32
23091 - Aircrew Life Support	24.32
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	27.29
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	28.92
23120 - Bicycle Repairer	23.74
23125 - Cable Splicer	45.80
23130 - Carpenter Maintenance	26.23
23140 - Carpet Layer	27.17
23160 - Electrician Maintenance	30.31
23181 - Electronics Technician	26.72
Maintenance I	
23182 - Electronics Technician	28.44
Maintenance II	
23183 - Electronics Technician	29.98
Maintenance III	
23260 - Fabric Worker	25.60
23290 - Fire Alarm System Mechanic	25.09
23310 - Fire Extinguisher Repairer	23.74
23311 - Fuel Distribution System	41.47
Mechanic	
23312 - Fuel Distribution System	32.30
Operator	
23370 - General Maintenance Worker	19.78
23380 - Ground Support Equipment	27.29
Mechanic	
23381 - Ground Support Equipment	23.28
Servicer	
23382 - Ground Support Equipment	24.32
Worker	
23391 - Gunsmith I	23.74
23392 - Gunsmith II	27.17
23393 - Gunsmith III	30.49
23410 - Heating Ventilation And Air-	29.32
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	30.33
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	28.13
23440 - Heavy Equipment Operator	30.27

23460 - Instrument Mechanic	34.21
23465 - Laboratory/Shelter Mechanic	28.92
23470 - Laborer	16.90
23510 - Locksmith	23.91
23530 - Machinery Maintenance	28.41
<b>Mechanic</b>	
23550 - Machinist Maintenance	23.73
23580 - Maintenance Trades Helper	18.99
23591 - Metrology Technician I	34.21
23592 - Metrology Technician II	35.39
23593 - Metrology Technician III	36.74
23640 - Millwright	31.67
23710 - Office Appliance Repairer	20.69
23760 - Painter Maintenance	21.85
23790 - Pipefitter Maintenance	37.66
23810 - Plumber Maintenance	35.73
23820 - Pneudraulic Systems Mechanic	30.49
23850 - Rigger	30.49
23870 - Scale Mechanic	27.17
23890 - Sheet-Metal Worker	30.42
<b>Maintenance</b>	
23910 - Small Engine Mechanic	18.58
23931 - Telecommunications Mechanic	35.09
<b>I</b>	
23932 - Telecommunications Mechanic	36.32
<b>II</b>	
23950 - Telephone Lineman	32.34
23960 - Welder Combination	23.88
<b>Maintenance</b>	
23965 - Well Driller	31.17
23970 - Woodcraft Worker	30.49
23980 - Woodworker	23.74
24000 - Personal Needs Occupations	
24550 - Case Manager	18.45
24570 - Child Care Attendant	12.70
24580 - Child Care Center Clerk	15.83
24610 - Chore Aide	14.32
24620 - Family Readiness And Support	18.45
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	18.45
25000 - Plant And System Operations	
<b>Occupations</b>	
25010 - Boiler Tender	27.97
25040 - Sewage Plant Operator	24.71
25070 - Stationary Engineer	27.97
25190 - Ventilation Equipment Tender	20.07
25210 - Water Treatment Plant	24.71
<b>Operator</b>	

<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		24.97
27007 - Baggage Inspector		17.03
27008 - Corrections Officer		25.32
27010 - Court Security Officer		26.53
27030 - Detection Dog Handler		19.04
27040 - Detention Officer		25.32
27070 - Firefighter		28.83
27101 - Guard I		17.03
27102 - Guard II		19.04
27131 - Police Officer I		30.14
27132 - Police Officer II		33.50
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		16.66
28042 - Carnival Equipment Repairer		18.07
28043 - Carnival Worker		12.34
28210 - Gate Attendant/Gate Tender		15.48
28310 - Lifeguard		12.41
28350 - Park Attendant (Aide)		17.31
28510 - Recreation Aide/Health		12.63
<b>Facility Attendant</b>		
28515 - Recreation Specialist		21.45
28630 - Sports Official		13.78
28690 - Swimming Pool Operator		20.68
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		27.27
29020 - Hatch Tender		27.27
29030 - Line Handler		27.27
29041 - Stevedore I		25.70
29042 - Stevedore II		29.03
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	40.96
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	28.25
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		31.10
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		19.17
30022 - Archeological Technician II		21.44
30023 - Archeological Technician III		26.56
30030 - Cartographic Technician		26.56
30040 - Civil Engineering Technician		29.66
30051 - Cryogenic Technician I		29.41
30052 - Cryogenic Technician II		32.48
30061 - Drafter/CAD Operator I		19.17
30062 - Drafter/CAD Operator II		21.44
30063 - Drafter/CAD Operator III		23.89
30064 - Drafter/CAD Operator IV		29.41

30081 - Engineering Technician I	15.61
30082 - Engineering Technician II	17.52
30083 - Engineering Technician III	19.60
30084 - Engineering Technician IV	24.29
30085 - Engineering Technician V	29.71
30086 - Engineering Technician VI	35.94
30090 - Environmental Technician	25.31
30095 - Evidence Control Specialist	26.56
30210 - Laboratory Technician	28.70
30221 - Latent Fingerprint Technician I	30.14
30222 - Latent Fingerprint Technician II	33.29
30240 - Mathematical Technician	28.89
30361 - Paralegal/Legal Assistant I	18.39
30362 - Paralegal/Legal Assistant II	22.35
30363 - Paralegal/Legal Assistant III	27.35
30364 - Paralegal/Legal Assistant IV	33.09
30375 - Petroleum Supply Specialist	32.48
30390 - Photo-Optics Technician	26.56
30395 - Radiation Control Technician	32.48
30461 - Technical Writer I	23.33
30462 - Technical Writer II	28.54
30463 - Technical Writer III	34.54
30491 - Unexploded Ordnance (UXO) Technician I	26.03
30492 - Unexploded Ordnance (UXO) Technician II	31.49
30493 - Unexploded Ordnance (UXO) Technician III	37.75
30494 - Unexploded (UXO) Safety Escort	26.03
30495 - Unexploded (UXO) Sweep Personnel	26.03
30501 - Weather Forecaster I	29.41
30502 - Weather Forecaster II	35.78
30620 - Weather Observer Combined (see 2)	23.89
30621 - Weather Observer Senior (see 2)	26.56
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.49
31020 - Bus Aide	14.89
31030 - Bus Driver	20.61
31043 - Driver Courier	17.06
31260 - Parking and Lot Attendant	13.92
31290 - Shuttle Bus Driver	16.94

31310 - Taxi Driver	15.37
31361 - Truckdriver Light	18.51
31362 - Truckdriver Medium	19.96
31363 - Truckdriver Heavy	24.32
31364 - Truckdriver Tractor-Trailer	24.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.35
99030 - Cashier	12.55
99050 - Desk Clerk	13.93
99095 - Embalmer	36.35
99130 - Flight Follower	26.03
99251 - Laboratory Animal Caretaker	15.95
I	
99252 - Laboratory Animal Caretaker	17.31
II	
99260 - Marketing Analyst	33.88
99310 - Mortician	36.35
99410 - Pest Controller	19.61
99510 - Photofinishing Worker	14.75
99710 - Recycling Laborer	21.91
99711 - Recycling Specialist	26.50
99730 - Refuse Collector	19.63
99810 - Sales Clerk	13.65
99820 - School Crossing Guard	14.27
99830 - Survey Party Chief	32.49
99831 - Surveying Aide	19.37
99832 - Surveying Technician	29.55
99840 - Vending Machine Attendant	20.57
99841 - Vending Machine Repairer	25.54
99842 - Vending Machine Repairer	20.57
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or

\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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



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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

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

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

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

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

Standard Wage Determination No.: 2015-4145

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4145  
Revision No.: 17  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: New York

Area: New York Counties of Broome Tioga

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		14.71
01012 - Accounting Clerk II		16.52
01013 - Accounting Clerk III		18.47
01020 - Administrative Assistant		32.82
01035 - Court Reporter		18.96
01041 - Customer Service Representative I		12.90
01042 - Customer Service Representative II		14.32

01043 - Customer Service Representative III	15.81
01051 - Data Entry Operator I	14.30
01052 - Data Entry Operator II	15.61
01060 - Dispatcher Motor Vehicle	18.80
01070 - Document Preparation Clerk	15.66
01090 - Duplicating Machine Operator	15.66
01111 - General Clerk I	13.75
01112 - General Clerk II	15.01
01113 - General Clerk III	16.86
01120 - Housing Referral Assistant	20.33
01141 - Messenger Courier	15.32
01191 - Order Clerk I	17.00
01192 - Order Clerk II	18.55
01261 - Personnel Assistant (Employment) I	16.75
01262 - Personnel Assistant (Employment) II	18.73
01263 - Personnel Assistant (Employment) III	20.88
01270 - Production Control Clerk	23.74
01290 - Rental Clerk	15.01
01300 - Scheduler Maintenance	16.30
01311 - Secretary I	16.30
01312 - Secretary II	18.24
01313 - Secretary III	20.33
01320 - Service Order Dispatcher	16.81
01410 - Supply Technician	32.82
01420 - Survey Worker	17.29
01460 - Switchboard Operator/Receptionist	14.10
01531 - Travel Clerk I	11.90
01532 - Travel Clerk II	12.81
01533 - Travel Clerk III	13.74
01611 - Word Processor I	14.57
01612 - Word Processor II	16.35
01613 - Word Processor III	18.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.28
<b>Fiberglass</b>	
05010 - Automotive Electrician	18.24
05040 - Automotive Glass Installer	17.63
05070 - Automotive Worker	17.63
05110 - Mobile Equipment Servicer	16.32
05130 - Motor Equipment Metal	18.96
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	17.63
05190 - Motor Vehicle Mechanic	17.80

05220 - Motor Vehicle Mechanic	15.63
Helper	
05250 - Motor Vehicle Upholstery	16.95
Worker	
05280 - Motor Vehicle Wrecker	17.63
05310 - Painter Automotive	18.24
05340 - Radiator Repair Specialist	17.63
05370 - Tire Repairer	14.34
05400 - Transmission Repair	18.96
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.63
07041 - Cook I	14.08
07042 - Cook II	15.75
07070 - Dishwasher	12.47
07130 - Food Service Worker	12.54
07210 - Meat Cutter	19.12
07260 - Waiter/Waitress	13.30
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.12
09040 - Furniture Handler	17.64
09080 - Furniture Refinisher	24.33
09090 - Furniture Refinisher Helper	20.76
09110 - Furniture Repairer Minor	22.57
09130 - Upholsterer	26.28
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	15.15
11060 - Elevator Operator	13.01
11090 - Gardener	17.39
11122 - Housekeeping Aide	13.01
11150 - Janitor	13.01
11210 - Laborer Grounds Maintenance	14.16
11240 - Maid or Houseman	12.29
11260 - Pruner	17.78
11270 - Tractor Operator	16.67
11330 - Trail Maintenance Worker	14.16
11360 - Window Cleaner	14.31
12000 - Health Occupations	
12010 - Ambulance Driver	20.14
12011 - Breath Alcohol Technician	19.45
12012 - Certified Occupational	25.80
Therapist Assistant	
12015 - Certified Physical Therapist	24.70
Assistant	
12020 - Dental Assistant	16.77
12025 - Dental Hygienist	30.70

12030 - EKG Technician	29.48
12035 - Electroneurodiagnostic Technologist	29.48
12040 - Emergency Medical Technician	20.14
12071 - Licensed Practical Nurse I	17.39
12072 - Licensed Practical Nurse II	19.45
12073 - Licensed Practical Nurse III	21.68
12100 - Medical Assistant	15.70
12130 - Medical Laboratory Technician	25.52
12160 - Medical Record Clerk	16.98
12190 - Medical Record Technician	19.56
12195 - Medical Transcriptionist	22.46
12210 - Nuclear Medicine Technologist	42.75
12221 - Nursing Assistant I	11.48
12222 - Nursing Assistant II	12.90
12223 - Nursing Assistant III	14.07
12224 - Nursing Assistant IV	15.80
12235 - Optical Dispenser	21.31
12236 - Optical Technician	17.39
12250 - Pharmacy Technician	16.95
12280 - Phlebotomist	16.81
12305 - Radiologic Technologist	30.48
12311 - Registered Nurse I	23.76
12312 - Registered Nurse II	29.06
12313 - Registered Nurse II Specialist	29.06
12314 - Registered Nurse III	35.16
12315 - Registered Nurse III Anesthetist	35.16
12316 - Registered Nurse IV	42.15
12317 - Scheduler (Drug and Alcohol Testing)	24.09
12320 - Substance Abuse Treatment Counselor	23.03
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.18
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.58
13041 - Illustrator I	22.18
13042 - Illustrator II	27.46
13043 - Illustrator III	33.58
13047 - Librarian	30.40
13050 - Library Aide/Clerk	13.40
13054 - Library Information Technology Systems Administrator	27.46

13058 - Library Technician	14.40
13061 - Media Specialist I	19.81
13062 - Media Specialist II	22.18
13063 - Media Specialist III	24.71
13071 - Photographer I	18.71
13072 - Photographer II	20.92
13073 - Photographer III	25.93
13074 - Photographer IV	31.71
13075 - Photographer V	38.37
13090 - Technical Order Library Clerk	16.83
13110 - Video Teleconference Technician	19.17
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.89
14042 - Computer Operator II	17.78
14043 - Computer Operator III	19.82
14044 - Computer Operator IV	23.63
14045 - Computer Operator V	27.62
14071 - Computer Programmer I	(see 1) 21.32
14072 - Computer Programmer II	(see 1) 26.42
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	
14103 - Computer Systems Analyst III	
14150 - Peripheral Equipment Operator	15.89
14160 - Personal Computer Support Technician	24.05
14170 - System Support Specialist	29.85
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.47
15020 - Aircrew Training Devices Instructor (Rated)	38.07
15030 - Air Crew Training Devices Instructor (Pilot)	45.63
15050 - Computer Based Training Specialist / Instructor	30.66
15060 - Educational Technologist	31.81
15070 - Flight Instructor (Pilot)	45.63
15080 - Graphic Artist	22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop	45.63
15086 - Maintenance Test Pilot Rotary Wing	45.63



15088 - Non-Maintenance Test/Co-Pilot	45.63
15090 - Technical Instructor	21.13
15095 - Technical Instructor/Course Developer	25.85
15110 - Test Proctor	17.06
15120 - Tutor	17.06
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.67
16030 - Counter Attendant	13.67
16040 - Dry Cleaner	15.62
16070 - Finisher Flatwork Machine	13.67
16090 - Presser Hand	13.67
16110 - Presser Machine Drycleaning	13.67
16130 - Presser Machine Shirts	13.67
16160 - Presser Machine Wearing Apparel Laundry	13.67
16190 - Sewing Machine Operator	16.27
16220 - Tailor	16.92
16250 - Washer Machine	14.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.14
19040 - Tool And Die Maker	27.21
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.21
21030 - Material Coordinator	23.74
21040 - Material Expediter	23.74
21050 - Material Handling Laborer	14.39
21071 - Order Filler	13.99
21080 - Production Line Worker (Food Processing)	19.21
21110 - Shipping Packer	17.26
21130 - Shipping/Receiving Clerk	17.26
21140 - Store Worker I	14.87
21150 - Stock Clerk	19.68
21210 - Tools And Parts Attendant	19.21
21410 - Warehouse Specialist	19.21
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.53
23019 - Aircraft Logs and Records Technician	23.50
23021 - Aircraft Mechanic I	27.49
23022 - Aircraft Mechanic II	28.53
23023 - Aircraft Mechanic III	29.52

23040 - Aircraft Mechanic Helper	20.76
23050 - Aircraft Painter	26.28
23060 - Aircraft Servicer	23.50
23070 - Aircraft Survival Flight	26.28
Equipment Technician	
23080 - Aircraft Worker	24.97
23091 - Aircrew Life Support	24.97
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	27.49
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	26.28
23120 - Bicycle Repairer	22.33
23125 - Cable Splicer	36.86
23130 - Carpenter Maintenance	29.27
23140 - Carpet Layer	24.97
23160 - Electrician Maintenance	33.29
23181 - Electronics Technician	25.86
Maintenance I	
23182 - Electronics Technician	26.97
Maintenance II	
23183 - Electronics Technician	28.00
Maintenance III	
23260 - Fabric Worker	23.50
23290 - Fire Alarm System Mechanic	26.94
23310 - Fire Extinguisher Repairer	22.33
23311 - Fuel Distribution System	34.02
Mechanic	
23312 - Fuel Distribution System	28.12
Operator	
23370 - General Maintenance Worker	18.68
23380 - Ground Support Equipment	27.49
Mechanic	
23381 - Ground Support Equipment	23.50
Servicer	
23382 - Ground Support Equipment	24.97
Worker	
23391 - Gunsmith I	22.33
23392 - Gunsmith II	24.97
23393 - Gunsmith III	27.49
23410 - Heating Ventilation And Air-	25.86
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	26.84
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.67
23440 - Heavy Equipment Operator	33.43

23460 - Instrument Mechanic	27.49
23465 - Laboratory/Shelter Mechanic	26.28
23470 - Laborer	14.39
23510 - Locksmith	26.28
23530 - Machinery Maintenance	26.41
<b>Mechanic</b>	
23550 - Machinist Maintenance	20.79
23580 - Maintenance Trades Helper	18.69
23591 - Metrology Technician I	27.49
23592 - Metrology Technician II	28.53
23593 - Metrology Technician III	29.52
23640 - Millwright	27.49
23710 - Office Appliance Repairer	20.09
23760 - Painter Maintenance	19.60
23790 - Pipefitter Maintenance	30.67
23810 - Plumber Maintenance	28.30
23820 - Pneudraulic Systems Mechanic	27.49
23850 - Rigger	27.49
23870 - Scale Mechanic	24.97
23890 - Sheet-Metal Worker	26.94
<b>Maintenance</b>	
23910 - Small Engine Mechanic	22.09
23931 - Telecommunications Mechanic	29.92
<b>I</b>	
23932 - Telecommunications Mechanic	31.05
<b>II</b>	
23950 - Telephone Lineman	25.89
23960 - Welder Combination	18.96
<b>Maintenance</b>	
23965 - Well Driller	27.49
23970 - Woodcraft Worker	27.49
23980 - Woodworker	22.33
24000 - Personal Needs Occupations	
24550 - Case Manager	15.17
24570 - Child Care Attendant	13.09
24580 - Child Care Center Clerk	16.34
24610 - Chore Aide	13.65
24620 - Family Readiness And Support	15.17
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	15.17
25000 - Plant And System Operations	
<b>Occupations</b>	
25010 - Boiler Tender	27.78
25040 - Sewage Plant Operator	24.80
25070 - Stationary Engineer	27.78
25190 - Ventilation Equipment Tender	21.06
25210 - Water Treatment Plant	24.80
<b>Operator</b>	

<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		25.06
27007 - Baggage Inspector		15.27
27008 - Corrections Officer		32.11
27010 - Court Security Officer		31.82
27030 - Detection Dog Handler		17.09
27040 - Detention Officer		32.11
27070 - Firefighter		34.19
27101 - Guard I		15.27
27102 - Guard II		17.09
27131 - Police Officer I		31.90
27132 - Police Officer II		35.46
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		17.38
28042 - Carnival Equipment Repairer		18.69
28043 - Carnival Worker		13.43
28210 - Gate Attendant/Gate Tender		15.87
28310 - Lifeguard		12.59
28350 - Park Attendant (Aide)		17.75
28510 - Recreation Aide/Health		12.95
<b>Facility Attendant</b>		
28515 - Recreation Specialist		21.99
28630 - Sports Official		14.13
28690 - Swimming Pool Operator		20.91
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		24.97
29020 - Hatch Tender		24.97
29030 - Line Handler		24.97
29041 - Stevedore I		23.50
29042 - Stevedore II		26.28
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	40.29
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	27.78
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		30.59
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		16.43
30022 - Archeological Technician II		19.13
30023 - Archeological Technician III		22.39
30030 - Cartographic Technician		23.74
30040 - Civil Engineering Technician		26.32
30051 - Cryogenic Technician I		25.23
30052 - Cryogenic Technician II		27.38
30061 - Drafter/CAD Operator I		16.43
30062 - Drafter/CAD Operator II		19.13
30063 - Drafter/CAD Operator III		21.29
30064 - Drafter/CAD Operator IV		25.23

30081 - Engineering Technician I	15.83
30082 - Engineering Technician II	17.77
30083 - Engineering Technician III	19.93
30084 - Engineering Technician IV	24.63
30085 - Engineering Technician V	30.12
30086 - Engineering Technician VI	36.44
30090 - Environmental Technician	22.39
30095 - Evidence Control Specialist	22.39
30210 - Laboratory Technician	20.15
30221 - Latent Fingerprint Technician I	24.80
30222 - Latent Fingerprint Technician II	27.38
30240 - Mathematical Technician	23.49
30361 - Paralegal/Legal Assistant I	18.56
30362 - Paralegal/Legal Assistant II	22.99
30363 - Paralegal/Legal Assistant	28.12
III	
30364 - Paralegal/Legal Assistant IV	34.02
30375 - Petroleum Supply Specialist	27.38
30390 - Photo-Optics Technician	23.49
30395 - Radiation Control Technician	27.38
30461 - Technical Writer I	24.16
30462 - Technical Writer II	29.56
30463 - Technical Writer III	35.76
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	
30494 - Unexploded (UXO) Safety	25.60
Escort	
30495 - Unexploded (UXO) Sweep	25.60
Personnel	
30501 - Weather Forecaster I	25.23
30502 - Weather Forecaster II	30.53
30620 - Weather Observer Combined (see 2)	21.29
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	22.77
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	15.05
31030 - Bus Driver	20.06
31043 - Driver Courier	14.16
31260 - Parking and Lot Attendant	12.61
31290 - Shuttle Bus Driver	15.29

31310 - Taxi Driver	14.23
31361 - Truckdriver Light	15.22
31362 - Truckdriver Medium	17.61
31363 - Truckdriver Heavy	20.82
31364 - Truckdriver Tractor-Trailer	20.82
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	12.43
99050 - Desk Clerk	13.57
99095 - Embalmer	30.02
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.79
I	
99252 - Laboratory Animal Caretaker	15.90
II	
99260 - Marketing Analyst	31.70
99310 - Mortician	30.02
99410 - Pest Controller	23.06
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.11
99711 - Recycling Specialist	21.32
99730 - Refuse Collector	16.47
99810 - Sales Clerk	12.94
99820 - School Crossing Guard	13.39
99830 - Survey Party Chief	27.90
99831 - Surveying Aide	16.76
99832 - Surveying Technician	22.94
99840 - Vending Machine Attendant	21.32
99841 - Vending Machine Repairer	25.64
99842 - Vending Machine Repairer	21.32
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or

\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday 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) Does not apply to employees employed in a bona fide executive administrative or professional capacity as defined and delineated in 29 CFR Part 541. (See 29 CFR 4.156)

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

\*\* HAZARDOUS PAY DIFFERENTIAL \*\*

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

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

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

\*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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



and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4147

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4147  
Revision No.: 20  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: New York

Area: New York Counties of Erie Niagara

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		15.67
01012 - Accounting Clerk II		17.60
01013 - Accounting Clerk III		19.68
01020 - Administrative Assistant		31.89
01035 - Court Reporter		30.53
01041 - Customer Service Representative I		15.03
01042 - Customer Service Representative II		16.40

01043 - Customer Service Representative III	18.42
01051 - Data Entry Operator I	15.68
01052 - Data Entry Operator II	17.11
01060 - Dispatcher Motor Vehicle	20.08
01070 - Document Preparation Clerk	20.70
01090 - Duplicating Machine Operator	20.70
01111 - General Clerk I	14.49
01112 - General Clerk II	15.81
01113 - General Clerk III	17.74
01120 - Housing Referral Assistant	23.17
01141 - Messenger Courier	16.58
01191 - Order Clerk I	15.69
01192 - Order Clerk II	17.12
01261 - Personnel Assistant (Employment) I	17.07
01262 - Personnel Assistant (Employment) II	19.09
01263 - Personnel Assistant (Employment) III	21.28
01270 - Production Control Clerk	22.62
01290 - Rental Clerk	15.23
01300 - Scheduler Maintenance	18.57
01311 - Secretary I	18.57
01312 - Secretary II	20.77
01313 - Secretary III	23.17
01320 - Service Order Dispatcher	17.94
01410 - Supply Technician	31.89
01420 - Survey Worker	19.60
01460 - Switchboard Operator/Receptionist	15.56
01531 - Travel Clerk I	13.54
01532 - Travel Clerk II	14.29
01533 - Travel Clerk III	15.09
01611 - Word Processor I	14.97
01612 - Word Processor II	16.29
01613 - Word Processor III	18.21
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.34
<b>Fiberglass</b>	
05010 - Automotive Electrician	21.67
05040 - Automotive Glass Installer	20.85
05070 - Automotive Worker	20.85
05110 - Mobile Equipment Servicer	19.45
05130 - Motor Equipment Metal	22.34
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	20.85
05190 - Motor Vehicle Mechanic	22.34

05220 - Motor Vehicle Mechanic	18.03
Helper	
05250 - Motor Vehicle Upholstery	20.11
Worker	
05280 - Motor Vehicle Wrecker	20.85
05310 - Painter Automotive	21.67
05340 - Radiator Repair Specialist	20.85
05370 - Tire Repairer	18.78
05400 - Transmission Repair	22.34
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.88
07041 - Cook I	16.17
07042 - Cook II	17.64
07070 - Dishwasher	12.25
07130 - Food Service Worker	12.62
07210 - Meat Cutter	20.57
07260 - Waiter/Waitress	13.81
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	24.57
09040 - Furniture Handler	19.26
09080 - Furniture Refinisher	24.57
09090 - Furniture Refinisher Helper	21.15
09110 - Furniture Repairer Minor	22.80
09130 - Upholsterer	24.57
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.32
11060 - Elevator Operator	13.32
11090 - Gardener	18.54
11122 - Housekeeping Aide	13.69
11150 - Janitor	13.69
11210 - Laborer Grounds Maintenance	15.48
11240 - Maid or Houseman	13.50
11260 - Pruner	14.35
11270 - Tractor Operator	17.73
11330 - Trail Maintenance Worker	15.48
11360 - Window Cleaner	14.76
12000 - Health Occupations	
12010 - Ambulance Driver	17.52
12011 - Breath Alcohol Technician	19.78
12012 - Certified Occupational	22.63
Therapist Assistant	
12015 - Certified Physical Therapist	23.51
Assistant	
12020 - Dental Assistant	18.31
12025 - Dental Hygienist	32.84

12030 - EKG Technician	30.78
12035 - Electroneurodiagnostic Technologist	30.78
12040 - Emergency Medical Technician	17.52
12071 - Licensed Practical Nurse I	17.69
12072 - Licensed Practical Nurse II	19.78
12073 - Licensed Practical Nurse III	22.05
12100 - Medical Assistant	17.23
12130 - Medical Laboratory Technician	29.76
12160 - Medical Record Clerk	19.51
12190 - Medical Record Technician	22.22
12195 - Medical Transcriptionist	18.97
12210 - Nuclear Medicine Technologist	40.26
12221 - Nursing Assistant I	11.91
12222 - Nursing Assistant II	13.40
12223 - Nursing Assistant III	14.62
12224 - Nursing Assistant IV	16.41
12235 - Optical Dispenser	25.67
12236 - Optical Technician	17.39
12250 - Pharmacy Technician	16.62
12280 - Phlebotomist	17.99
12305 - Radiologic Technologist	30.10
12311 - Registered Nurse I	25.28
12312 - Registered Nurse II	30.92
12313 - Registered Nurse II Specialist	30.92
12314 - Registered Nurse III	37.42
12315 - Registered Nurse III Anesthetist	37.42
12316 - Registered Nurse IV	44.84
12317 - Scheduler (Drug and Alcohol Testing)	24.50
12320 - Substance Abuse Treatment Counselor	21.11
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.28
13012 - Exhibits Specialist II	26.36
13013 - Exhibits Specialist III	32.25
13041 - Illustrator I	20.78
13042 - Illustrator II	25.74
13043 - Illustrator III	31.49
13047 - Librarian	26.89
13050 - Library Aide/Clerk	15.63
13054 - Library Information Technology Systems Administrator	24.27

13058 - Library Technician	15.75
13061 - Media Specialist I	17.51
13062 - Media Specialist II	19.60
13063 - Media Specialist III	21.84
13071 - Photographer I	15.55
13072 - Photographer II	18.33
13073 - Photographer III	22.70
13074 - Photographer IV	27.77
13075 - Photographer V	33.60
13090 - Technical Order Library Clerk	19.64
13110 - Video Teleconference Technician	23.81
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.74
14042 - Computer Operator II	19.86
14043 - Computer Operator III	22.22
14044 - Computer Operator IV	26.33
14045 - Computer Operator V	29.16
14071 - Computer Programmer I	21.06
14072 - Computer Programmer II	26.09
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	17.74
14160 - Personal Computer Support Technician	26.33
14170 - System Support Specialist	32.28
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.74
15020 - Aircrew Training Devices Instructor (Rated)	35.97
15030 - Air Crew Training Devices Instructor (Pilot)	43.12
15050 - Computer Based Training Specialist / Instructor	29.74
15060 - Educational Technologist	31.29
15070 - Flight Instructor (Pilot)	43.12
15080 - Graphic Artist	23.58
15085 - Maintenance Test Pilot Fixed Jet/Prop	42.97
15086 - Maintenance Test Pilot Rotary Wing	42.97

15088 - Non-Maintenance Test/Co-Pilot	42.97
15090 - Technical Instructor	23.16
15095 - Technical Instructor/Course Developer	28.33
15110 - Test Proctor	18.69
15120 - Tutor	18.69
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.67
16030 - Counter Attendant	13.67
16040 - Dry Cleaner	15.62
16070 - Finisher Flatwork Machine	13.67
16090 - Presser Hand	13.67
16110 - Presser Machine Drycleaning	13.67
16130 - Presser Machine Shirts	13.67
16160 - Presser Machine Wearing Apparel Laundry	13.67
16190 - Sewing Machine Operator	16.27
16220 - Tailor	16.92
16250 - Washer Machine	14.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	29.28
19040 - Tool And Die Maker	33.25
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.13
21030 - Material Coordinator	22.62
21040 - Material Expediter	22.62
21050 - Material Handling Laborer	17.74
21071 - Order Filler	16.71
21080 - Production Line Worker (Food Processing)	22.13
21110 - Shipping Packer	16.65
21130 - Shipping/Receiving Clerk	16.65
21140 - Store Worker I	18.05
21150 - Stock Clerk	22.73
21210 - Tools And Parts Attendant	22.13
21410 - Warehouse Specialist	22.13
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.76
23019 - Aircraft Logs and Records Technician	27.53
23021 - Aircraft Mechanic I	30.67
23022 - Aircraft Mechanic II	31.76
23023 - Aircraft Mechanic III	32.65

23040 - Aircraft Mechanic Helper	25.17
23050 - Aircraft Painter	29.69
23060 - Aircraft Servicer	27.53
23070 - Aircraft Survival Flight	29.69
Equipment Technician	
23080 - Aircraft Worker	28.68
23091 - Aircrew Life Support	28.68
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	30.67
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	21.53
23120 - Bicycle Repairer	25.47
23125 - Cable Splicer	38.57
23130 - Carpenter Maintenance	23.55
23140 - Carpet Layer	27.79
23160 - Electrician Maintenance	32.87
23181 - Electronics Technician	28.23
Maintenance I	
23182 - Electronics Technician	29.27
Maintenance II	
23183 - Electronics Technician	30.24
Maintenance III	
23260 - Fabric Worker	26.63
23290 - Fire Alarm System Mechanic	25.23
23310 - Fire Extinguisher Repairer	25.47
23311 - Fuel Distribution System	34.31
Mechanic	
23312 - Fuel Distribution System	29.46
Operator	
23370 - General Maintenance Worker	20.01
23380 - Ground Support Equipment	30.67
Mechanic	
23381 - Ground Support Equipment	27.53
Servicer	
23382 - Ground Support Equipment	28.68
Worker	
23391 - Gunsmith I	25.47
23392 - Gunsmith II	27.79
23393 - Gunsmith III	29.77
23410 - Heating Ventilation And Air-	24.86
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	25.74
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29.19
23440 - Heavy Equipment Operator	31.41



23460 - Instrument Mechanic	29.77
23465 - Laboratory/Shelter Mechanic	28.81
23470 - Laborer	14.89
23510 - Locksmith	22.70
23530 - Machinery Maintenance	30.45
<b>Mechanic</b>	
23550 - Machinist Maintenance	23.17
23580 - Maintenance Trades Helper	18.51
23591 - Metrology Technician I	29.77
23592 - Metrology Technician II	30.82
23593 - Metrology Technician III	31.70
23640 - Millwright	32.96
23710 - Office Appliance Repairer	21.42
23760 - Painter Maintenance	26.77
23790 - Pipefitter Maintenance	33.66
23810 - Plumber Maintenance	32.58
23820 - Pneudraulic Systems Mechanic	29.77
23850 - Rigger	29.77
23870 - Scale Mechanic	27.79
23890 - Sheet-Metal Worker	29.74
<b>Maintenance</b>	
23910 - Small Engine Mechanic	21.31
23931 - Telecommunications Mechanic	41.38
<b>I</b>	
23932 - Telecommunications Mechanic	42.85
<b>II</b>	
23950 - Telephone Lineman	42.48
23960 - Welder Combination	21.69
<b>Maintenance</b>	
23965 - Well Driller	29.00
23970 - Woodcraft Worker	29.77
23980 - Woodworker	25.47
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	17.25
24570 - Child Care Attendant	12.52
24580 - Child Care Center Clerk	15.60
24610 - Chore Aide	13.00
24620 - Family Readiness And Support	17.25
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	17.25
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	27.79
25040 - Sewage Plant Operator	26.18
25070 - Stationary Engineer	27.79
25190 - Ventilation Equipment Tender	22.72
25210 - Water Treatment Plant	26.18
<b>Operator</b>	

<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		22.75
27007 - Baggage Inspector		14.52
27008 - Corrections Officer		32.74
27010 - Court Security Officer		32.55
27030 - Detection Dog Handler		16.72
27040 - Detention Officer		32.74
27070 - Firefighter		32.37
27101 - Guard I		14.52
27102 - Guard II		16.72
27131 - Police Officer I		29.94
27132 - Police Officer II		33.28
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		15.35
28042 - Carnival Equipment Repairer		16.06
28043 - Carnival Worker		12.43
28210 - Gate Attendant/Gate Tender		16.67
28310 - Lifeguard		12.21
28350 - Park Attendant (Aide)		18.64
28510 - Recreation Aide/Health		13.60
<b>Facility Attendant</b>		
28515 - Recreation Specialist		23.09
28630 - Sports Official		14.84
28690 - Swimming Pool Operator		17.53
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		32.51
29020 - Hatch Tender		32.51
29030 - Line Handler		32.51
29041 - Stevedore I		31.22
29042 - Stevedore II		33.66
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	41.76
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	28.80
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		31.71
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		18.65
30022 - Archeological Technician II		20.86
30023 - Archeological Technician III		25.84
30030 - Cartographic Technician		25.84
30040 - Civil Engineering Technician		27.20
30051 - Cryogenic Technician I		27.96
30052 - Cryogenic Technician II		30.89
30061 - Drafter/CAD Operator I		18.65
30062 - Drafter/CAD Operator II		20.86
30063 - Drafter/CAD Operator III		23.26
30064 - Drafter/CAD Operator IV		28.63

30081 - Engineering Technician I	19.15
30082 - Engineering Technician II	21.49
30083 - Engineering Technician III	24.04
30084 - Engineering Technician IV	29.79
30085 - Engineering Technician V	36.44
30086 - Engineering Technician VI	37.46
30090 - Environmental Technician	24.60
30095 - Evidence Control Specialist	25.25
30210 - Laboratory Technician	24.44
30221 - Latent Fingerprint Technician I	27.96
30222 - Latent Fingerprint Technician II	30.89
30240 - Mathematical Technician	28.42
30361 - Paralegal/Legal Assistant I	20.20
30362 - Paralegal/Legal Assistant II	25.02
30363 - Paralegal/Legal Assistant III	30.60
30364 - Paralegal/Legal Assistant IV	37.02
30375 - Petroleum Supply Specialist	30.89
30390 - Photo-Optics Technician	25.84
30395 - Radiation Control Technician	30.89
30461 - Technical Writer I	25.72
30462 - Technical Writer II	30.31
30463 - Technical Writer III	36.68
30491 - Unexploded Ordnance (UXO) Technician I	26.54
30492 - Unexploded Ordnance (UXO) Technician II	32.11
30493 - Unexploded Ordnance (UXO) Technician III	38.49
30494 - Unexploded (UXO) Safety Escort	26.54
30495 - Unexploded (UXO) Sweep Personnel	26.54
30501 - Weather Forecaster I	27.96
30502 - Weather Forecaster II	34.02
30620 - Weather Observer Combined (see 2)	23.26
30621 - Weather Observer Senior (see 2)	25.84
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.11
31020 - Bus Aide	15.70
31030 - Bus Driver	19.66
31043 - Driver Courier	16.62
31260 - Parking and Lot Attendant	12.67
31290 - Shuttle Bus Driver	17.83

31310 - Taxi Driver	15.17
31361 - Truckdriver Light	17.39
31362 - Truckdriver Medium	20.24
31363 - Truckdriver Heavy	22.95
31364 - Truckdriver Tractor-Trailer	22.95
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.66
99030 - Cashier	12.32
99050 - Desk Clerk	12.39
99095 - Embalmer	32.12
99130 - Flight Follower	26.54
99251 - Laboratory Animal Caretaker	14.33
I	
99252 - Laboratory Animal Caretaker	15.00
II	
99260 - Marketing Analyst	31.25
99310 - Mortician	32.12
99410 - Pest Controller	18.54
99510 - Photofinishing Worker	14.95
99710 - Recycling Laborer	23.99
99711 - Recycling Specialist	27.47
99730 - Refuse Collector	22.25
99810 - Sales Clerk	12.69
99820 - School Crossing Guard	14.40
99830 - Survey Party Chief	27.40
99831 - Surveying Aide	14.14
99832 - Surveying Technician	22.26
99840 - Vending Machine Attendant	15.09
99841 - Vending Machine Repairer	17.25
99842 - Vending Machine Repairer	15.09
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or

\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

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

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

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

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



Standard Wage Determination No.: 2015-4149

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4149  
Revision No.: 16  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: New York

Area: New York County of Chemung

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		16.01
01012 - Accounting Clerk II		17.97
01013 - Accounting Clerk III		20.11
01020 - Administrative Assistant		30.80
01035 - Court Reporter		18.96
01041 - Customer Service Representative I		14.23
01042 - Customer Service Representative II		16.02

01043 - Customer Service Representative III	17.47
01051 - Data Entry Operator I	13.03
01052 - Data Entry Operator II	14.21
01060 - Dispatcher Motor Vehicle	18.01
01070 - Document Preparation Clerk	14.21
01090 - Duplicating Machine Operator	14.21
01111 - General Clerk I	13.15
01112 - General Clerk II	14.34
01113 - General Clerk III	16.09
01120 - Housing Referral Assistant	19.90
01141 - Messenger Courier	13.04
01191 - Order Clerk I	13.12
01192 - Order Clerk II	14.32
01261 - Personnel Assistant (Employment) I	16.59
01262 - Personnel Assistant (Employment) II	18.57
01263 - Personnel Assistant (Employment) III	20.70
01270 - Production Control Clerk	23.49
01290 - Rental Clerk	14.67
01300 - Scheduler Maintenance	15.95
01311 - Secretary I	15.95
01312 - Secretary II	17.85
01313 - Secretary III	19.90
01320 - Service Order Dispatcher	15.95
01410 - Supply Technician	30.80
01420 - Survey Worker	17.40
01460 - Switchboard Operator/Receptionist	15.86
01531 - Travel Clerk I	11.90
01532 - Travel Clerk II	12.81
01533 - Travel Clerk III	13.74
01611 - Word Processor I	14.97
01612 - Word Processor II	16.81
01613 - Word Processor III	18.80
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.28
<b>Fiberglass</b>	
05010 - Automotive Electrician	18.24
05040 - Automotive Glass Installer	17.63
05070 - Automotive Worker	17.63
05110 - Mobile Equipment Servicer	16.32
05130 - Motor Equipment Metal	18.96
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	17.63
05190 - Motor Vehicle Mechanic	17.25

05220 - Motor Vehicle Mechanic	15.63
Helper	
05250 - Motor Vehicle Upholstery	16.95
Worker	
05280 - Motor Vehicle Wrecker	17.63
05310 - Painter Automotive	18.24
05340 - Radiator Repair Specialist	17.63
05370 - Tire Repairer	14.34
05400 - Transmission Repair	18.96
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	16.19
07041 - Cook I	15.40
07042 - Cook II	17.37
07070 - Dishwasher	12.29
07130 - Food Service Worker	13.06
07210 - Meat Cutter	18.12
07260 - Waiter/Waitress	13.30
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	23.74
09040 - Furniture Handler	16.41
09080 - Furniture Refinisher	23.74
09090 - Furniture Refinisher Helper	18.84
09110 - Furniture Repairer Minor	21.30
09130 - Upholsterer	23.97
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.99
11060 - Elevator Operator	12.99
11090 - Gardener	17.34
11122 - Housekeeping Aide	12.99
11150 - Janitor	12.99
11210 - Laborer Grounds Maintenance	14.04
11240 - Maid or Houseman	12.37
11260 - Pruner	17.78
11270 - Tractor Operator	15.98
11330 - Trail Maintenance Worker	14.04
11360 - Window Cleaner	14.05
12000 - Health Occupations	
12010 - Ambulance Driver	18.30
12011 - Breath Alcohol Technician	18.30
12012 - Certified Occupational	24.68
Therapist Assistant	
12015 - Certified Physical Therapist	25.61
Assistant	
12020 - Dental Assistant	20.36
12025 - Dental Hygienist	33.69

12030 - EKG Technician	27.26
12035 - Electroneurodiagnostic Technologist	27.26
12040 - Emergency Medical Technician	18.30
12071 - Licensed Practical Nurse I	16.09
12072 - Licensed Practical Nurse II	17.99
12073 - Licensed Practical Nurse III	20.05
12100 - Medical Assistant	16.24
12130 - Medical Laboratory Technician	24.93
12160 - Medical Record Clerk	16.09
12190 - Medical Record Technician	19.76
12195 - Medical Transcriptionist	16.09
12210 - Nuclear Medicine Technologist	39.54
12221 - Nursing Assistant I	11.60
12222 - Nursing Assistant II	13.06
12223 - Nursing Assistant III	14.24
12224 - Nursing Assistant IV	15.98
12235 - Optical Dispenser	20.61
12236 - Optical Technician	16.09
12250 - Pharmacy Technician	13.99
12280 - Phlebotomist	16.09
12305 - Radiologic Technologist	29.51
12311 - Registered Nurse I	23.08
12312 - Registered Nurse II	28.24
12313 - Registered Nurse II Specialist	28.24
12314 - Registered Nurse III	34.16
12315 - Registered Nurse III Anesthetist	34.16
12316 - Registered Nurse IV	40.95
12317 - Scheduler (Drug and Alcohol Testing)	22.28
12320 - Substance Abuse Treatment Counselor	24.33
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.42
13012 - Exhibits Specialist II	22.83
13013 - Exhibits Specialist III	27.93
13041 - Illustrator I	18.42
13042 - Illustrator II	22.83
13043 - Illustrator III	27.93
13047 - Librarian	25.28
13050 - Library Aide/Clerk	11.88
13054 - Library Information Technology Systems Administrator	22.83

13058 - Library Technician	12.68
13061 - Media Specialist I	16.47
13062 - Media Specialist II	18.42
13063 - Media Specialist III	20.55
13071 - Photographer I	15.46
13072 - Photographer II	17.29
13073 - Photographer III	21.43
13074 - Photographer IV	26.21
13075 - Photographer V	31.71
13090 - Technical Order Library Clerk	17.31
13110 - Video Teleconference Technician	17.17
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.25
14042 - Computer Operator II	17.05
14043 - Computer Operator III	19.00
14044 - Computer Operator IV	23.63
14045 - Computer Operator V	27.62
14071 - Computer Programmer I	(see 1) 20.57
14072 - Computer Programmer II	(see 1) 24.53
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	15.25
14160 - Personal Computer Support Technician	24.05
14170 - System Support Specialist	27.62
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.78
15020 - Aircrew Training Devices Instructor (Rated)	34.82
15030 - Air Crew Training Devices Instructor (Pilot)	41.73
15050 - Computer Based Training Specialist / Instructor	27.87
15060 - Educational Technologist	32.93
15070 - Flight Instructor (Pilot)	41.73
15080 - Graphic Artist	24.90
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.33
15086 - Maintenance Test Pilot Rotary Wing	41.33

15088 - Non-Maintenance Test/Co-Pilot	41.33
15090 - Technical Instructor	23.54
15095 - Technical Instructor/Course Developer	28.79
15110 - Test Proctor	19.00
15120 - Tutor	19.00
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.67
16030 - Counter Attendant	13.67
16040 - Dry Cleaner	15.62
16070 - Finisher Flatwork Machine	13.67
16090 - Presser Hand	13.67
16110 - Presser Machine Drycleaning	13.67
16130 - Presser Machine Shirts	13.67
16160 - Presser Machine Wearing Apparel Laundry	13.67
16190 - Sewing Machine Operator	16.27
16220 - Tailor	16.92
16250 - Washer Machine	14.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.17
19040 - Tool And Die Maker	27.98
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.34
21030 - Material Coordinator	23.49
21040 - Material Expediter	23.49
21050 - Material Handling Laborer	13.87
21071 - Order Filler	13.87
21080 - Production Line Worker (Food Processing)	15.34
21110 - Shipping Packer	18.28
21130 - Shipping/Receiving Clerk	18.28
21140 - Store Worker I	14.33
21150 - Stock Clerk	18.15
21210 - Tools And Parts Attendant	15.34
21410 - Warehouse Specialist	15.34
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.43
23019 - Aircraft Logs and Records Technician	23.94
23021 - Aircraft Mechanic I	28.05
23022 - Aircraft Mechanic II	29.43
23023 - Aircraft Mechanic III	30.81

23040 - Aircraft Mechanic Helper	21.02
23050 - Aircraft Painter	26.69
23060 - Aircraft Servicer	23.94
23070 - Aircraft Survival Flight	26.69
Equipment Technician	
23080 - Aircraft Worker	25.31
23091 - Aircrew Life Support	25.31
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	28.05
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	26.60
23120 - Bicycle Repairer	22.29
23125 - Cable Splicer	30.52
23130 - Carpenter Maintenance	25.51
23140 - Carpet Layer	25.23
23160 - Electrician Maintenance	30.86
23181 - Electronics Technician	25.31
Maintenance I	
23182 - Electronics Technician	26.69
Maintenance II	
23183 - Electronics Technician	28.05
Maintenance III	
23260 - Fabric Worker	23.85
23290 - Fire Alarm System Mechanic	27.95
23310 - Fire Extinguisher Repairer	22.44
23311 - Fuel Distribution System	30.93
Mechanic	
23312 - Fuel Distribution System	25.56
Operator	
23370 - General Maintenance Worker	20.46
23380 - Ground Support Equipment	28.05
Mechanic	
23381 - Ground Support Equipment	23.94
Servicer	
23382 - Ground Support Equipment	25.31
Worker	
23391 - Gunsmith I	22.44
23392 - Gunsmith II	25.23
23393 - Gunsmith III	27.95
23410 - Heating Ventilation And Air-	24.55
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	25.75
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.61
23440 - Heavy Equipment Operator	31.43

23460 - Instrument Mechanic	27.95
23465 - Laboratory/Shelter Mechanic	26.60
23470 - Laborer	13.87
23510 - Locksmith	26.60
23530 - Machinery Maintenance	26.17
<b>Mechanic</b>	
23550 - Machinist Maintenance	22.66
23580 - Maintenance Trades Helper	20.88
23591 - Metrology Technician I	27.95
23592 - Metrology Technician II	29.32
23593 - Metrology Technician III	30.70
23640 - Millwright	27.95
23710 - Office Appliance Repairer	26.59
23760 - Painter Maintenance	23.22
23790 - Pipefitter Maintenance	31.59
23810 - Plumber Maintenance	26.59
23820 - Pneudraulic Systems Mechanic	27.95
23850 - Rigger	27.95
23870 - Scale Mechanic	25.23
23890 - Sheet-Metal Worker	30.52
<b>Maintenance</b>	
23910 - Small Engine Mechanic	25.23
23931 - Telecommunications Mechanic	34.56
<b>I</b>	
23932 - Telecommunications Mechanic	35.76
<b>II</b>	
23950 - Telephone Lineman	28.48
23960 - Welder Combination	20.00
<b>Maintenance</b>	
23965 - Well Driller	27.95
23970 - Woodcraft Worker	27.95
23980 - Woodworker	22.44
24000 - Personal Needs Occupations	
24550 - Case Manager	16.27
24570 - Child Care Attendant	12.11
24580 - Child Care Center Clerk	15.09
24610 - Chore Aide	13.85
24620 - Family Readiness And Support	16.27
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	16.27
25000 - Plant And System Operations	
<b>Occupations</b>	
25010 - Boiler Tender	28.71
25040 - Sewage Plant Operator	28.09
25070 - Stationary Engineer	28.71
25190 - Ventilation Equipment Tender	21.60
25210 - Water Treatment Plant	28.09
<b>Operator</b>	



<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		19.98
27007 - Baggage Inspector		17.86
27008 - Corrections Officer		32.11
27010 - Court Security Officer		23.91
27030 - Detection Dog Handler		19.98
27040 - Detention Officer		32.11
27070 - Firefighter		31.20
27101 - Guard I		17.86
27102 - Guard II		19.98
27131 - Police Officer I		33.56
27132 - Police Officer II		37.30
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		13.52
28042 - Carnival Equipment Repairer		14.53
28043 - Carnival Worker		10.88
28210 - Gate Attendant/Gate Tender		18.12
28310 - Lifeguard		16.13
28350 - Park Attendant (Aide)		20.26
28510 - Recreation Aide/Health		14.78
<b>Facility Attendant</b>		
28515 - Recreation Specialist		25.10
28630 - Sports Official		16.13
28690 - Swimming Pool Operator		20.48
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		26.49
29020 - Hatch Tender		26.49
29030 - Line Handler		26.49
29041 - Stevedore I		23.94
29042 - Stevedore II		27.48
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	40.29
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	27.78
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		30.59
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		17.12
30022 - Archeological Technician II		19.16
30023 - Archeological Technician III		23.73
30030 - Cartographic Technician		23.74
30040 - Civil Engineering Technician		23.73
30051 - Cryogenic Technician I		26.28
30052 - Cryogenic Technician II		29.03
30061 - Drafter/CAD Operator I		17.12
30062 - Drafter/CAD Operator II		19.16
30063 - Drafter/CAD Operator III		21.36
30064 - Drafter/CAD Operator IV		26.28

30081 - Engineering Technician I	15.26
30082 - Engineering Technician II	17.12
30083 - Engineering Technician III	19.16
30084 - Engineering Technician IV	23.73
30085 - Engineering Technician V	29.03
30086 - Engineering Technician VI	35.13
30090 - Environmental Technician	23.73
30095 - Evidence Control Specialist	23.73
30210 - Laboratory Technician	21.36
30221 - Latent Fingerprint Technician I	26.28
30222 - Latent Fingerprint Technician II	29.03
30240 - Mathematical Technician	23.73
30361 - Paralegal/Legal Assistant I	18.07
30362 - Paralegal/Legal Assistant II	22.39
30363 - Paralegal/Legal Assistant	27.39
III	
30364 - Paralegal/Legal Assistant IV	33.14
30375 - Petroleum Supply Specialist	29.03
30390 - Photo-Optics Technician	23.65
30395 - Radiation Control Technician	29.03
30461 - Technical Writer I	23.73
30462 - Technical Writer II	29.03
30463 - Technical Writer III	35.13
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	
30494 - Unexploded (UXO) Safety	25.60
Escort	
30495 - Unexploded (UXO) Sweep	25.60
Personnel	
30501 - Weather Forecaster I	26.28
30502 - Weather Forecaster II	31.98
30620 - Weather Observer Combined (see 2)	21.36
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	23.73
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	15.33
31030 - Bus Driver	20.26
31043 - Driver Courier	16.46
31260 - Parking and Lot Attendant	13.66
31290 - Shuttle Bus Driver	16.08

31310 - Taxi Driver	16.10
31361 - Truckdriver Light	17.69
31362 - Truckdriver Medium	19.47
31363 - Truckdriver Heavy	21.50
31364 - Truckdriver Tractor-Trailer	21.50
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	12.29
99050 - Desk Clerk	12.24
99095 - Embalmer	27.29
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	18.89
I	
99252 - Laboratory Animal Caretaker	20.33
II	
99260 - Marketing Analyst	29.49
99310 - Mortician	27.29
99410 - Pest Controller	22.31
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	16.88
99711 - Recycling Specialist	19.39
99730 - Refuse Collector	15.61
99810 - Sales Clerk	12.62
99820 - School Crossing Guard	15.61
99830 - Survey Party Chief	20.03
99831 - Surveying Aide	12.59
99832 - Surveying Technician	17.23
99840 - Vending Machine Attendant	19.39
99841 - Vending Machine Repairer	23.68
99842 - Vending Machine Repairer	19.39
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or

\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

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

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

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

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

Standard Wage Determination No.: 2015-4151

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4151  
Revision No.: 16  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: New York

Area: New York Counties of Warren Washington

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

<b>OCCUPATION CODE - TITLE</b>	<b>FOOTNOTE</b>	<b>RATE</b>
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		14.77
01012 - Accounting Clerk II		16.59
01013 - Accounting Clerk III		18.55
01020 - Administrative Assistant		25.30
01035 - Court Reporter		24.28
01041 - Customer Service Representative I		13.31
01042 - Customer Service Representative II		14.53



01043 - Customer Service Representative III	16.32
01051 - Data Entry Operator I	14.41
01052 - Data Entry Operator II	15.73
01060 - Dispatcher Motor Vehicle	18.40
01070 - Document Preparation Clerk	14.65
01090 - Duplicating Machine Operator	14.65
01111 - General Clerk I	13.68
01112 - General Clerk II	14.93
01113 - General Clerk III	16.77
01120 - Housing Referral Assistant	20.51
01141 - Messenger Courier	11.95
01191 - Order Clerk I	13.42
01192 - Order Clerk II	14.65
01261 - Personnel Assistant (Employment) I	16.46
01262 - Personnel Assistant (Employment) II	18.40
01263 - Personnel Assistant (Employment) III	20.51
01270 - Production Control Clerk	21.51
01290 - Rental Clerk	15.02
01300 - Scheduler Maintenance	16.46
01311 - Secretary I	16.46
01312 - Secretary II	18.40
01313 - Secretary III	20.51
01320 - Service Order Dispatcher	16.46
01410 - Supply Technician	25.30
01420 - Survey Worker	18.40
01460 - Switchboard Operator/Receptionist	15.76
01531 - Travel Clerk I	11.90
01532 - Travel Clerk II	12.81
01533 - Travel Clerk III	13.74
01611 - Word Processor I	14.34
01612 - Word Processor II	16.09
01613 - Word Processor III	18.01
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	20.29
Fiberglass	
05010 - Automotive Electrician	17.60
05040 - Automotive Glass Installer	16.87
05070 - Automotive Worker	16.87
05110 - Mobile Equipment Servicer	15.41
05130 - Motor Equipment Metal	19.75
Mechanic	
05160 - Motor Equipment Metal Worker	16.87
05190 - Motor Vehicle Mechanic	19.75

05220 - Motor Vehicle Mechanic	14.49
Helper	
05250 - Motor Vehicle Upholstery	16.14
Worker	
05280 - Motor Vehicle Wrecker	16.87
05310 - Painter Automotive	18.03
05340 - Radiator Repair Specialist	16.87
05370 - Tire Repairer	16.07
05400 - Transmission Repair	19.75
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	18.91
07041 - Cook I	14.97
07042 - Cook II	17.13
07070 - Dishwasher	12.56
07130 - Food Service Worker	14.42
07210 - Meat Cutter	16.71
07260 - Waiter/Waitress	14.69
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	24.90
09040 - Furniture Handler	15.68
09080 - Furniture Refinisher	24.90
09090 - Furniture Refinisher Helper	18.96
09110 - Furniture Repairer Minor	22.18
09130 - Upholsterer	24.90
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.06
11060 - Elevator Operator	14.43
11090 - Gardener	20.63
11122 - Housekeeping Aide	14.43
11150 - Janitor	14.43
11210 - Laborer Grounds Maintenance	15.72
11240 - Maid or Houseman	12.97
11260 - Pruner	14.08
11270 - Tractor Operator	19.01
11330 - Trail Maintenance Worker	15.72
11360 - Window Cleaner	16.11
12000 - Health Occupations	
12010 - Ambulance Driver	18.24
12011 - Breath Alcohol Technician	20.52
12012 - Certified Occupational	28.14
Therapist Assistant	
12015 - Certified Physical Therapist	27.16
Assistant	
12020 - Dental Assistant	18.90
12025 - Dental Hygienist	37.97

12030 - EKG Technician	31.09
12035 - Electroneurodiagnostic Technologist	31.09
12040 - Emergency Medical Technician	18.24
12071 - Licensed Practical Nurse I	18.34
12072 - Licensed Practical Nurse II	20.52
12073 - Licensed Practical Nurse III	22.87
12100 - Medical Assistant	17.59
12130 - Medical Laboratory Technician	18.37
12160 - Medical Record Clerk	17.36
12190 - Medical Record Technician	19.60
12195 - Medical Transcriptionist	18.37
12210 - Nuclear Medicine Technologist	45.08
12221 - Nursing Assistant I	12.22
12222 - Nursing Assistant II	13.75
12223 - Nursing Assistant III	14.99
12224 - Nursing Assistant IV	16.83
12235 - Optical Dispenser	24.22
12236 - Optical Technician	18.37
12250 - Pharmacy Technician	14.42
12280 - Phlebotomist	18.34
12305 - Radiologic Technologist	28.53
12311 - Registered Nurse I	22.63
12312 - Registered Nurse II	27.69
12313 - Registered Nurse II Specialist	27.69
12314 - Registered Nurse III	33.50
12315 - Registered Nurse III Anesthetist	33.50
12316 - Registered Nurse IV	40.15
12317 - Scheduler (Drug and Alcohol Testing)	25.17
12320 - Substance Abuse Treatment Counselor	24.82
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.39
13012 - Exhibits Specialist II	25.27
13013 - Exhibits Specialist III	30.91
13041 - Illustrator I	21.59
13042 - Illustrator II	26.76
13043 - Illustrator III	33.49
13047 - Librarian	29.12
13050 - Library Aide/Clerk	12.75
13054 - Library Information Technology Systems Administrator	23.85

13058 - Library Technician	16.80
13061 - Media Specialist I	17.67
13062 - Media Specialist II	19.76
13063 - Media Specialist III	22.03
13071 - Photographer I	16.02
13072 - Photographer II	20.38
13073 - Photographer III	25.24
13074 - Photographer IV	31.60
13075 - Photographer V	36.65
13090 - Technical Order Library Clerk	15.84
13110 - Video Teleconference Technician	20.61
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.64
14042 - Computer Operator II	17.49
14043 - Computer Operator III	20.68
14044 - Computer Operator IV	22.89
14045 - Computer Operator V	25.40
14071 - Computer Programmer I	(see 1) 19.88
14072 - Computer Programmer II	(see 1) 24.63
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	15.64
14160 - Personal Computer Support Technician	22.89
14170 - System Support Specialist	32.52
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.50
15020 - Aircrew Training Devices Instructor (Rated)	36.25
15030 - Air Crew Training Devices Instructor (Pilot)	43.14
15050 - Computer Based Training Specialist / Instructor	30.50
15060 - Educational Technologist	32.32
15070 - Flight Instructor (Pilot)	43.14
15080 - Graphic Artist	21.56
15085 - Maintenance Test Pilot Fixed Jet/Prop	42.89
15086 - Maintenance Test Pilot Rotary Wing	42.89

15088 - Non-Maintenance Test/Co-Pilot	42.89
15090 - Technical Instructor	20.26
15095 - Technical Instructor/Course Developer	24.79
15110 - Test Proctor	16.36
15120 - Tutor	16.36
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.67
16030 - Counter Attendant	13.67
16040 - Dry Cleaner	15.62
16070 - Finisher Flatwork Machine	13.67
16090 - Presser Hand	13.67
16110 - Presser Machine Drycleaning	13.67
16130 - Presser Machine Shirts	13.67
16160 - Presser Machine Wearing Apparel Laundry	13.67
16190 - Sewing Machine Operator	16.27
16220 - Tailor	16.92
16250 - Washer Machine	14.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.06
19040 - Tool And Die Maker	29.30
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.75
21030 - Material Coordinator	21.35
21040 - Material Expediter	21.35
21050 - Material Handling Laborer	15.81
21071 - Order Filler	14.99
21080 - Production Line Worker (Food Processing)	21.75
21110 - Shipping Packer	17.88
21130 - Shipping/Receiving Clerk	17.88
21140 - Store Worker I	13.49
21150 - Stock Clerk	18.81
21210 - Tools And Parts Attendant	21.75
21410 - Warehouse Specialist	21.75
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.47
23019 - Aircraft Logs and Records Technician	23.28
23021 - Aircraft Mechanic I	26.54
23022 - Aircraft Mechanic II	27.32
23023 - Aircraft Mechanic III	28.52

23040 - Aircraft Mechanic Helper	20.47
23050 - Aircraft Painter	25.19
23060 - Aircraft Servicer	23.28
23070 - Aircraft Survival Flight	25.19
Equipment Technician	
23080 - Aircraft Worker	24.27
23091 - Aircrew Life Support	24.27
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	26.54
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.90
23120 - Bicycle Repairer	20.67
23125 - Cable Splicer	30.33
23130 - Carpenter Maintenance	26.31
23140 - Carpet Layer	23.54
23160 - Electrician Maintenance	30.29
23181 - Electronics Technician	23.54
Maintenance I	
23182 - Electronics Technician	25.06
Maintenance II	
23183 - Electronics Technician	26.41
Maintenance III	
23260 - Fabric Worker	22.18
23290 - Fire Alarm System Mechanic	26.41
23310 - Fire Extinguisher Repairer	20.57
23311 - Fuel Distribution System	30.47
Mechanic	
23312 - Fuel Distribution System	25.99
Operator	
23370 - General Maintenance Worker	18.80
23380 - Ground Support Equipment	26.54
Mechanic	
23381 - Ground Support Equipment	23.28
Servicer	
23382 - Ground Support Equipment	24.27
Worker	
23391 - Gunsmith I	20.57
23392 - Gunsmith II	23.54
23393 - Gunsmith III	26.41
23410 - Heating Ventilation And Air-	25.02
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	25.89
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.41
23440 - Heavy Equipment Operator	27.24

23460 - Instrument Mechanic	28.61
23465 - Laboratory/Shelter Mechanic	25.06
23470 - Laborer	15.81
23510 - Locksmith	25.06
23530 - Machinery Maintenance	27.61
<b>Mechanic</b>	
23550 - Machinist Maintenance	22.50
23580 - Maintenance Trades Helper	18.84
23591 - Metrology Technician I	28.61
23592 - Metrology Technician II	29.61
23593 - Metrology Technician III	30.75
23640 - Millwright	29.19
23710 - Office Appliance Repairer	25.06
23760 - Painter Maintenance	21.74
23790 - Pipefitter Maintenance	25.81
23810 - Plumber Maintenance	24.49
23820 - Pneudraulic Systems Mechanic	26.41
23850 - Rigger	26.41
23870 - Scale Mechanic	23.54
23890 - Sheet-Metal Worker	29.05
<b>Maintenance</b>	
23910 - Small Engine Mechanic	23.54
23931 - Telecommunications Mechanic	33.37
<b>I</b>	
23932 - Telecommunications Mechanic	34.52
<b>II</b>	
23950 - Telephone Lineman	35.81
23960 - Welder Combination	24.86
<b>Maintenance</b>	
23965 - Well Driller	26.41
23970 - Woodcraft Worker	26.41
23980 - Woodworker	20.57
24000 - Personal Needs Occupations	
24550 - Case Manager	17.95
24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk	17.26
24610 - Chore Aide	14.11
24620 - Family Readiness And Support	17.95
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	17.95
25000 - Plant And System Operations	
<b>Occupations</b>	
25010 - Boiler Tender	28.89
25040 - Sewage Plant Operator	23.45
25070 - Stationary Engineer	28.89
25190 - Ventilation Equipment Tender	20.75
25210 - Water Treatment Plant	23.45
<b>Operator</b>	

<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		19.64
27007 - Baggage Inspector		15.23
27008 - Corrections Officer		29.84
27010 - Court Security Officer		24.22
27030 - Detection Dog Handler		18.45
27040 - Detention Officer		29.84
27070 - Firefighter		29.84
27101 - Guard I		15.23
27102 - Guard II		18.45
27131 - Police Officer I		23.40
27132 - Police Officer II		26.00
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		15.49
28042 - Carnival Equipment Repairer		16.35
28043 - Carnival Worker		11.51
28210 - Gate Attendant/Gate Tender		16.57
28310 - Lifeguard		13.32
28350 - Park Attendant (Aide)		18.95
28510 - Recreation Aide/Health		13.74
<b>Facility Attendant</b>		
28515 - Recreation Specialist		21.70
28630 - Sports Official		15.09
28690 - Swimming Pool Operator		20.33
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		23.54
29020 - Hatch Tender		23.54
29030 - Line Handler		23.54
29041 - Stevedore I		22.18
29042 - Stevedore II		25.06
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	40.96
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	28.25
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		31.10
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		18.13
30022 - Archeological Technician II		20.28
30023 - Archeological Technician III		25.12
30030 - Cartographic Technician		25.12
30040 - Civil Engineering Technician		25.12
30051 - Cryogenic Technician I		27.82
30052 - Cryogenic Technician II		30.73
30061 - Drafter/CAD Operator I		18.13
30062 - Drafter/CAD Operator II		20.28
30063 - Drafter/CAD Operator III		22.60
30064 - Drafter/CAD Operator IV		27.82



30081 - Engineering Technician I	15.61
30082 - Engineering Technician II	17.52
30083 - Engineering Technician III	19.60
30084 - Engineering Technician IV	24.29
30085 - Engineering Technician V	29.71
30086 - Engineering Technician VI	35.94
30090 - Environmental Technician	25.12
30095 - Evidence Control Specialist	25.12
30210 - Laboratory Technician	22.60
30221 - Latent Fingerprint Technician I	27.82
30222 - Latent Fingerprint Technician II	30.73
30240 - Mathematical Technician	25.12
30361 - Paralegal/Legal Assistant I	18.73
30362 - Paralegal/Legal Assistant II	23.20
30363 - Paralegal/Legal Assistant	28.35
III	
30364 - Paralegal/Legal Assistant IV	34.33
30375 - Petroleum Supply Specialist	30.73
30390 - Photo-Optics Technician	24.83
30395 - Radiation Control Technician	30.73
30461 - Technical Writer I	25.12
30462 - Technical Writer II	30.73
30463 - Technical Writer III	37.19
30491 - Unexploded Ordnance (UXO)	26.03
Technician I	
30492 - Unexploded Ordnance (UXO)	31.49
Technician II	
30493 - Unexploded Ordnance (UXO)	37.75
Technician III	
30494 - Unexploded (UXO) Safety	26.03
Escort	
30495 - Unexploded (UXO) Sweep	26.03
Personnel	
30501 - Weather Forecaster I	27.82
30502 - Weather Forecaster II	33.85
30620 - Weather Observer Combined (see 2)	22.60
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.12
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	31.49
31020 - Bus Aide	13.94
31030 - Bus Driver	19.71
31043 - Driver Courier	13.99
31260 - Parking and Lot Attendant	12.50
31290 - Shuttle Bus Driver	15.50

31310 - Taxi Driver	15.21
31361 - Truckdriver Light	15.18
31362 - Truckdriver Medium	16.37
31363 - Truckdriver Heavy	20.92
31364 - Truckdriver Tractor-Trailer	20.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.35
99030 - Cashier	12.28
99050 - Desk Clerk	13.28
99095 - Embalmer	31.14
99130 - Flight Follower	26.03
99251 - Laboratory Animal Caretaker	17.31
I	
99252 - Laboratory Animal Caretaker	18.78
II	
99260 - Marketing Analyst	25.05
99310 - Mortician	31.14
99410 - Pest Controller	24.07
99510 - Photofinishing Worker	13.68
99710 - Recycling Laborer	17.01
99711 - Recycling Specialist	20.57
99730 - Refuse Collector	15.24
99810 - Sales Clerk	13.51
99820 - School Crossing Guard	13.93
99830 - Survey Party Chief	21.63
99831 - Surveying Aide	12.89
99832 - Surveying Technician	19.67
99840 - Vending Machine Attendant	20.57
99841 - Vending Machine Repairer	25.54
99842 - Vending Machine Repairer	20.57
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or

\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

\*\* HAZARDOUS PAY DIFFERENTIAL \*\*

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

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

\*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

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

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

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

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

Standard Wage Determination No.: 2015-4153

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4153  
Revision No.: 16  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: New York

Area: New York County of Tompkins

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

<b>OCCUPATION CODE - TITLE</b>	<b>FOOTNOTE</b>	<b>RATE</b>
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		17.80
01012 - Accounting Clerk II		19.98
01013 - Accounting Clerk III		22.36
01020 - Administrative Assistant		31.37
01035 - Court Reporter		21.29
01041 - Customer Service Representative I		15.59
01042 - Customer Service Representative II		17.52

01043 - Customer Service Representative III	19.12
01051 - Data Entry Operator I	15.54
01052 - Data Entry Operator II	16.95
01060 - Dispatcher Motor Vehicle	20.06
01070 - Document Preparation Clerk	16.95
01090 - Duplicating Machine Operator	16.95
01111 - General Clerk I	14.81
01112 - General Clerk II	16.15
01113 - General Clerk III	18.13
01120 - Housing Referral Assistant	23.73
01141 - Messenger Courier	13.82
01191 - Order Clerk I	15.54
01192 - Order Clerk II	16.95
01261 - Personnel Assistant (Employment) I	22.49
01262 - Personnel Assistant (Employment) II	25.16
01263 - Personnel Assistant (Employment) III	27.80
01270 - Production Control Clerk	22.72
01290 - Rental Clerk	17.64
01300 - Scheduler Maintenance	19.02
01311 - Secretary I	19.02
01312 - Secretary II	21.29
01313 - Secretary III	23.73
01320 - Service Order Dispatcher	17.94
01410 - Supply Technician	31.37
01420 - Survey Worker	21.19
01460 - Switchboard Operator/Receptionist	16.45
01531 - Travel Clerk I	12.37
01532 - Travel Clerk II	13.31
01533 - Travel Clerk III	14.27
01611 - Word Processor I	15.03
01612 - Word Processor II	16.88
01613 - Word Processor III	18.88
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.28
Fiberglass	
05010 - Automotive Electrician	18.24
05040 - Automotive Glass Installer	17.63
05070 - Automotive Worker	17.63
05110 - Mobile Equipment Servicer	16.32
05130 - Motor Equipment Metal	18.96
Mechanic	
05160 - Motor Equipment Metal Worker	17.63
05190 - Motor Vehicle Mechanic	17.25



05220 - Motor Vehicle Mechanic	15.63
Helper	
05250 - Motor Vehicle Upholstery	16.95
Worker	
05280 - Motor Vehicle Wrecker	17.63
05310 - Painter Automotive	18.24
05340 - Radiator Repair Specialist	17.63
05370 - Tire Repairer	14.34
05400 - Transmission Repair	18.96
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.25
07041 - Cook I	18.37
07042 - Cook II	20.55
07070 - Dishwasher	13.55
07130 - Food Service Worker	15.04
07210 - Meat Cutter	19.57
07260 - Waiter/Waitress	13.67
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	26.74
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	26.74
09090 - Furniture Refinisher Helper	21.12
09110 - Furniture Repairer Minor	23.90
09130 - Upholsterer	26.74
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.40
11060 - Elevator Operator	14.74
11090 - Gardener	21.40
11122 - Housekeeping Aide	16.66
11150 - Janitor	16.66
11210 - Laborer Grounds Maintenance	16.91
11240 - Maid or Houseman	12.98
11260 - Pruner	17.78
11270 - Tractor Operator	19.91
11330 - Trail Maintenance Worker	16.91
11360 - Window Cleaner	18.31
12000 - Health Occupations	
12010 - Ambulance Driver	19.25
12011 - Breath Alcohol Technician	19.75
12012 - Certified Occupational	27.09
Therapist Assistant	
12015 - Certified Physical Therapist	27.09
Assistant	
12020 - Dental Assistant	18.60
12025 - Dental Hygienist	43.40

12030 - EKG Technician	29.92
12035 - Electroneurodiagnostic Technologist	29.92
12040 - Emergency Medical Technician	19.25
12071 - Licensed Practical Nurse I	17.66
12072 - Licensed Practical Nurse II	19.75
12073 - Licensed Practical Nurse III	22.01
12100 - Medical Assistant	17.39
12130 - Medical Laboratory Technician	26.51
12160 - Medical Record Clerk	16.06
12190 - Medical Record Technician	23.77
12195 - Medical Transcriptionist	17.66
12210 - Nuclear Medicine Technologist	43.40
12221 - Nursing Assistant I	13.76
12222 - Nursing Assistant II	15.48
12223 - Nursing Assistant III	16.90
12224 - Nursing Assistant IV	18.98
12235 - Optical Dispenser	20.61
12236 - Optical Technician	17.66
12250 - Pharmacy Technician	17.47
12280 - Phlebotomist	17.66
12305 - Radiologic Technologist	29.79
12311 - Registered Nurse I	23.89
12312 - Registered Nurse II	29.23
12313 - Registered Nurse II Specialist	29.23
12314 - Registered Nurse III	35.36
12315 - Registered Nurse III Anesthetist	35.36
12316 - Registered Nurse IV	42.39
12317 - Scheduler (Drug and Alcohol Testing)	24.46
12320 - Substance Abuse Treatment Counselor	25.42
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.49
13012 - Exhibits Specialist II	31.58
13013 - Exhibits Specialist III	38.63
13041 - Illustrator I	25.49
13042 - Illustrator II	31.58
13043 - Illustrator III	38.63
13047 - Librarian	34.97
13050 - Library Aide/Clerk	18.68
13054 - Library Information Technology Systems Administrator	31.58

13058 - Library Technician	21.44
13061 - Media Specialist I	22.79
13062 - Media Specialist II	25.49
13063 - Media Specialist III	28.41
13071 - Photographer I	22.79
13072 - Photographer II	25.49
13073 - Photographer III	31.58
13074 - Photographer IV	38.63
13075 - Photographer V	46.74
13090 - Technical Order Library Clerk	24.72
13110 - Video Teleconference Technician	22.86
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.88
14042 - Computer Operator II	19.99
14043 - Computer Operator III	22.30
14044 - Computer Operator IV	27.97
14045 - Computer Operator V	30.98
14071 - Computer Programmer I (see 1)	24.94
14072 - Computer Programmer II (see 1)	
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	17.88
14160 - Personal Computer Support Technician	27.97
14170 - System Support Specialist	34.42
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.51
15020 - Aircrew Training Devices Instructor (Rated)	34.50
15030 - Air Crew Training Devices Instructor (Pilot)	41.34
15050 - Computer Based Training Specialist / Instructor	28.51
15060 - Educational Technologist	36.74
15070 - Flight Instructor (Pilot)	41.34
15080 - Graphic Artist	28.88
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.34
15086 - Maintenance Test Pilot Rotary Wing	41.34

15088 - Non-Maintenance Test/Co-Pilot	41.34
15090 - Technical Instructor	23.85
15095 - Technical Instructor/Course Developer	29.18
15110 - Test Proctor	19.26
15120 - Tutor	19.26
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.67
16030 - Counter Attendant	13.67
16040 - Dry Cleaner	15.62
16070 - Finisher Flatwork Machine	13.67
16090 - Presser Hand	13.67
16110 - Presser Machine Drycleaning	13.67
16130 - Presser Machine Shirts	13.67
16160 - Presser Machine Wearing Apparel Laundry	
16190 - Sewing Machine Operator	16.27
16220 - Tailor	16.92
16250 - Washer Machine	14.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.92
19040 - Tool And Die Maker	28.22
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.75
21030 - Material Coordinator	22.72
21040 - Material Expediter	22.72
21050 - Material Handling Laborer	16.02
21071 - Order Filler	13.23
21080 - Production Line Worker (Food Processing)	14.75
21110 - Shipping Packer	17.92
21130 - Shipping/Receiving Clerk	17.92
21140 - Store Worker I	14.87
21150 - Stock Clerk	19.68
21210 - Tools And Parts Attendant	14.75
21410 - Warehouse Specialist	14.75
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.66
23019 - Aircraft Logs and Records Technician	24.81
23021 - Aircraft Mechanic I	28.57
23022 - Aircraft Mechanic II	29.66
23023 - Aircraft Mechanic III	30.68

23040 - Aircraft Mechanic Helper	21.91
23050 - Aircraft Painter	27.41
23060 - Aircraft Servicer	24.81
23070 - Aircraft Survival Flight	27.41
Equipment Technician	
23080 - Aircraft Worker	26.36
23091 - Aircrew Life Support	26.36
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	28.57
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	26.74
23120 - Bicycle Repairer	22.71
23125 - Cable Splicer	31.81
23130 - Carpenter Maintenance	23.94
23140 - Carpet Layer	26.05
23160 - Electrician Maintenance	30.84
23181 - Electronics Technician	26.36
Maintenance I	
23182 - Electronics Technician	27.53
Maintenance II	
23183 - Electronics Technician	28.57
Maintenance III	
23260 - Fabric Worker	24.51
23290 - Fire Alarm System Mechanic	27.96
23310 - Fire Extinguisher Repairer	23.29
23311 - Fuel Distribution System	30.93
Mechanic	
23312 - Fuel Distribution System	25.56
Operator	
23370 - General Maintenance Worker	20.23
23380 - Ground Support Equipment	28.57
Mechanic	
23381 - Ground Support Equipment	24.81
Servicer	
23382 - Ground Support Equipment	26.36
Worker	
23391 - Gunsmith I	23.29
23392 - Gunsmith II	26.05
23393 - Gunsmith III	28.26
23410 - Heating Ventilation And Air-	29.35
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	30.46
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.96
23440 - Heavy Equipment Operator	24.79

23460 - Instrument Mechanic	28.26
23465 - Laboratory/Shelter Mechanic	27.38
23470 - Laborer	16.02
23510 - Locksmith	27.12
23530 - Machinery Maintenance	27.96
<b>Mechanic</b>	
23550 - Machinist Maintenance	25.16
23580 - Maintenance Trades Helper	21.12
23591 - Metrology Technician I	28.26
23592 - Metrology Technician II	29.39
23593 - Metrology Technician III	30.39
23640 - Millwright	27.96
23710 - Office Appliance Repairer	26.74
23760 - Painter Maintenance	22.79
23790 - Pipefitter Maintenance	33.96
23810 - Plumber Maintenance	28.30
23820 - Pneudraulic Systems Mechanic	28.26
23850 - Rigger	28.26
23870 - Scale Mechanic	26.05
23890 - Sheet-Metal Worker	27.96
<b>Maintenance</b>	
23910 - Small Engine Mechanic	25.64
23931 - Telecommunications Mechanic	32.50
<b>I</b>	
23932 - Telecommunications Mechanic	33.73
<b>II</b>	
23950 - Telephone Lineman	28.57
23960 - Welder Combination	27.96
<b>Maintenance</b>	
23965 - Well Driller	28.26
23970 - Woodcraft Worker	28.26
23980 - Woodworker	22.71
24000 - Personal Needs Occupations	
24550 - Case Manager	20.88
24570 - Child Care Attendant	14.43
24580 - Child Care Center Clerk	17.98
24610 - Chore Aide	14.48
24620 - Family Readiness And Support	20.88
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	20.88
25000 - Plant And System Operations	
<b>Occupations</b>	
25010 - Boiler Tender	28.57
25040 - Sewage Plant Operator	26.70
25070 - Stationary Engineer	28.57
25190 - Ventilation Equipment Tender	21.10
25210 - Water Treatment Plant	26.70
<b>Operator</b>	

<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		26.25
27007 - Baggage Inspector		19.08
27008 - Corrections Officer		21.94
27010 - Court Security Officer		21.74
27030 - Detection Dog Handler		21.34
27040 - Detention Officer		21.94
27070 - Firefighter		23.44
27101 - Guard I		19.08
27102 - Guard II		21.34
27131 - Police Officer I		30.30
27132 - Police Officer II		33.66
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		16.11
28042 - Carnival Equipment Repairer		16.69
28043 - Carnival Worker		12.45
28210 - Gate Attendant/Gate Tender		18.36
28310 - Lifeguard		14.65
28350 - Park Attendant (Aide)		20.54
28510 - Recreation Aide/Health Facility Attendant		14.98
28515 - Recreation Specialist		25.43
28630 - Sports Official		16.36
28690 - Swimming Pool Operator		20.48
<b>29000 - Stevedoring/Longshoremen Occupational Services</b>		
29010 - Blocker And Bracer		38.78
29020 - Hatch Tender		28.90
29030 - Line Handler		26.49
29041 - Stevedore I		24.81
29042 - Stevedore II		27.53
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	40.29
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	27.78
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		30.59
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		18.38
30022 - Archeological Technician II		20.64
30023 - Archeological Technician III		25.47
30030 - Cartographic Technician		25.56
30040 - Civil Engineering Technician		25.47
30051 - Cryogenic Technician I		28.31
30052 - Cryogenic Technician II		31.27
30061 - Drafter/CAD Operator I		18.38
30062 - Drafter/CAD Operator II		20.64
30063 - Drafter/CAD Operator III		23.00
30064 - Drafter/CAD Operator IV		28.21

30081 - Engineering Technician I	14.91
30082 - Engineering Technician II	16.74
30083 - Engineering Technician III	18.73
30084 - Engineering Technician IV	23.19
30085 - Engineering Technician V	28.38
30086 - Engineering Technician VI	34.33
30090 - Environmental Technician	25.47
30095 - Evidence Control Specialist	25.56
30210 - Laboratory Technician	22.93
30221 - Latent Fingerprint Technician I	28.31
30222 - Latent Fingerprint Technician II	31.27
30240 - Mathematical Technician	25.56
30361 - Paralegal/Legal Assistant I	19.48
30362 - Paralegal/Legal Assistant II	24.13
30363 - Paralegal/Legal Assistant	29.52
III	
30364 - Paralegal/Legal Assistant IV	35.72
30375 - Petroleum Supply Specialist	31.27
30390 - Photo-Optics Technician	25.56
30395 - Radiation Control Technician	31.27
30461 - Technical Writer I	25.47
30462 - Technical Writer II	31.15
30463 - Technical Writer III	37.69
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	
30494 - Unexploded (UXO) Safety	25.60
Escort	
30495 - Unexploded (UXO) Sweep	25.60
Personnel	
30501 - Weather Forecaster I	28.31
30502 - Weather Forecaster II	34.43
30620 - Weather Observer Combined (see 2)	23.00
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.47
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.72
31030 - Bus Driver	18.28
31043 - Driver Courier	16.16
31260 - Parking and Lot Attendant	12.48
31290 - Shuttle Bus Driver	17.63



31310 - Taxi Driver	17.08
31361 - Truckdriver Light	17.37
31362 - Truckdriver Medium	18.28
31363 - Truckdriver Heavy	20.25
31364 - Truckdriver Tractor-Trailer	20.25
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	12.66
99050 - Desk Clerk	12.80
99095 - Embalmer	27.29
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	18.89
I	
99252 - Laboratory Animal Caretaker	20.33
II	
99260 - Marketing Analyst	32.40
99310 - Mortician	27.29
99410 - Pest Controller	24.12
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.16
99711 - Recycling Specialist	21.39
99730 - Refuse Collector	16.52
99810 - Sales Clerk	14.12
99820 - School Crossing Guard	17.55
99830 - Survey Party Chief	20.03
99831 - Surveying Aide	12.59
99832 - Surveying Technician	17.23
99840 - Vending Machine Attendant	21.32
99841 - Vending Machine Repairer	25.64
99842 - Vending Machine Repairer	21.32
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or

\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

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

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

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

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

Standard Wage Determination No.: 2015-4155

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4155  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: New York

Area: New York County of Ulster

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		17.06
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		31.78
01035 - Court Reporter		21.64
01041 - Customer Service Representative I		15.06
01042 - Customer Service Representative II		16.93

01043 - Customer Service Representative III	18.47
01051 - Data Entry Operator I	16.82
01052 - Data Entry Operator II	18.36
01060 - Dispatcher Motor Vehicle	24.39
01070 - Document Preparation Clerk	16.28
01090 - Duplicating Machine Operator	16.28
01111 - General Clerk I	15.43
01112 - General Clerk II	17.49
01113 - General Clerk III	18.92
01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	14.61
01191 - Order Clerk I	15.30
01192 - Order Clerk II	17.67
01261 - Personnel Assistant (Employment) I	19.03
01262 - Personnel Assistant (Employment) II	21.29
01263 - Personnel Assistant (Employment) III	23.73
01270 - Production Control Clerk	24.97
01290 - Rental Clerk	18.04
01300 - Scheduler Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.14
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	21.75
01410 - Supply Technician	31.78
01420 - Survey Worker	21.64
01460 - Switchboard Operator/Receptionist	15.74
01531 - Travel Clerk I	14.48
01532 - Travel Clerk II	15.32
01533 - Travel Clerk III	16.11
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	27.91
Fiberglass	
05010 - Automotive Electrician	26.09
05040 - Automotive Glass Installer	24.15
05070 - Automotive Worker	24.15
05110 - Mobile Equipment Servicer	20.57
05130 - Motor Equipment Metal	26.94
Mechanic	
05160 - Motor Equipment Metal Worker	24.15
05190 - Motor Vehicle Mechanic	26.94

05220 - Motor Vehicle Mechanic	19.94
Helper	
05250 - Motor Vehicle Upholstery	21.07
Worker	
05280 - Motor Vehicle Wrecker	24.15
05310 - Painter Automotive	25.66
05340 - Radiator Repair Specialist	24.15
05370 - Tire Repairer	16.75
05400 - Transmission Repair	26.94
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.40
07041 - Cook I	18.65
07042 - Cook II	21.34
07070 - Dishwasher	13.45
07130 - Food Service Worker	13.82
07210 - Meat Cutter	23.67
07260 - Waiter/Waitress	15.55
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	26.37
09040 - Furniture Handler	17.01
09080 - Furniture Refinisher	27.10
09090 - Furniture Refinisher Helper	20.51
09110 - Furniture Repairer Minor	23.86
09130 - Upholsterer	27.10
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.94
11060 - Elevator Operator	15.70
11090 - Gardener	21.63
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer Grounds Maintenance	16.54
11240 - Maid or Houseman	15.77
11260 - Pruner	14.82
11270 - Tractor Operator	19.95
11330 - Trail Maintenance Worker	16.54
11360 - Window Cleaner	17.04
12000 - Health Occupations	
12010 - Ambulance Driver	20.46
12011 - Breath Alcohol Technician	22.61
12012 - Certified Occupational	27.15
Therapist Assistant	
12015 - Certified Physical Therapist	30.32
Assistant	
12020 - Dental Assistant	20.16
12025 - Dental Hygienist	42.15



12030 - EKG Technician	31.00
12035 - Electroneurodiagnostic Technologist	31.00
12040 - Emergency Medical Technician	20.46
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	25.73
12160 - Medical Record Clerk	20.02
12190 - Medical Record Technician	24.63
12195 - Medical Transcriptionist	18.65
12210 - Nuclear Medicine Technologist	44.95
12221 - Nursing Assistant I	13.50
12222 - Nursing Assistant II	15.18
12223 - Nursing Assistant III	16.56
12224 - Nursing Assistant IV	18.60
12235 - Optical Dispenser	25.40
12236 - Optical Technician	18.29
12250 - Pharmacy Technician	17.53
12280 - Phlebotomist	17.55
12305 - Radiologic Technologist	33.98
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III Anesthetist	49.39
12316 - Registered Nurse IV	59.22
12317 - Scheduler (Drug and Alcohol Testing)	26.17
12320 - Substance Abuse Treatment Counselor	27.90
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.03
13012 - Exhibits Specialist II	30.45
13013 - Exhibits Specialist III	35.58
13041 - Illustrator I	25.89
13042 - Illustrator II	30.45
13043 - Illustrator III	35.58
13047 - Librarian	34.04
13050 - Library Aide/Clerk	15.79
13054 - Library Information Technology Systems Administrator	27.99

13058 - Library Technician	21.67
13061 - Media Specialist I	21.21
13062 - Media Specialist II	23.84
13063 - Media Specialist III	26.70
13071 - Photographer I	20.99
13072 - Photographer II	23.82
13073 - Photographer III	29.53
13074 - Photographer IV	35.58
13075 - Photographer V	43.04
13090 - Technical Order Library Clerk	18.15
13110 - Video Teleconference Technician	24.33
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.00
14042 - Computer Operator II	21.26
14043 - Computer Operator III	23.71
14044 - Computer Operator IV	26.35
14045 - Computer Operator V	29.17
14071 - Computer Programmer I (see 1)	27.56
14072 - Computer Programmer II (see 1)	
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	19.00
14160 - Personal Computer Support Technician	26.35
14170 - System Support Specialist	29.17
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	39.54
15020 - Aircrew Training Devices Instructor (Rated)	43.75
15030 - Air Crew Training Devices Instructor (Pilot)	51.69
15050 - Computer Based Training Specialist / Instructor	39.54
15060 - Educational Technologist	36.21
15070 - Flight Instructor (Pilot)	51.69
15080 - Graphic Artist	27.68
15085 - Maintenance Test Pilot Fixed Jet/Prop	47.77
15086 - Maintenance Test Pilot Rotary Wing	47.77

15088 - Non-Maintenance Test/Co-Pilot	47.77
15090 - Technical Instructor	27.17
15095 - Technical Instructor/Course Developer	31.35
15110 - Test Proctor	20.72
15120 - Tutor	20.72
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	15.31
16030 - Counter Attendant	15.31
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing Apparel Laundry	15.31
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.10
19040 - Tool And Die Maker	31.67
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.96
21030 - Material Coordinator	24.97
21040 - Material Expediter	24.97
21050 - Material Handling Laborer	15.14
21071 - Order Filler	14.28
21080 - Production Line Worker (Food Processing)	19.96
21110 - Shipping Packer	17.35
21130 - Shipping/Receiving Clerk	17.35
21140 - Store Worker I	13.60
21150 - Stock Clerk	18.91
21210 - Tools And Parts Attendant	19.96
21410 - Warehouse Specialist	19.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.87
23019 - Aircraft Logs and Records Technician	24.02
23021 - Aircraft Mechanic I	28.86
23022 - Aircraft Mechanic II	29.87
23023 - Aircraft Mechanic III	31.02

23040 - Aircraft Mechanic Helper	20.73
23050 - Aircraft Painter	27.10
23060 - Aircraft Servicer	24.02
23070 - Aircraft Survival Flight	27.10
Equipment Technician	
23080 - Aircraft Worker	25.52
23091 - Aircrew Life Support	25.52
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	28.86
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	26.37
23120 - Bicycle Repairer	18.89
23125 - Cable Splicer	31.81
23130 - Carpenter Maintenance	29.55
23140 - Carpet Layer	27.98
23160 - Electrician Maintenance	36.84
23181 - Electronics Technician	25.72
Maintenance I	
23182 - Electronics Technician	27.39
Maintenance II	
23183 - Electronics Technician	28.55
Maintenance III	
23260 - Fabric Worker	26.22
23290 - Fire Alarm System Mechanic	28.55
23310 - Fire Extinguisher Repairer	22.48
23311 - Fuel Distribution System	29.94
Mechanic	
23312 - Fuel Distribution System	24.09
Operator	
23370 - General Maintenance Worker	19.92
23380 - Ground Support Equipment	28.86
Mechanic	
23381 - Ground Support Equipment	24.02
Servicer	
23382 - Ground Support Equipment	25.52
Worker	
23391 - Gunsmith I	22.48
23392 - Gunsmith II	25.72
23393 - Gunsmith III	28.86
23410 - Heating Ventilation And Air-	26.97
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	29.04
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	28.85
23440 - Heavy Equipment Operator	32.91

23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	27.39
23470 - Laborer	15.14
23510 - Locksmith	27.10
23530 - Machinery Maintenance	27.59
<b>Mechanic</b>	
23550 - Machinist Maintenance	23.88
23580 - Maintenance Trades Helper	19.69
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.24
23593 - Metrology Technician III	34.64
23640 - Millwright	29.72
23710 - Office Appliance Repairer	27.10
23760 - Painter Maintenance	27.10
23790 - Pipefitter Maintenance	29.88
23810 - Plumber Maintenance	27.42
23820 - Pneudraulic Systems Mechanic	28.86
23850 - Rigger	28.55
23870 - Scale Mechanic	25.72
23890 - Sheet-Metal Worker	35.96
<b>Maintenance</b>	
23910 - Small Engine Mechanic	24.76
23931 - Telecommunications Mechanic	39.77
<b>I</b>	
23932 - Telecommunications Mechanic	41.60
<b>II</b>	
23950 - Telephone Lineman	42.42
23960 - Welder Combination	22.17
<b>Maintenance</b>	
23965 - Well Driller	28.55
23970 - Woodcraft Worker	29.26
23980 - Woodworker	26.66
24000 - Personal Needs Occupations	
24550 - Case Manager	22.13
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.46
24610 - Chore Aide	14.05
24620 - Family Readiness And Support	22.13
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	22.13
25000 - Plant And System Operations	
<b>Occupations</b>	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	21.58
25210 - Water Treatment Plant	25.19
<b>Operator</b>	

<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		22.30
27007 - Baggage Inspector		17.81
27008 - Corrections Officer		30.97
27010 - Court Security Officer		30.66
27030 - Detection Dog Handler		20.36
27040 - Detention Officer		30.97
27070 - Firefighter		31.42
27101 - Guard I		17.81
27102 - Guard II		20.36
27131 - Police Officer I		32.37
27132 - Police Officer II		35.94
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		17.02
28042 - Carnival Equipment Repairer		18.44
28043 - Carnival Worker		12.64
28210 - Gate Attendant/Gate Tender		19.95
28310 - Lifeguard		14.60
28350 - Park Attendant (Aide)		22.34
28510 - Recreation Aide/Health		17.34
<b>Facility Attendant</b>		
28515 - Recreation Specialist		27.23
28630 - Sports Official		17.78
28690 - Swimming Pool Operator		21.11
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		26.00
29020 - Hatch Tender		26.00
29030 - Line Handler		26.00
29041 - Stevedore I		24.25
29042 - Stevedore II		27.10
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	46.55
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	32.10
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		35.35
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		19.91
30022 - Archeological Technician II		22.27
30023 - Archeological Technician III		27.59
30030 - Cartographic Technician		27.59
30040 - Civil Engineering Technician		27.59
30051 - Cryogenic Technician I		30.55
30052 - Cryogenic Technician II		33.74
30061 - Drafter/CAD Operator I		19.91
30062 - Drafter/CAD Operator II		22.27
30063 - Drafter/CAD Operator III		24.82
30064 - Drafter/CAD Operator IV		30.55

30081 - Engineering Technician I	19.62
30082 - Engineering Technician II	22.47
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	39.40
30086 - Engineering Technician VI	43.34
30090 - Environmental Technician	26.77
30095 - Evidence Control Specialist	27.59
30210 - Laboratory Technician	24.82
30221 - Latent Fingerprint Technician I	30.55
30222 - Latent Fingerprint Technician II	33.74
30240 - Mathematical Technician	27.59
30361 - Paralegal/Legal Assistant I	23.02
30362 - Paralegal/Legal Assistant II	28.52
30363 - Paralegal/Legal Assistant	35.39
III	
30364 - Paralegal/Legal Assistant IV	42.21
30375 - Petroleum Supply Specialist	33.74
30390 - Photo-Optics Technician	27.59
30395 - Radiation Control Technician	33.74
30461 - Technical Writer I	27.81
30462 - Technical Writer II	33.74
30463 - Technical Writer III	40.84
30491 - Unexploded Ordnance (UXO)	29.58
Technician I	
30492 - Unexploded Ordnance (UXO)	35.79
Technician II	
30493 - Unexploded Ordnance (UXO)	42.90
Technician III	
30494 - Unexploded (UXO) Safety	29.58
Escort	
30495 - Unexploded (UXO) Sweep	29.58
Personnel	
30501 - Weather Forecaster I	30.55
30502 - Weather Forecaster II	37.17
30620 - Weather Observer Combined (see 2)	24.82
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	27.59
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	35.79
31020 - Bus Aide	15.14
31030 - Bus Driver	21.05
31043 - Driver Courier	16.45
31260 - Parking and Lot Attendant	13.03
31290 - Shuttle Bus Driver	18.81

31310 - Taxi Driver	17.05
31361 - Truckdriver Light	17.80
31362 - Truckdriver Medium	19.15
31363 - Truckdriver Heavy	24.52
31364 - Truckdriver Tractor-Trailer	24.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	12.50
99050 - Desk Clerk	17.45
99095 - Embalmer	34.44
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker	16.82
I	
99252 - Laboratory Animal Caretaker	18.23
II	
99260 - Marketing Analyst	28.60
99310 - Mortician	34.44
99410 - Pest Controller	24.18
99510 - Photofinishing Worker	16.23
99710 - Recycling Laborer	22.02
99711 - Recycling Specialist	26.56
99730 - Refuse Collector	21.16
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	14.55
99830 - Survey Party Chief	22.56
99831 - Surveying Aide	14.74
99832 - Surveying Technician	20.42
99840 - Vending Machine Attendant	20.68
99841 - Vending Machine Repairer	25.65
99842 - Vending Machine Repairer	20.68
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or



\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

\*\* HAZARDOUS PAY DIFFERENTIAL \*\*

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

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

\*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

#### Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

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

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

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

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

Standard Wage Determination No.: 2015-4157

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4157  
Revision No.: 16  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: New York

Area: New York Counties of Nassau Suffolk

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

<b>OCCUPATION CODE - TITLE</b>	<b>FOOTNOTE</b>	<b>RATE</b>
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		19.16
01012 - Accounting Clerk II		21.53
01013 - Accounting Clerk III		24.07
01020 - Administrative Assistant		36.15
01035 - Court Reporter		34.85
01041 - Customer Service Representative I		16.76
01042 - Customer Service Representative II		18.29

01043 - Customer Service Representative III	20.54
01051 - Data Entry Operator I	17.08
01052 - Data Entry Operator II	18.63
01060 - Dispatcher Motor Vehicle	25.79
01070 - Document Preparation Clerk	17.13
01090 - Duplicating Machine Operator	17.13
01111 - General Clerk I	15.53
01112 - General Clerk II	17.49
01113 - General Clerk III	19.02
01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	17.19
01191 - Order Clerk I	19.59
01192 - Order Clerk II	20.45
01261 - Personnel Assistant (Employment) I	18.96
01262 - Personnel Assistant (Employment) II	21.22
01263 - Personnel Assistant (Employment) III	23.66
01270 - Production Control Clerk	25.78
01290 - Rental Clerk	18.04
01300 - Scheduler Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.82
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	20.50
01410 - Supply Technician	36.15
01420 - Survey Worker	21.68
01460 - Switchboard Operator/Receptionist	17.45
01531 - Travel Clerk I	17.80
01532 - Travel Clerk II	19.28
01533 - Travel Clerk III	20.93
01611 - Word Processor I	17.91
01612 - Word Processor II	20.16
01613 - Word Processor III	22.50
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	28.50
<b>Fiberglass</b>	
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	20.80
05130 - Motor Equipment Metal	29.80
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68

05220 - Motor Vehicle Mechanic	23.15
Helper	
05250 - Motor Vehicle Upholstery	26.12
Worker	
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	16.92
05400 - Transmission Repair	29.68
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	18.55
07041 - Cook I	18.13
07042 - Cook II	20.24
07070 - Dishwasher	13.83
07130 - Food Service Worker	14.12
07210 - Meat Cutter	22.64
07260 - Waiter/Waitress	15.14
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.16
09040 - Furniture Handler	16.83
09080 - Furniture Refinisher	22.16
09090 - Furniture Refinisher Helper	18.01
09110 - Furniture Repairer Minor	20.37
09130 - Upholsterer	24.38
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	15.24
11060 - Elevator Operator	17.27
11090 - Gardener	21.29
11122 - Housekeeping Aide	17.27
11150 - Janitor	17.27
11210 - Laborer Grounds Maintenance	17.51
11240 - Maid or Houseman	15.74
11260 - Pruner	16.27
11270 - Tractor Operator	20.04
11330 - Trail Maintenance Worker	17.51
11360 - Window Cleaner	18.59
12000 - Health Occupations	
12010 - Ambulance Driver	25.29
12011 - Breath Alcohol Technician	25.29
12012 - Certified Occupational	33.97
Therapist Assistant	
12015 - Certified Physical Therapist	30.02
Assistant	
12020 - Dental Assistant	21.30
12025 - Dental Hygienist	47.34

12030 - EKG Technician	35.71
12035 - Electroneurodiagnostic Technologist	35.71
12040 - Emergency Medical Technician	25.29
12071 - Licensed Practical Nurse I	23.69
12072 - Licensed Practical Nurse II	24.91
12073 - Licensed Practical Nurse III	27.77
12100 - Medical Assistant	18.71
12130 - Medical Laboratory Technician	34.18
12160 - Medical Record Clerk	22.19
12190 - Medical Record Technician	24.81
12195 - Medical Transcriptionist	21.37
12210 - Nuclear Medicine Technologist	44.71
12221 - Nursing Assistant I	14.14
12222 - Nursing Assistant II	15.88
12223 - Nursing Assistant III	17.33
12224 - Nursing Assistant IV	19.47
12235 - Optical Dispenser	28.25
12236 - Optical Technician	17.81
12250 - Pharmacy Technician	17.20
12280 - Phlebotomist	23.02
12305 - Radiologic Technologist	37.34
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III Anesthetist	49.39
12316 - Registered Nurse IV	59.22
12317 - Scheduler (Drug and Alcohol Testing)	30.85
12320 - Substance Abuse Treatment Counselor	27.76
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.27
13012 - Exhibits Specialist II	33.78
13013 - Exhibits Specialist III	41.32
13041 - Illustrator I	28.35
13042 - Illustrator II	33.23
13043 - Illustrator III	40.66
13047 - Librarian	37.25
13050 - Library Aide/Clerk	17.64
13054 - Library Information Technology Systems Administrator	32.65



13058 - Library Technician	25.62
13061 - Media Specialist I	23.57
13062 - Media Specialist II	26.35
13063 - Media Specialist III	29.39
13071 - Photographer I	21.29
13072 - Photographer II	24.62
13073 - Photographer III	32.88
13074 - Photographer IV	44.26
13075 - Photographer V	50.85
13090 - Technical Order Library Clerk	22.16
13110 - Video Teleconference Technician	27.98
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.90
14042 - Computer Operator II	23.39
14043 - Computer Operator III	26.08
14044 - Computer Operator IV	28.99
14045 - Computer Operator V	32.09
14071 - Computer Programmer I (see 1)	27.56
14072 - Computer Programmer II (see 1)	
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	20.90
14160 - Personal Computer Support Technician	28.99
14170 - System Support Specialist	39.59
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	39.54
15020 - Aircrew Training Devices Instructor (Rated)	43.75
15030 - Air Crew Training Devices Instructor (Pilot)	52.46
15050 - Computer Based Training Specialist / Instructor	39.54
15060 - Educational Technologist	38.23
15070 - Flight Instructor (Pilot)	52.46
15080 - Graphic Artist	33.31
15085 - Maintenance Test Pilot Fixed Jet/Prop	50.36
15086 - Maintenance Test Pilot Rotary Wing	50.36

15088 - Non-Maintenance Test/Co-Pilot	50.36
15090 - Technical Instructor	32.16
15095 - Technical Instructor/Course Developer	39.22
15110 - Test Proctor	25.56
15120 - Tutor	25.56
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	17.13
16030 - Counter Attendant	17.13
16040 - Dry Cleaner	19.58
16070 - Finisher Flatwork Machine	17.13
16090 - Presser Hand	17.13
16110 - Presser Machine Drycleaning	17.13
16130 - Presser Machine Shirts	17.13
16160 - Presser Machine Wearing Apparel Laundry	17.13
16190 - Sewing Machine Operator	20.39
16220 - Tailor	21.20
16250 - Washer Machine	17.94
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.28
19040 - Tool And Die Maker	29.49
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.48
21030 - Material Coordinator	25.78
21040 - Material Expediter	25.78
21050 - Material Handling Laborer	15.67
21071 - Order Filler	17.00
21080 - Production Line Worker (Food Processing)	19.48
21110 - Shipping Packer	18.49
21130 - Shipping/Receiving Clerk	18.49
21140 - Store Worker I	17.62
21150 - Stock Clerk	22.08
21210 - Tools And Parts Attendant	19.48
21410 - Warehouse Specialist	19.48
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	39.63
23019 - Aircraft Logs and Records Technician	33.40
23021 - Aircraft Mechanic I	38.14
23022 - Aircraft Mechanic II	39.63
23023 - Aircraft Mechanic III	41.12

23040 - Aircraft Mechanic Helper	29.68
23050 - Aircraft Painter	36.71
23060 - Aircraft Servicer	33.40
23070 - Aircraft Survival Flight	36.71
Equipment Technician	
23080 - Aircraft Worker	35.20
23091 - Aircrew Life Support	35.20
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	38.14
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.38
23120 - Bicycle Repairer	23.87
23125 - Cable Splicer	46.85
23130 - Carpenter Maintenance	30.97
23140 - Carpet Layer	32.96
23160 - Electrician Maintenance	37.18
23181 - Electronics Technician	29.09
Maintenance I	
23182 - Electronics Technician	30.34
Maintenance II	
23183 - Electronics Technician	31.52
Maintenance III	
23260 - Fabric Worker	34.74
23290 - Fire Alarm System Mechanic	28.97
23310 - Fire Extinguisher Repairer	27.72
23311 - Fuel Distribution System	39.84
Mechanic	
23312 - Fuel Distribution System	33.48
Operator	
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment	38.14
Mechanic	
23381 - Ground Support Equipment	33.40
Servicer	
23382 - Ground Support Equipment	35.20
Worker	
23391 - Gunsmith I	27.72
23392 - Gunsmith II	30.94
23393 - Gunsmith III	33.53
23410 - Heating Ventilation And Air-	31.91
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	33.16
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	32.77
23440 - Heavy Equipment Operator	42.64

23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	32.27
23470 - Laborer	15.95
23510 - Locksmith	26.59
23530 - Machinery Maintenance	29.57
<b>Mechanic</b>	
23550 - Machinist Maintenance	24.11
23580 - Maintenance Trades Helper	17.71
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.34
23593 - Metrology Technician III	33.27
23640 - Millwright	40.14
23710 - Office Appliance Repairer	23.55
23760 - Painter Maintenance	26.78
23790 - Pipefitter Maintenance	43.18
23810 - Plumber Maintenance	41.57
23820 - Pneudraulic Systems Mechanic	33.53
23850 - Rigger	35.67
23870 - Scale Mechanic	30.94
23890 - Sheet-Metal Worker	33.93
<b>Maintenance</b>	
23910 - Small Engine Mechanic	23.31
23931 - Telecommunications Mechanic	35.34
<b>I</b>	
23932 - Telecommunications Mechanic	36.72
<b>II</b>	
23950 - Telephone Lineman	43.55
23960 - Welder Combination	24.31
<b>Maintenance</b>	
23965 - Well Driller	32.75
23970 - Woodcraft Worker	33.53
23980 - Woodworker	27.72
24000 - Personal Needs Occupations	
24550 - Case Manager	18.40
24570 - Child Care Attendant	14.62
24580 - Child Care Center Clerk	18.22
24610 - Chore Aide	14.15
24620 - Family Readiness And Support	18.40
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	18.40
25000 - Plant And System Operations	
<b>Occupations</b>	
25010 - Boiler Tender	42.11
25040 - Sewage Plant Operator	36.48
25070 - Stationary Engineer	42.11
25190 - Ventilation Equipment Tender	32.76
25210 - Water Treatment Plant	36.48
<b>Operator</b>	

<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		23.43
27007 - Baggage Inspector		17.98
27008 - Corrections Officer		41.23
27010 - Court Security Officer		39.73
27030 - Detection Dog Handler		20.36
27040 - Detention Officer		41.23
27070 - Firefighter		44.02
27101 - Guard I		17.98
27102 - Guard II		20.36
27131 - Police Officer I		43.09
27132 - Police Officer II		47.83
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		16.59
28042 - Carnival Equipment Repairer		17.63
28043 - Carnival Worker		13.67
28210 - Gate Attendant/Gate Tender		19.09
28310 - Lifeguard		14.63
28350 - Park Attendant (Aide)		21.34
28510 - Recreation Aide/Health		18.95
<b>Facility Attendant</b>		
28515 - Recreation Specialist		26.44
28630 - Sports Official		16.99
28690 - Swimming Pool Operator		20.98
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		30.94
29020 - Hatch Tender		30.94
29030 - Line Handler		30.94
29041 - Stevedore I		29.36
29042 - Stevedore II		32.85
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	46.55
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	32.10
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		35.35
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		22.43
30022 - Archeological Technician II		26.50
30023 - Archeological Technician III		31.09
30030 - Cartographic Technician		29.15
30040 - Civil Engineering Technician		29.61
30051 - Cryogenic Technician I		30.19
30052 - Cryogenic Technician II		33.35
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		26.50
30063 - Drafter/CAD Operator III		29.42
30064 - Drafter/CAD Operator IV		31.09

30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.47
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.20
30090 - Environmental Technician	26.77
30095 - Evidence Control Specialist	27.26
30210 - Laboratory Technician	24.89
30221 - Latent Fingerprint Technician I	28.96
30222 - Latent Fingerprint Technician II	31.99
30240 - Mathematical Technician	37.62
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94
30363 - Paralegal/Legal Assistant	35.39
III	
30364 - Paralegal/Legal Assistant IV	42.84
30375 - Petroleum Supply Specialist	33.35
30390 - Photo-Optics Technician	28.11
30395 - Radiation Control Technician	33.35
30461 - Technical Writer I	27.45
30462 - Technical Writer II	33.57
30463 - Technical Writer III	40.63
30491 - Unexploded Ordnance (UXO)	29.58
Technician I	
30492 - Unexploded Ordnance (UXO)	35.79
Technician II	
30493 - Unexploded Ordnance (UXO)	42.90
Technician III	
30494 - Unexploded (UXO) Safety	29.58
Escort	
30495 - Unexploded (UXO) Sweep	29.58
Personnel	
30501 - Weather Forecaster I	31.09
30502 - Weather Forecaster II	37.82
30620 - Weather Observer Combined (see 2)	29.42
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	27.27
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	35.79
31020 - Bus Aide	23.30
31030 - Bus Driver	29.35
31043 - Driver Courier	18.42
31260 - Parking and Lot Attendant	14.16
31290 - Shuttle Bus Driver	19.65

31310 - Taxi Driver	17.31
31361 - Truckdriver Light	19.57
31362 - Truckdriver Medium	20.73
31363 - Truckdriver Heavy	26.97
31364 - Truckdriver Tractor-Trailer	26.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	18.74
99050 - Desk Clerk	15.36
99095 - Embalmer	38.57
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker	16.38
I	
99252 - Laboratory Animal Caretaker	17.40
II	
99260 - Marketing Analyst	39.07
99310 - Mortician	38.57
99410 - Pest Controller	21.18
99510 - Photofinishing Worker	18.83
99710 - Recycling Laborer	33.83
99711 - Recycling Specialist	38.72
99730 - Refuse Collector	31.43
99810 - Sales Clerk	14.80
99820 - School Crossing Guard	18.85
99830 - Survey Party Chief	36.74
99831 - Surveying Aide	21.57
99832 - Surveying Technician	28.46
99840 - Vending Machine Attendant	23.55
99841 - Vending Machine Repairer	27.93
99842 - Vending Machine Repairer	23.55
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or

\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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



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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

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

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

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

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

Standard Wage Determination No.: 2015-4159

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4159  
Revision No.: 17  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: New York

Area: New York County of Orange

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		19.16
01012 - Accounting Clerk II		21.53
01013 - Accounting Clerk III		24.07
01020 - Administrative Assistant		36.15
01035 - Court Reporter		34.85
01041 - Customer Service Representative I		16.76
01042 - Customer Service Representative II		18.29

01043 - Customer Service Representative III	20.54
01051 - Data Entry Operator I	17.08
01052 - Data Entry Operator II	18.63
01060 - Dispatcher Motor Vehicle	24.39
01070 - Document Preparation Clerk	17.13
01090 - Duplicating Machine Operator	17.13
01111 - General Clerk I	15.53
01112 - General Clerk II	17.49
01113 - General Clerk III	19.02
01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	16.63
01191 - Order Clerk I	16.05
01192 - Order Clerk II	17.67
01261 - Personnel Assistant (Employment) I	18.96
01262 - Personnel Assistant (Employment) II	21.22
01263 - Personnel Assistant (Employment) III	23.66
01270 - Production Control Clerk	25.78
01290 - Rental Clerk	18.04
01300 - Scheduler Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.14
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	21.75
01410 - Supply Technician	36.15
01420 - Survey Worker	21.68
01460 - Switchboard Operator/Receptionist	17.45
01531 - Travel Clerk I	17.80
01532 - Travel Clerk II	19.28
01533 - Travel Clerk III	20.93
01611 - Word Processor I	17.91
01612 - Word Processor II	20.12
01613 - Word Processor III	22.50
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.13
<b>Fiberglass</b>	
05010 - Automotive Electrician	26.09
05040 - Automotive Glass Installer	24.15
05070 - Automotive Worker	24.15
05110 - Mobile Equipment Servicer	20.57
05130 - Motor Equipment Metal	26.94
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	24.15
05190 - Motor Vehicle Mechanic	26.94

05220 - Motor Vehicle Mechanic	19.94
Helper	
05250 - Motor Vehicle Upholstery	21.07
Worker	
05280 - Motor Vehicle Wrecker	24.15
05310 - Painter Automotive	25.66
05340 - Radiator Repair Specialist	24.15
05370 - Tire Repairer	15.55
05400 - Transmission Repair	26.94
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.62
07041 - Cook I	18.13
07042 - Cook II	20.24
07070 - Dishwasher	13.78
07130 - Food Service Worker	14.12
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	15.14
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.09
09040 - Furniture Handler	13.27
09080 - Furniture Refinisher	18.79
09090 - Furniture Refinisher Helper	15.19
09110 - Furniture Repairer Minor	17.10
09130 - Upholsterer	18.39
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	15.24
11060 - Elevator Operator	17.27
11090 - Gardener	21.29
11122 - Housekeeping Aide	17.27
11150 - Janitor	17.27
11210 - Laborer Grounds Maintenance	17.51
11240 - Maid or Houseman	15.74
11260 - Pruner	16.27
11270 - Tractor Operator	20.04
11330 - Trail Maintenance Worker	17.51
11360 - Window Cleaner	18.59
12000 - Health Occupations	
12010 - Ambulance Driver	22.24
12011 - Breath Alcohol Technician	24.91
12012 - Certified Occupational	33.97
Therapist Assistant	
12015 - Certified Physical Therapist	30.02
Assistant	
12020 - Dental Assistant	21.30
12025 - Dental Hygienist	47.38

12030 - EKG Technician	35.71
12035 - Electroneurodiagnostic Technologist	35.71
12040 - Emergency Medical Technician	22.24
12071 - Licensed Practical Nurse I	22.28
12072 - Licensed Practical Nurse II	24.91
12073 - Licensed Practical Nurse III	27.77
12100 - Medical Assistant	18.71
12130 - Medical Laboratory Technician	34.18
12160 - Medical Record Clerk	22.19
12190 - Medical Record Technician	24.81
12195 - Medical Transcriptionist	21.99
12210 - Nuclear Medicine Technologist	44.71
12221 - Nursing Assistant I	13.95
12222 - Nursing Assistant II	15.69
12223 - Nursing Assistant III	20.01
12224 - Nursing Assistant IV	19.23
12235 - Optical Dispenser	28.70
12236 - Optical Technician	18.46
12250 - Pharmacy Technician	17.20
12280 - Phlebotomist	20.69
12305 - Radiologic Technologist	37.34
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III Anesthetist	49.39
12316 - Registered Nurse IV	59.22
12317 - Scheduler (Drug and Alcohol Testing)	30.85
12320 - Substance Abuse Treatment Counselor	27.76
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.27
13012 - Exhibits Specialist II	33.78
13013 - Exhibits Specialist III	41.32
13041 - Illustrator I	26.16
13042 - Illustrator II	32.41
13043 - Illustrator III	39.05
13047 - Librarian	35.89
13050 - Library Aide/Clerk	16.95
13054 - Library Information Technology Systems Administrator	27.66

13058 - Library Technician	21.67
13061 - Media Specialist I	23.33
13062 - Media Specialist II	26.16
13063 - Media Specialist III	29.16
13071 - Photographer I	20.03
13072 - Photographer II	23.82
13073 - Photographer III	29.53
13074 - Photographer IV	33.78
13075 - Photographer V	40.89
13090 - Technical Order Library Clerk	21.29
13110 - Video Teleconference Technician	27.98
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.90
14042 - Computer Operator II	23.39
14043 - Computer Operator III	26.08
14044 - Computer Operator IV	28.99
14045 - Computer Operator V	32.09
14071 - Computer Programmer I	(see 1) 27.56
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	20.90
14160 - Personal Computer Support Technician	28.99
14170 - System Support Specialist	40.56
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	39.54
15020 - Aircrew Training Devices Instructor (Rated)	43.75
15030 - Air Crew Training Devices Instructor (Pilot)	51.99
15050 - Computer Based Training Specialist / Instructor	39.54
15060 - Educational Technologist	38.23
15070 - Flight Instructor (Pilot)	51.99
15080 - Graphic Artist	31.45
15085 - Maintenance Test Pilot Fixed Jet/Prop	51.99
15086 - Maintenance Test Pilot Rotary Wing	51.99



15088 - Non-Maintenance Test/Co-Pilot	51.99
15090 - Technical Instructor	29.88
15095 - Technical Instructor/Course Developer	36.55
15110 - Test Proctor	24.12
15120 - Tutor	24.12
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	17.13
16030 - Counter Attendant	17.13
16040 - Dry Cleaner	19.58
16070 - Finisher Flatwork Machine	17.13
16090 - Presser Hand	17.13
16110 - Presser Machine Drycleaning	17.13
16130 - Presser Machine Shirts	17.13
16160 - Presser Machine Wearing Apparel Laundry	17.13
16190 - Sewing Machine Operator	20.39
16220 - Tailor	21.20
16250 - Washer Machine	17.94
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.23
19040 - Tool And Die Maker	29.24
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.02
21030 - Material Coordinator	25.78
21040 - Material Expediter	25.78
21050 - Material Handling Laborer	15.67
21071 - Order Filler	14.39
21080 - Production Line Worker (Food Processing)	19.02
21110 - Shipping Packer	18.49
21130 - Shipping/Receiving Clerk	18.49
21140 - Store Worker I	17.62
21150 - Stock Clerk	22.08
21210 - Tools And Parts Attendant	19.02
21410 - Warehouse Specialist	19.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	39.63
23019 - Aircraft Logs and Records Technician	33.40
23021 - Aircraft Mechanic I	38.14
23022 - Aircraft Mechanic II	39.63
23023 - Aircraft Mechanic III	41.12

23040 - Aircraft Mechanic Helper	29.68
23050 - Aircraft Painter	36.71
23060 - Aircraft Servicer	33.40
23070 - Aircraft Survival Flight	36.71
Equipment Technician	
23080 - Aircraft Worker	35.20
23091 - Aircrew Life Support	35.20
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	38.14
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.65
23120 - Bicycle Repairer	16.14
23125 - Cable Splicer	46.85
23130 - Carpenter Maintenance	29.97
23140 - Carpet Layer	27.98
23160 - Electrician Maintenance	40.52
23181 - Electronics Technician	29.09
Maintenance I	
23182 - Electronics Technician	30.34
Maintenance II	
23183 - Electronics Technician	31.52
Maintenance III	
23260 - Fabric Worker	34.90
23290 - Fire Alarm System Mechanic	28.97
23310 - Fire Extinguisher Repairer	27.72
23311 - Fuel Distribution System	38.98
Mechanic	
23312 - Fuel Distribution System	32.23
Operator	
23370 - General Maintenance Worker	23.75
23380 - Ground Support Equipment	38.14
Mechanic	
23381 - Ground Support Equipment	33.40
Servicer	
23382 - Ground Support Equipment	35.20
Worker	
23391 - Gunsmith I	27.72
23392 - Gunsmith II	30.94
23393 - Gunsmith III	33.53
23410 - Heating Ventilation And Air-	31.91
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	33.16
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	32.77
23440 - Heavy Equipment Operator	42.64

23460 - Instrument Mechanic	31.98
23465 - Laboratory/Shelter Mechanic	32.27
23470 - Laborer	15.67
23510 - Locksmith	26.59
23530 - Machinery Maintenance	29.57
<b>Mechanic</b>	
23550 - Machinist Maintenance	24.04
23580 - Maintenance Trades Helper	16.98
23591 - Metrology Technician I	31.98
23592 - Metrology Technician II	33.24
23593 - Metrology Technician III	34.64
23640 - Millwright	40.73
23710 - Office Appliance Repairer	23.55
23760 - Painter Maintenance	25.15
23790 - Pipefitter Maintenance	32.76
23810 - Plumber Maintenance	31.53
23820 - Pneudraulic Systems Mechanic	33.53
23850 - Rigger	34.39
23870 - Scale Mechanic	30.94
23890 - Sheet-Metal Worker	32.41
<b>Maintenance</b>	
23910 - Small Engine Mechanic	23.31
23931 - Telecommunications Mechanic	35.34
<b>I</b>	
23932 - Telecommunications Mechanic	36.72
<b>II</b>	
23950 - Telephone Lineman	43.55
23960 - Welder Combination	23.20
<b>Maintenance</b>	
23965 - Well Driller	32.44
23970 - Woodcraft Worker	33.53
23980 - Woodworker	27.60
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	18.40
24570 - Child Care Attendant	14.62
24580 - Child Care Center Clerk	18.22
24610 - Chore Aide	13.83
24620 - Family Readiness And Support	18.40
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	19.80
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	42.23
25040 - Sewage Plant Operator	36.48
25070 - Stationary Engineer	42.23
25190 - Ventilation Equipment Tender	32.86
25210 - Water Treatment Plant	36.48
<b>Operator</b>	

<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		23.18
27007 - Baggage Inspector		17.16
27008 - Corrections Officer		35.44
27010 - Court Security Officer		39.73
27030 - Detection Dog Handler		20.36
27040 - Detention Officer		35.44
27070 - Firefighter		44.02
27101 - Guard I		17.16
27102 - Guard II		20.36
27131 - Police Officer I		39.72
27132 - Police Officer II		44.15
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		16.59
28042 - Carnival Equipment Repairer		17.63
28043 - Carnival Worker		13.47
28210 - Gate Attendant/Gate Tender		19.09
28310 - Lifeguard		13.56
28350 - Park Attendant (Aide)		21.34
28510 - Recreation Aide/Health		15.76
<b>Facility Attendant</b>		
28515 - Recreation Specialist		26.44
28630 - Sports Official		16.99
28690 - Swimming Pool Operator		19.68
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		34.61
29020 - Hatch Tender		34.61
29030 - Line Handler		34.61
29041 - Stevedore I		29.41
29042 - Stevedore II		32.27
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	46.55
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	32.10
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		35.35
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		19.69
30022 - Archeological Technician II		22.02
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		29.82
30051 - Cryogenic Technician I		30.19
30052 - Cryogenic Technician II		33.35
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.02
30063 - Drafter/CAD Operator III		24.55
30064 - Drafter/CAD Operator IV		30.19

30081 - Engineering Technician I	19.62
30082 - Engineering Technician II	22.47
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	39.40
30086 - Engineering Technician VI	43.34
30090 - Environmental Technician	26.77
30095 - Evidence Control Specialist	27.26
30210 - Laboratory Technician	24.89
30221 - Latent Fingerprint Technician I	29.77
30222 - Latent Fingerprint Technician II	32.88
30240 - Mathematical Technician	34.97
30361 - Paralegal/Legal Assistant I	23.17
30362 - Paralegal/Legal Assistant II	28.71
30363 - Paralegal/Legal Assistant III	35.39
30364 - Paralegal/Legal Assistant IV	42.50
30375 - Petroleum Supply Specialist	33.35
30390 - Photo-Optics Technician	27.27
30395 - Radiation Control Technician	33.35
30461 - Technical Writer I	28.45
30462 - Technical Writer II	34.80
30463 - Technical Writer III	42.11
30491 - Unexploded Ordnance (UXO) Technician I	29.58
30492 - Unexploded Ordnance (UXO) Technician II	35.79
30493 - Unexploded Ordnance (UXO) Technician III	42.90
30494 - Unexploded (UXO) Safety Escort	29.58
30495 - Unexploded (UXO) Sweep Personnel	29.58
30501 - Weather Forecaster I	30.19
30502 - Weather Forecaster II	36.73
30620 - Weather Observer Combined (see 2)	24.55
30621 - Weather Observer Senior (see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.79
31020 - Bus Aide	24.39
31030 - Bus Driver	31.61
31043 - Driver Courier	18.42
31260 - Parking and Lot Attendant	14.16
31290 - Shuttle Bus Driver	19.65

31310 - Taxi Driver	17.64
31361 - Truckdriver Light	19.57
31362 - Truckdriver Medium	20.73
31363 - Truckdriver Heavy	26.73
31364 - Truckdriver Tractor-Trailer	26.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	13.09
99050 - Desk Clerk	15.36
99095 - Embalmer	35.95
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker	16.38
I	
99252 - Laboratory Animal Caretaker	17.40
II	
99260 - Marketing Analyst	39.07
99310 - Mortician	35.95
99410 - Pest Controller	20.56
99510 - Photofinishing Worker	18.91
99710 - Recycling Laborer	32.10
99711 - Recycling Specialist	38.06
99730 - Refuse Collector	31.43
99810 - Sales Clerk	14.80
99820 - School Crossing Guard	18.85
99830 - Survey Party Chief	31.44
99831 - Surveying Aide	20.54
99832 - Surveying Technician	28.46
99840 - Vending Machine Attendant	21.38
99841 - Vending Machine Repairer	26.30
99842 - Vending Machine Repairer	22.18
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or

\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do



not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

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

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

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

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

Standard Wage Determination No.: 2015-4161

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4161  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: New York

Area: New York Counties of Livingston Monroe Ontario Orleans Wayne Yates

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		15.99
01012 - Accounting Clerk II		17.97
01013 - Accounting Clerk III		20.09
01020 - Administrative Assistant		30.69
01035 - Court Reporter		33.14
01041 - Customer Service Representative I		14.23
01042 - Customer Service Representative II		15.53

01043 - Customer Service Representative III	17.44
01051 - Data Entry Operator I	15.06
01052 - Data Entry Operator II	16.43
01060 - Dispatcher Motor Vehicle	20.68
01070 - Document Preparation Clerk	15.18
01090 - Duplicating Machine Operator	15.18
01111 - General Clerk I	13.57
01112 - General Clerk II	13.91
01113 - General Clerk III	15.71
01120 - Housing Referral Assistant	19.93
01141 - Messenger Courier	14.96
01191 - Order Clerk I	14.98
01192 - Order Clerk II	16.33
01261 - Personnel Assistant (Employment) I	16.51
01262 - Personnel Assistant (Employment) II	18.46
01263 - Personnel Assistant (Employment) III	20.58
01270 - Production Control Clerk	22.41
01290 - Rental Clerk	16.13
01300 - Scheduler Maintenance	15.98
01311 - Secretary I	15.98
01312 - Secretary II	17.88
01313 - Secretary III	19.93
01320 - Service Order Dispatcher	17.78
01410 - Supply Technician	30.69
01420 - Survey Worker	16.79
01460 - Switchboard Operator/Receptionist	14.83
01531 - Travel Clerk I	17.29
01532 - Travel Clerk II	18.25
01533 - Travel Clerk III	19.27
01611 - Word Processor I	14.73
01612 - Word Processor II	16.53
01613 - Word Processor III	18.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.06
<b>Fiberglass</b>	
05010 - Automotive Electrician	19.67
05040 - Automotive Glass Installer	18.66
05070 - Automotive Worker	18.66
05110 - Mobile Equipment Servicer	16.67
05130 - Motor Equipment Metal	20.68
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	18.66
05190 - Motor Vehicle Mechanic	20.68

05220 - Motor Vehicle Mechanic	15.74
Helper	
05250 - Motor Vehicle Upholstery	17.58
Worker	
05280 - Motor Vehicle Wrecker	18.66
05310 - Painter Automotive	19.67
05340 - Radiator Repair Specialist	18.66
05370 - Tire Repairer	15.38
05400 - Transmission Repair	20.68
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	16.04
07041 - Cook I	14.81
07042 - Cook II	16.82
07070 - Dishwasher	12.16
07130 - Food Service Worker	12.70
07210 - Meat Cutter	21.29
07260 - Waiter/Waitress	17.01
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.67
09040 - Furniture Handler	12.95
09080 - Furniture Refinisher	19.67
09090 - Furniture Refinisher Helper	14.89
09110 - Furniture Repairer Minor	16.86
09130 - Upholsterer	19.67
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.27
11060 - Elevator Operator	13.80
11090 - Gardener	18.28
11122 - Housekeeping Aide	13.80
11150 - Janitor	13.80
11210 - Laborer Grounds Maintenance	14.80
11240 - Maid or Houseman	12.72
11260 - Pruner	13.69
11270 - Tractor Operator	17.00
11330 - Trail Maintenance Worker	14.80
11360 - Window Cleaner	14.92
12000 - Health Occupations	
12010 - Ambulance Driver	19.52
12011 - Breath Alcohol Technician	19.52
12012 - Certified Occupational	28.21
Therapist Assistant	
12015 - Certified Physical Therapist	27.05
Assistant	
12020 - Dental Assistant	19.91
12025 - Dental Hygienist	30.27

12030 - EKG Technician	27.64
12035 - Electroneurodiagnostic Technologist	27.64
12040 - Emergency Medical Technician	19.52
12071 - Licensed Practical Nurse I	18.19
12072 - Licensed Practical Nurse II	20.43
12073 - Licensed Practical Nurse III	22.77
12100 - Medical Assistant	16.07
12130 - Medical Laboratory Technician	24.10
12160 - Medical Record Clerk	19.32
12190 - Medical Record Technician	21.60
12195 - Medical Transcriptionist	17.84
12210 - Nuclear Medicine Technologist	38.20
12221 - Nursing Assistant I	11.85
12222 - Nursing Assistant II	13.33
12223 - Nursing Assistant III	14.54
12224 - Nursing Assistant IV	16.32
12235 - Optical Dispenser	27.03
12236 - Optical Technician	18.40
12250 - Pharmacy Technician	15.53
12280 - Phlebotomist	17.38
12305 - Radiologic Technologist	27.86
12311 - Registered Nurse I	25.22
12312 - Registered Nurse II	29.83
12313 - Registered Nurse II Specialist	29.83
12314 - Registered Nurse III	36.10
12315 - Registered Nurse III Anesthetist	36.10
12316 - Registered Nurse IV	43.25
12317 - Scheduler (Drug and Alcohol Testing)	24.17
12320 - Substance Abuse Treatment Counselor	23.74
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.45
13012 - Exhibits Specialist II	25.17
13013 - Exhibits Specialist III	30.10
13041 - Illustrator I	20.34
13042 - Illustrator II	25.04
13043 - Illustrator III	30.10
13047 - Librarian	27.25
13050 - Library Aide/Clerk	14.44
13054 - Library Information Technology Systems Administrator	24.61

13058 - Library Technician	15.07
13061 - Media Specialist I	17.76
13062 - Media Specialist II	19.86
13063 - Media Specialist III	22.14
13071 - Photographer I	17.57
13072 - Photographer II	19.66
13073 - Photographer III	24.34
13074 - Photographer IV	29.78
13075 - Photographer V	36.03
13090 - Technical Order Library Clerk	18.14
13110 - Video Teleconference Technician	23.49
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.95
14042 - Computer Operator II	21.21
14043 - Computer Operator III	23.64
14044 - Computer Operator IV	26.27
14045 - Computer Operator V	29.10
14071 - Computer Programmer I	(see 1) 24.12
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	18.95
14160 - Personal Computer Support Technician	26.27
14170 - System Support Specialist	33.09
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.76
15020 - Aircrew Training Devices Instructor (Rated)	34.78
15030 - Air Crew Training Devices Instructor (Pilot)	41.67
15050 - Computer Based Training Specialist / Instructor	30.38
15060 - Educational Technologist	34.04
15070 - Flight Instructor (Pilot)	41.67
15080 - Graphic Artist	22.82
15085 - Maintenance Test Pilot Fixed Jet/Prop	38.61
15086 - Maintenance Test Pilot Rotary Wing	38.61

15088 - Non-Maintenance Test/Co-Pilot	38.61
15090 - Technical Instructor	24.69
15095 - Technical Instructor/Course Developer	30.20
15110 - Test Proctor	19.93
15120 - Tutor	19.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.67
16030 - Counter Attendant	13.67
16040 - Dry Cleaner	15.62
16070 - Finisher Flatwork Machine	13.67
16090 - Presser Hand	13.67
16110 - Presser Machine Drycleaning	13.67
16130 - Presser Machine Shirts	13.67
16160 - Presser Machine Wearing Apparel Laundry	13.67
16190 - Sewing Machine Operator	16.27
16220 - Tailor	16.92
16250 - Washer Machine	14.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.42
19040 - Tool And Die Maker	27.04
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.13
21030 - Material Coordinator	22.41
21040 - Material Expediter	22.41
21050 - Material Handling Laborer	14.25
21071 - Order Filler	14.15
21080 - Production Line Worker (Food Processing)	18.13
21110 - Shipping Packer	17.64
21130 - Shipping/Receiving Clerk	17.64
21140 - Store Worker I	14.33
21150 - Stock Clerk	18.15
21210 - Tools And Parts Attendant	18.13
21410 - Warehouse Specialist	18.13
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	35.50
23019 - Aircraft Logs and Records Technician	28.88
23021 - Aircraft Mechanic I	33.84
23022 - Aircraft Mechanic II	35.50
23023 - Aircraft Mechanic III	37.17



23040 - Aircraft Mechanic Helper	25.18
23050 - Aircraft Painter	32.20
23060 - Aircraft Servicer	28.88
23070 - Aircraft Survival Flight	32.20
Equipment Technician	
23080 - Aircraft Worker	30.54
23091 - Aircrew Life Support	30.54
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	33.84
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	21.72
23120 - Bicycle Repairer	21.75
23125 - Cable Splicer	39.98
23130 - Carpenter Maintenance	22.64
23140 - Carpet Layer	24.68
23160 - Electrician Maintenance	30.29
23181 - Electronics Technician	24.52
Maintenance I	
23182 - Electronics Technician	25.85
Maintenance II	
23183 - Electronics Technician	27.17
Maintenance III	
23260 - Fabric Worker	23.25
23290 - Fire Alarm System Mechanic	26.55
23310 - Fire Extinguisher Repairer	21.75
23311 - Fuel Distribution System	35.89
Mechanic	
23312 - Fuel Distribution System	28.83
Operator	
23370 - General Maintenance Worker	19.57
23380 - Ground Support Equipment	33.84
Mechanic	
23381 - Ground Support Equipment	28.88
Servicer	
23382 - Ground Support Equipment	30.54
Worker	
23391 - Gunsmith I	21.75
23392 - Gunsmith II	24.68
23393 - Gunsmith III	27.35
23410 - Heating Ventilation And Air-	24.98
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	26.20
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.08
23440 - Heavy Equipment Operator	26.17

23460 - Instrument Mechanic	27.35
23465 - Laboratory/Shelter Mechanic	26.01
23470 - Laborer	14.25
23510 - Locksmith	25.86
23530 - Machinery Maintenance	26.32
<b>Mechanic</b>	
23550 - Machinist Maintenance	22.45
23580 - Maintenance Trades Helper	17.01
23591 - Metrology Technician I	27.35
23592 - Metrology Technician II	28.68
23593 - Metrology Technician III	30.04
23640 - Millwright	29.95
23710 - Office Appliance Repairer	21.80
23760 - Painter Maintenance	21.05
23790 - Pipefitter Maintenance	31.32
23810 - Plumber Maintenance	29.79
23820 - Pneudraulic Systems Mechanic	27.35
23850 - Rigger	27.35
23870 - Scale Mechanic	24.68
23890 - Sheet-Metal Worker	31.24
<b>Maintenance</b>	
23910 - Small Engine Mechanic	20.69
23931 - Telecommunications Mechanic	30.07
<b>I</b>	
23932 - Telecommunications Mechanic	31.58
<b>II</b>	
23950 - Telephone Lineman	29.47
23960 - Welder Combination	20.94
<b>Maintenance</b>	
23965 - Well Driller	26.35
23970 - Woodcraft Worker	27.35
23980 - Woodworker	21.75
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	17.84
24570 - Child Care Attendant	12.58
24580 - Child Care Center Clerk	15.68
24610 - Chore Aide	13.77
24620 - Family Readiness And Support	17.84
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	17.84
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	32.95
25040 - Sewage Plant Operator	26.56
25070 - Stationary Engineer	32.95
25190 - Ventilation Equipment Tender	24.35
25210 - Water Treatment Plant	26.56
<b>Operator</b>	

<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		23.84
27007 - Baggage Inspector		15.59
27008 - Corrections Officer		32.57
27010 - Court Security Officer		34.20
27030 - Detection Dog Handler		18.54
27040 - Detention Officer		32.57
27070 - Firefighter		35.82
27101 - Guard I		15.59
27102 - Guard II		18.54
27131 - Police Officer I		32.57
27132 - Police Officer II		36.20
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		15.48
28042 - Carnival Equipment Repairer		16.64
28043 - Carnival Worker		12.46
28210 - Gate Attendant/Gate Tender		17.39
28310 - Lifeguard		12.39
28350 - Park Attendant (Aide)		19.45
28510 - Recreation Aide/Health Facility Attendant		14.19
28515 - Recreation Specialist		24.09
28630 - Sports Official		15.48
28690 - Swimming Pool Operator		18.90
<b>29000 - Stevedoring/Longshoremen Occupational Services</b>		
29010 - Blocker And Bracer		33.03
29020 - Hatch Tender		33.03
29030 - Line Handler		33.04
29041 - Stevedore I		31.24
29042 - Stevedore II		34.82
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	40.29
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	27.78
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		30.59
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		18.82
30022 - Archeological Technician II		21.05
30023 - Archeological Technician III		26.06
30030 - Cartographic Technician		26.06
30040 - Civil Engineering Technician		27.37
30051 - Cryogenic Technician I		28.88
30052 - Cryogenic Technician II		30.45
30061 - Drafter/CAD Operator I		18.82
30062 - Drafter/CAD Operator II		21.05
30063 - Drafter/CAD Operator III		23.47
30064 - Drafter/CAD Operator IV		28.88

30081 - Engineering Technician I	16.76
30082 - Engineering Technician II	18.85
30083 - Engineering Technician III	21.61
30084 - Engineering Technician IV	27.09
30085 - Engineering Technician V	31.56
30086 - Engineering Technician VI	33.67
30090 - Environmental Technician	21.29
30095 - Evidence Control Specialist	24.14
30210 - Laboratory Technician	24.29
30221 - Latent Fingerprint Technician I	27.58
30222 - Latent Fingerprint Technician II	30.45
30240 - Mathematical Technician	29.19
30361 - Paralegal/Legal Assistant I	20.54
30362 - Paralegal/Legal Assistant II	26.28
30363 - Paralegal/Legal Assistant III	32.12
30364 - Paralegal/Legal Assistant IV	38.86
30375 - Petroleum Supply Specialist	29.54
30390 - Photo-Optics Technician	26.06
30395 - Radiation Control Technician	29.54
30461 - Technical Writer I	23.60
30462 - Technical Writer II	28.87
30463 - Technical Writer III	34.94
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	28.88
30502 - Weather Forecaster II	33.54
30620 - Weather Observer Combined (see 2)	23.78
30621 - Weather Observer Senior (see 2)	26.06
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	17.42
31030 - Bus Driver	24.15
31043 - Driver Courier	13.77
31260 - Parking and Lot Attendant	12.99
31290 - Shuttle Bus Driver	15.68

31310 - Taxi Driver	14.61
31361 - Truckdriver Light	14.77
31362 - Truckdriver Medium	17.67
31363 - Truckdriver Heavy	21.79
31364 - Truckdriver Tractor-Trailer	21.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	12.44
99050 - Desk Clerk	12.28
99095 - Embalmer	33.14
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.92
I	
99252 - Laboratory Animal Caretaker	16.04
II	
99260 - Marketing Analyst	30.93
99310 - Mortician	33.14
99410 - Pest Controller	18.58
99510 - Photofinishing Worker	15.96
99710 - Recycling Laborer	17.67
99711 - Recycling Specialist	21.29
99730 - Refuse Collector	17.06
99810 - Sales Clerk	14.74
99820 - School Crossing Guard	14.62
99830 - Survey Party Chief	30.39
99831 - Surveying Aide	19.04
99832 - Surveying Technician	26.13
99840 - Vending Machine Attendant	16.20
99841 - Vending Machine Repairer	19.70
99842 - Vending Machine Repairer	16.20
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or

\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 10 years and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process



the request.

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

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

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

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

Standard Wage Determination No.: 2015-4163

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4163  
Revision No.: 17  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: New York

Area: New York Counties of Madison Onondaga Oswego

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		16.23
01012 - Accounting Clerk II		18.23
01013 - Accounting Clerk III		20.39
01020 - Administrative Assistant		33.05
01035 - Court Reporter		18.96
01041 - Customer Service Representative I		14.53
01042 - Customer Service Representative II		15.86

01043 - Customer Service Representative III	17.81
01051 - Data Entry Operator I	13.75
01052 - Data Entry Operator II	15.01
01060 - Dispatcher Motor Vehicle	19.22
01070 - Document Preparation Clerk	16.04
01090 - Duplicating Machine Operator	16.04
01111 - General Clerk I	13.62
01112 - General Clerk II	14.87
01113 - General Clerk III	16.70
01120 - Housing Referral Assistant	20.76
01141 - Messenger Courier	14.01
01191 - Order Clerk I	15.87
01192 - Order Clerk II	17.33
01261 - Personnel Assistant (Employment) I	16.15
01262 - Personnel Assistant (Employment) II	18.06
01263 - Personnel Assistant (Employment) III	20.13
01270 - Production Control Clerk	23.11
01290 - Rental Clerk	15.33
01300 - Scheduler Maintenance	16.64
01311 - Secretary I	16.64
01312 - Secretary II	18.62
01313 - Secretary III	20.76
01320 - Service Order Dispatcher	17.18
01410 - Supply Technician	33.05
01420 - Survey Worker	18.76
01460 - Switchboard Operator/Receptionist	15.80
01531 - Travel Clerk I	15.02
01532 - Travel Clerk II	16.20
01533 - Travel Clerk III	17.40
01611 - Word Processor I	14.72
01612 - Word Processor II	16.52
01613 - Word Processor III	18.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	26.04
<b>Fiberglass</b>	
05010 - Automotive Electrician	18.24
05040 - Automotive Glass Installer	17.63
05070 - Automotive Worker	17.63
05110 - Mobile Equipment Servicer	16.32
05130 - Motor Equipment Metal	18.96
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	17.63
05190 - Motor Vehicle Mechanic	18.60

05220 - Motor Vehicle Mechanic	15.63
Helper	
05250 - Motor Vehicle Upholstery	16.95
Worker	
05280 - Motor Vehicle Wrecker	17.63
05310 - Painter Automotive	18.24
05340 - Radiator Repair Specialist	17.63
05370 - Tire Repairer	15.13
05400 - Transmission Repair	18.96
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.65
07041 - Cook I	16.82
07042 - Cook II	18.82
07070 - Dishwasher	12.44
07130 - Food Service Worker	12.43
07210 - Meat Cutter	18.27
07260 - Waiter/Waitress	13.62
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	18.28
09040 - Furniture Handler	13.59
09080 - Furniture Refinisher	18.28
09090 - Furniture Refinisher Helper	15.63
09110 - Furniture Repairer Minor	16.95
09130 - Upholsterer	20.09
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.82
11060 - Elevator Operator	14.12
11090 - Gardener	18.36
11122 - Housekeeping Aide	14.12
11150 - Janitor	14.12
11210 - Laborer Grounds Maintenance	14.51
11240 - Maid or Houseman	12.54
11260 - Pruner	17.78
11270 - Tractor Operator	17.08
11330 - Trail Maintenance Worker	14.51
11360 - Window Cleaner	15.53
12000 - Health Occupations	
12010 - Ambulance Driver	18.15
12011 - Breath Alcohol Technician	18.15
12012 - Certified Occupational	24.00
Therapist Assistant	
12015 - Certified Physical Therapist	23.45
Assistant	
12020 - Dental Assistant	18.51
12025 - Dental Hygienist	35.56

12030 - EKG Technician	32.84
12035 - Electroneurodiagnostic Technologist	32.84
12040 - Emergency Medical Technician	18.15
12071 - Licensed Practical Nurse I	17.52
12072 - Licensed Practical Nurse II	19.59
12073 - Licensed Practical Nurse III	21.84
12100 - Medical Assistant	16.35
12130 - Medical Laboratory Technician	29.35
12160 - Medical Record Clerk	19.60
12190 - Medical Record Technician	22.74
12195 - Medical Transcriptionist	17.48
12210 - Nuclear Medicine Technologist	41.35
12221 - Nursing Assistant I	11.43
12222 - Nursing Assistant II	12.85
12223 - Nursing Assistant III	14.02
12224 - Nursing Assistant IV	15.74
12235 - Optical Dispenser	26.64
12236 - Optical Technician	15.04
12250 - Pharmacy Technician	16.04
12280 - Phlebotomist	17.19
12305 - Radiologic Technologist	29.58
12311 - Registered Nurse I	22.60
12312 - Registered Nurse II	27.66
12313 - Registered Nurse II Specialist	27.66
12314 - Registered Nurse III	33.46
12315 - Registered Nurse III Anesthetist	33.46
12316 - Registered Nurse IV	40.10
12317 - Scheduler (Drug and Alcohol Testing)	22.48
12320 - Substance Abuse Treatment Counselor	25.69
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.92
13012 - Exhibits Specialist II	27.15
13013 - Exhibits Specialist III	33.21
13041 - Illustrator I	21.92
13042 - Illustrator II	27.15
13043 - Illustrator III	33.21
13047 - Librarian	30.07
13050 - Library Aide/Clerk	13.24
13054 - Library Information Technology Systems Administrator	27.15

13058 - Library Technician	13.64
13061 - Media Specialist I	19.60
13062 - Media Specialist II	21.92
13063 - Media Specialist III	24.43
13071 - Photographer I	17.08
13072 - Photographer II	19.11
13073 - Photographer III	23.66
13074 - Photographer IV	28.95
13075 - Photographer V	35.02
13090 - Technical Order Library Clerk	16.63
13110 - Video Teleconference Technician	23.01
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.17
14042 - Computer Operator II	19.22
14043 - Computer Operator III	21.44
14044 - Computer Operator IV	25.99
14045 - Computer Operator V	30.38
14071 - Computer Programmer I	(see 1) 23.30
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	17.17
14160 - Personal Computer Support Technician	26.45
14170 - System Support Specialist	32.68
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.85
15020 - Aircrew Training Devices Instructor (Rated)	34.91
15030 - Air Crew Training Devices Instructor (Pilot)	41.84
15050 - Computer Based Training Specialist / Instructor	28.85
15060 - Educational Technologist	34.17
15070 - Flight Instructor (Pilot)	41.84
15080 - Graphic Artist	23.83
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.84
15086 - Maintenance Test Pilot Rotary Wing	41.84

15088 - Non-Maintenance Test/Co-Pilot	41.84
15090 - Technical Instructor	24.72
15095 - Technical Instructor/Course Developer	30.24
15110 - Test Proctor	19.96
15120 - Tutor	19.96
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.67
16030 - Counter Attendant	13.67
16040 - Dry Cleaner	15.62
16070 - Finisher Flatwork Machine	13.67
16090 - Presser Hand	13.67
16110 - Presser Machine Drycleaning	13.67
16130 - Presser Machine Shirts	13.67
16160 - Presser Machine Wearing Apparel Laundry	13.67
16190 - Sewing Machine Operator	16.27
16220 - Tailor	16.92
16250 - Washer Machine	14.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.67
19040 - Tool And Die Maker	26.22
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.87
21030 - Material Coordinator	23.11
21040 - Material Expediter	23.11
21050 - Material Handling Laborer	15.69
21071 - Order Filler	13.92
21080 - Production Line Worker (Food Processing)	17.87
21110 - Shipping Packer	16.90
21130 - Shipping/Receiving Clerk	16.90
21140 - Store Worker I	14.87
21150 - Stock Clerk	19.68
21210 - Tools And Parts Attendant	17.87
21410 - Warehouse Specialist	17.87
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.20
23019 - Aircraft Logs and Records Technician	28.16
23021 - Aircraft Mechanic I	32.95
23022 - Aircraft Mechanic II	34.20
23023 - Aircraft Mechanic III	35.38

23040 - Aircraft Mechanic Helper	24.89
23050 - Aircraft Painter	31.50
23060 - Aircraft Servicer	28.16
23070 - Aircraft Survival Flight	31.50
Equipment Technician	
23080 - Aircraft Worker	29.94
23091 - Aircrew Life Support	29.94
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	32.95
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	21.34
23120 - Bicycle Repairer	21.89
23125 - Cable Splicer	35.57
23130 - Carpenter Maintenance	24.79
23140 - Carpet Layer	24.95
23160 - Electrician Maintenance	32.71
23181 - Electronics Technician	31.83
Maintenance I	
23182 - Electronics Technician	33.49
Maintenance II	
23183 - Electronics Technician	35.03
Maintenance III	
23260 - Fabric Worker	23.48
23290 - Fire Alarm System Mechanic	26.15
23310 - Fire Extinguisher Repairer	22.31
23311 - Fuel Distribution System	37.85
Mechanic	
23312 - Fuel Distribution System	30.93
Operator	
23370 - General Maintenance Worker	20.67
23380 - Ground Support Equipment	32.95
Mechanic	
23381 - Ground Support Equipment	28.16
Servicer	
23382 - Ground Support Equipment	29.94
Worker	
23391 - Gunsmith I	22.31
23392 - Gunsmith II	24.95
23393 - Gunsmith III	27.25
23410 - Heating Ventilation And Air-	25.34
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	26.30
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.25
23440 - Heavy Equipment Operator	26.28



23460 - Instrument Mechanic	27.25
23465 - Laboratory/Shelter Mechanic	26.27
23470 - Laborer	15.69
23510 - Locksmith	27.93
23530 - Machinery Maintenance	28.08
<b>Mechanic</b>	
23550 - Machinist Maintenance	21.37
23580 - Maintenance Trades Helper	18.32
23591 - Metrology Technician I	27.25
23592 - Metrology Technician II	28.29
23593 - Metrology Technician III	29.27
23640 - Millwright	28.23
23710 - Office Appliance Repairer	24.30
23760 - Painter Maintenance	19.13
23790 - Pipefitter Maintenance	30.87
23810 - Plumber Maintenance	29.51
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	27.25
23870 - Scale Mechanic	24.95
23890 - Sheet-Metal Worker	28.34
<b>Maintenance</b>	
23910 - Small Engine Mechanic	19.26
23931 - Telecommunications Mechanic	32.22
<b>I</b>	
23932 - Telecommunications Mechanic	33.46
<b>II</b>	
23950 - Telephone Lineman	29.19
23960 - Welder Combination	21.93
<b>Maintenance</b>	
23965 - Well Driller	28.13
23970 - Woodcraft Worker	27.25
23980 - Woodworker	21.96
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	15.88
24570 - Child Care Attendant	12.64
24580 - Child Care Center Clerk	15.75
24610 - Chore Aide	12.98
24620 - Family Readiness And Support	15.88
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	15.88
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	30.75
25040 - Sewage Plant Operator	24.52
25070 - Stationary Engineer	30.75
25190 - Ventilation Equipment Tender	23.23
25210 - Water Treatment Plant	24.52
<b>Operator</b>	

<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		23.79
27007 - Baggage Inspector		17.41
27008 - Corrections Officer		28.10
27010 - Court Security Officer		30.71
27030 - Detection Dog Handler		19.71
27040 - Detention Officer		28.10
27070 - Firefighter		31.49
27101 - Guard I		17.41
27102 - Guard II		19.71
27131 - Police Officer I		30.71
27132 - Police Officer II		34.13
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		15.92
28042 - Carnival Equipment Repairer		17.12
28043 - Carnival Worker		12.30
28210 - Gate Attendant/Gate Tender		17.44
28310 - Lifeguard		12.66
28350 - Park Attendant (Aide)		19.50
28510 - Recreation Aide/Health		14.23
<b>Facility Attendant</b>		
28515 - Recreation Specialist		24.16
28630 - Sports Official		15.53
28690 - Swimming Pool Operator		19.15
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		29.61
29020 - Hatch Tender		29.61
29030 - Line Handler		29.61
29041 - Stevedore I		27.86
29042 - Stevedore II		31.16
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	40.29
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	27.78
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		30.59
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		18.45
30022 - Archeological Technician II		20.64
30023 - Archeological Technician III		25.57
30030 - Cartographic Technician		25.57
30040 - Civil Engineering Technician		29.90
30051 - Cryogenic Technician I		28.32
30052 - Cryogenic Technician II		31.27
30061 - Drafter/CAD Operator I		18.45
30062 - Drafter/CAD Operator II		20.64
30063 - Drafter/CAD Operator III		23.02
30064 - Drafter/CAD Operator IV		28.32

30081 - Engineering Technician I	15.16
30082 - Engineering Technician II	17.03
30083 - Engineering Technician III	19.04
30084 - Engineering Technician IV	23.59
30085 - Engineering Technician V	28.86
30086 - Engineering Technician VI	34.92
30090 - Environmental Technician	21.05
30095 - Evidence Control Specialist	25.57
30210 - Laboratory Technician	24.28
30221 - Latent Fingerprint Technician I	28.32
30222 - Latent Fingerprint Technician II	31.27
30240 - Mathematical Technician	25.57
30361 - Paralegal/Legal Assistant I	19.01
30362 - Paralegal/Legal Assistant II	23.64
30363 - Paralegal/Legal Assistant	28.93
III	
30364 - Paralegal/Legal Assistant IV	34.99
30375 - Petroleum Supply Specialist	31.27
30390 - Photo-Optics Technician	25.57
30395 - Radiation Control Technician	31.27
30461 - Technical Writer I	26.10
30462 - Technical Writer II	31.92
30463 - Technical Writer III	38.63
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	
30494 - Unexploded (UXO) Safety	25.60
Escort	
30495 - Unexploded (UXO) Sweep	25.60
Personnel	
30501 - Weather Forecaster I	28.32
30502 - Weather Forecaster II	34.45
30620 - Weather Observer Combined (see 2)	23.02
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.57
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.94
31030 - Bus Driver	19.91
31043 - Driver Courier	14.81
31260 - Parking and Lot Attendant	14.43
31290 - Shuttle Bus Driver	17.51

31310 - Taxi Driver	13.77
31361 - Truckdriver Light	15.92
31362 - Truckdriver Medium	17.61
31363 - Truckdriver Heavy	21.64
31364 - Truckdriver Tractor-Trailer	21.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	12.33
99050 - Desk Clerk	12.70
99095 - Embalmer	29.45
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.54
I	
99252 - Laboratory Animal Caretaker	15.63
II	
99260 - Marketing Analyst	30.80
99310 - Mortician	29.45
99410 - Pest Controller	17.59
99510 - Photofinishing Worker	14.90
99710 - Recycling Laborer	19.57
99711 - Recycling Specialist	23.04
99730 - Refuse Collector	17.80
99810 - Sales Clerk	12.75
99820 - School Crossing Guard	12.91
99830 - Survey Party Chief	27.26
99831 - Surveying Aide	17.14
99832 - Surveying Technician	23.46
99840 - Vending Machine Attendant	15.96
99841 - Vending Machine Repairer	19.20
99842 - Vending Machine Repairer	15.96
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or

\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

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

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

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

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



Standard Wage Determination No.: 2015-4165

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4165  
Revision No.: 17  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: New York

Area: New York Counties of Herkimer Oneida

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

<b>OCCUPATION CODE - TITLE</b>	<b>FOOTNOTE</b>	<b>RATE</b>
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		15.53
01012 - Accounting Clerk II		17.44
01013 - Accounting Clerk III		19.50
01020 - Administrative Assistant		31.85
01035 - Court Reporter		18.96
01041 - Customer Service Representative I		12.82
01042 - Customer Service Representative II		13.99

01043 - Customer Service Representative III	15.72
01051 - Data Entry Operator I	14.92
01052 - Data Entry Operator II	16.28
01060 - Dispatcher Motor Vehicle	18.55
01070 - Document Preparation Clerk	14.61
01090 - Duplicating Machine Operator	14.61
01111 - General Clerk I	13.50
01112 - General Clerk II	14.73
01113 - General Clerk III	16.53
01120 - Housing Referral Assistant	20.45
01141 - Messenger Courier	15.66
01191 - Order Clerk I	14.20
01192 - Order Clerk II	15.49
01261 - Personnel Assistant (Employment) I	15.93
01262 - Personnel Assistant (Employment) II	17.82
01263 - Personnel Assistant (Employment) III	19.86
01270 - Production Control Clerk	19.89
01290 - Rental Clerk	14.52
01300 - Scheduler Maintenance	16.41
01311 - Secretary I	16.41
01312 - Secretary II	18.35
01313 - Secretary III	20.45
01320 - Service Order Dispatcher	16.26
01410 - Supply Technician	31.85
01420 - Survey Worker	18.28
01460 - Switchboard Operator/Receptionist	13.98
01531 - Travel Clerk I	12.37
01532 - Travel Clerk II	13.31
01533 - Travel Clerk III	14.80
01611 - Word Processor I	14.23
01612 - Word Processor II	15.98
01613 - Word Processor III	17.87
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.28
<b>Fiberglass</b>	
05010 - Automotive Electrician	18.24
05040 - Automotive Glass Installer	17.63
05070 - Automotive Worker	17.63
05110 - Mobile Equipment Servicer	16.32
05130 - Motor Equipment Metal	18.96
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	17.63
05190 - Motor Vehicle Mechanic	18.74

05220 - Motor Vehicle Mechanic	15.63
Helper	
05250 - Motor Vehicle Upholstery	16.95
Worker	
05280 - Motor Vehicle Wrecker	17.63
05310 - Painter Automotive	18.24
05340 - Radiator Repair Specialist	17.63
05370 - Tire Repairer	16.67
05400 - Transmission Repair	18.96
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.40
07041 - Cook I	15.14
07042 - Cook II	16.94
07070 - Dishwasher	12.53
07130 - Food Service Worker	12.83
07210 - Meat Cutter	20.88
07260 - Waiter/Waitress	14.87
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	21.96
09040 - Furniture Handler	14.95
09080 - Furniture Refinisher	21.96
09090 - Furniture Refinisher Helper	17.35
09110 - Furniture Repairer Minor	19.62
09130 - Upholsterer	22.10
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.56
11060 - Elevator Operator	12.56
11090 - Gardener	17.67
11122 - Housekeeping Aide	12.92
11150 - Janitor	12.92
11210 - Laborer Grounds Maintenance	13.96
11240 - Maid or Houseman	12.14
11260 - Pruner	17.78
11270 - Tractor Operator	16.43
11330 - Trail Maintenance Worker	13.96
11360 - Window Cleaner	14.21
12000 - Health Occupations	
12010 - Ambulance Driver	17.78
12011 - Breath Alcohol Technician	18.98
12012 - Certified Occupational	28.40
Therapist Assistant	
12015 - Certified Physical Therapist	24.28
Assistant	
12020 - Dental Assistant	20.13
12025 - Dental Hygienist	39.29

12030 - EKG Technician	32.45
12035 - Electroneurodiagnostic Technologist	32.45
12040 - Emergency Medical Technician	17.78
12071 - Licensed Practical Nurse I	16.97
12072 - Licensed Practical Nurse II	18.98
12073 - Licensed Practical Nurse III	21.15
12100 - Medical Assistant	16.86
12130 - Medical Laboratory Technician	24.90
12160 - Medical Record Clerk	16.95
12190 - Medical Record Technician	19.56
12195 - Medical Transcriptionist	19.26
12210 - Nuclear Medicine Technologist	41.70
12221 - Nursing Assistant I	12.07
12222 - Nursing Assistant II	13.56
12223 - Nursing Assistant III	14.81
12224 - Nursing Assistant IV	16.62
12235 - Optical Dispenser	30.05
12236 - Optical Technician	17.61
12250 - Pharmacy Technician	16.60
12280 - Phlebotomist	16.14
12305 - Radiologic Technologist	33.05
12311 - Registered Nurse I	23.13
12312 - Registered Nurse II	28.29
12313 - Registered Nurse II Specialist	28.29
12314 - Registered Nurse III	34.23
12315 - Registered Nurse III Anesthetist	34.23
12316 - Registered Nurse IV	41.03
12317 - Scheduler (Drug and Alcohol Testing)	23.51
12320 - Substance Abuse Treatment Counselor	21.43
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.09
13012 - Exhibits Specialist II	26.13
13013 - Exhibits Specialist III	31.97
13041 - Illustrator I	21.09
13042 - Illustrator II	26.13
13043 - Illustrator III	31.97
13047 - Librarian	28.94
13050 - Library Aide/Clerk	12.26
13054 - Library Information Technology Systems Administrator	26.13

13058 - Library Technician	14.54
13061 - Media Specialist I	18.86
13062 - Media Specialist II	21.09
13063 - Media Specialist III	23.51
13071 - Photographer I	18.86
13072 - Photographer II	21.09
13073 - Photographer III	26.13
13074 - Photographer IV	31.97
13075 - Photographer V	38.68
13090 - Technical Order Library Clerk	15.74
13110 - Video Teleconference Technician	18.86
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.00
14042 - Computer Operator II	19.01
14043 - Computer Operator III	21.19
14044 - Computer Operator IV	24.23
14045 - Computer Operator V	27.62
14071 - Computer Programmer I (see 1)	20.57
14072 - Computer Programmer II (see 1)	24.53
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	17.00
14160 - Personal Computer Support Technician	24.23
14170 - System Support Specialist	27.46
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.74
15020 - Aircrew Training Devices Instructor (Rated)	34.77
15030 - Air Crew Training Devices Instructor (Pilot)	41.68
15050 - Computer Based Training Specialist / Instructor	28.74
15060 - Educational Technologist	31.78
15070 - Flight Instructor (Pilot)	41.68
15080 - Graphic Artist	22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.68
15086 - Maintenance Test Pilot Rotary Wing	41.68

15088 - Non-Maintenance Test/Co-Pilot	41.68
15090 - Technical Instructor	22.86
15095 - Technical Instructor/Course Developer	27.97
15110 - Test Proctor	18.46
15120 - Tutor	18.46
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.67
16030 - Counter Attendant	13.67
16040 - Dry Cleaner	15.62
16070 - Finisher Flatwork Machine	13.67
16090 - Presser Hand	13.67
16110 - Presser Machine Drycleaning	13.67
16130 - Presser Machine Shirts	13.67
16160 - Presser Machine Wearing Apparel Laundry	13.67
16190 - Sewing Machine Operator	15.91
16220 - Tailor	16.54
16250 - Washer Machine	13.99
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.41
19040 - Tool And Die Maker	28.34
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.58
21030 - Material Coordinator	19.89
21040 - Material Expediter	19.89
21050 - Material Handling Laborer	14.59
21071 - Order Filler	13.74
21080 - Production Line Worker (Food Processing)	20.58
21110 - Shipping Packer	15.70
21130 - Shipping/Receiving Clerk	15.70
21140 - Store Worker I	14.87
21150 - Stock Clerk	19.68
21210 - Tools And Parts Attendant	20.58
21410 - Warehouse Specialist	20.58
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.12
23019 - Aircraft Logs and Records Technician	21.64
23021 - Aircraft Mechanic I	25.17
23022 - Aircraft Mechanic II	26.12
23023 - Aircraft Mechanic III	27.03

23040 - Aircraft Mechanic Helper	19.11
23050 - Aircraft Painter	24.06
23060 - Aircraft Servicer	21.64
23070 - Aircraft Survival Flight	24.06
Equipment Technician	
23080 - Aircraft Worker	22.86
23091 - Aircrew Life Support	22.86
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	25.17
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.85
23120 - Bicycle Repairer	21.96
23125 - Cable Splicer	42.39
23130 - Carpenter Maintenance	24.49
23140 - Carpet Layer	24.57
23160 - Electrician Maintenance	27.50
23181 - Electronics Technician	24.57
Maintenance I	
23182 - Electronics Technician	25.85
Maintenance II	
23183 - Electronics Technician	27.04
Maintenance III	
23260 - Fabric Worker	23.11
23290 - Fire Alarm System Mechanic	27.04
23310 - Fire Extinguisher Repairer	21.96
23311 - Fuel Distribution System	37.42
Mechanic	
23312 - Fuel Distribution System	30.93
Operator	
23370 - General Maintenance Worker	19.02
23380 - Ground Support Equipment	25.17
Mechanic	
23381 - Ground Support Equipment	21.64
Servicer	
23382 - Ground Support Equipment	22.86
Worker	
23391 - Gunsmith I	21.96
23392 - Gunsmith II	24.57
23393 - Gunsmith III	27.04
23410 - Heating Ventilation And Air-	22.04
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	22.88
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.50
23440 - Heavy Equipment Operator	28.87

23460 - Instrument Mechanic	27.04
23465 - Laboratory/Shelter Mechanic	25.85
23470 - Laborer	14.59
23510 - Locksmith	25.85
23530 - Machinery Maintenance	23.95
<b>Mechanic</b>	
23550 - Machinist Maintenance	21.78
23580 - Maintenance Trades Helper	15.63
23591 - Metrology Technician I	27.04
23592 - Metrology Technician II	28.06
23593 - Metrology Technician III	29.03
23640 - Millwright	27.04
23710 - Office Appliance Repairer	21.32
23760 - Painter Maintenance	23.31
23790 - Pipefitter Maintenance	27.88
23810 - Plumber Maintenance	26.44
23820 - Pneudraulic Systems Mechanic	27.04
23850 - Rigger	27.04
23870 - Scale Mechanic	24.57
23890 - Sheet-Metal Worker	28.29
<b>Maintenance</b>	
23910 - Small Engine Mechanic	22.79
23931 - Telecommunications Mechanic	32.95
<b>I</b>	
23932 - Telecommunications Mechanic	34.20
<b>II</b>	
23950 - Telephone Lineman	27.25
23960 - Welder Combination	20.53
<b>Maintenance</b>	
23965 - Well Driller	27.04
23970 - Woodcraft Worker	27.04
23980 - Woodworker	21.96
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	17.16
24570 - Child Care Attendant	14.62
24580 - Child Care Center Clerk	18.22
24610 - Chore Aide	12.78
24620 - Family Readiness And Support	17.16
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	17.16
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	28.38
25040 - Sewage Plant Operator	21.90
25070 - Stationary Engineer	28.38
25190 - Ventilation Equipment Tender	21.44
25210 - Water Treatment Plant	21.90
<b>Operator</b>	



<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		18.18
27007 - Baggage Inspector		16.15
27008 - Corrections Officer		32.01
27010 - Court Security Officer		32.01
27030 - Detection Dog Handler		19.37
27040 - Detention Officer		32.01
27070 - Firefighter		32.01
27101 - Guard I		16.15
27102 - Guard II		19.37
27131 - Police Officer I		26.82
27132 - Police Officer II		29.81
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		16.35
28042 - Carnival Equipment Repairer		17.58
28043 - Carnival Worker		12.63
28210 - Gate Attendant/Gate Tender		15.51
28310 - Lifeguard		13.99
28350 - Park Attendant (Aide)		17.34
28510 - Recreation Aide/Health		12.65
<b>Facility Attendant</b>		
28515 - Recreation Specialist		21.48
28630 - Sports Official		13.80
28690 - Swimming Pool Operator		19.66
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		24.57
29020 - Hatch Tender		24.57
29030 - Line Handler		24.57
29041 - Stevedore I		23.11
29042 - Stevedore II		25.85
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	40.29
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	27.78
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		30.59
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		18.25
30022 - Archeological Technician II		20.41
30023 - Archeological Technician III		25.29
30030 - Cartographic Technician		25.29
30040 - Civil Engineering Technician		25.29
30051 - Cryogenic Technician I		28.00
30052 - Cryogenic Technician II		30.93
30061 - Drafter/CAD Operator I		18.25
30062 - Drafter/CAD Operator II		20.41
30063 - Drafter/CAD Operator III		22.75
30064 - Drafter/CAD Operator IV		28.00

30081 - Engineering Technician I	16.22
30082 - Engineering Technician II	18.22
30083 - Engineering Technician III	20.37
30084 - Engineering Technician IV	25.24
30085 - Engineering Technician V	30.87
30086 - Engineering Technician VI	37.36
30090 - Environmental Technician	25.29
30095 - Evidence Control Specialist	25.29
30210 - Laboratory Technician	22.75
30221 - Latent Fingerprint Technician I	28.00
30222 - Latent Fingerprint Technician II	30.93
30240 - Mathematical Technician	25.29
30361 - Paralegal/Legal Assistant I	19.43
30362 - Paralegal/Legal Assistant II	24.07
30363 - Paralegal/Legal Assistant	29.45
III	
30364 - Paralegal/Legal Assistant IV	35.63
30375 - Petroleum Supply Specialist	30.93
30390 - Photo-Optics Technician	25.29
30395 - Radiation Control Technician	30.93
30461 - Technical Writer I	25.29
30462 - Technical Writer II	30.93
30463 - Technical Writer III	37.43
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	
30494 - Unexploded (UXO) Safety	25.60
Escort	
30495 - Unexploded (UXO) Sweep	25.60
Personnel	
30501 - Weather Forecaster I	28.00
30502 - Weather Forecaster II	34.07
30620 - Weather Observer Combined (see 2)	22.75
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.29
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.89
31030 - Bus Driver	19.84
31043 - Driver Courier	15.31
31260 - Parking and Lot Attendant	12.96
31290 - Shuttle Bus Driver	17.28

31310 - Taxi Driver	13.84
31361 - Truckdriver Light	16.46
31362 - Truckdriver Medium	17.61
31363 - Truckdriver Heavy	23.04
31364 - Truckdriver Tractor-Trailer	23.04
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	12.61
99050 - Desk Clerk	14.54
99095 - Embalmer	27.29
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.61
I	
99252 - Laboratory Animal Caretaker	16.80
II	
99260 - Marketing Analyst	28.03
99310 - Mortician	27.29
99410 - Pest Controller	24.12
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.50
99711 - Recycling Specialist	21.79
99730 - Refuse Collector	16.83
99810 - Sales Clerk	12.68
99820 - School Crossing Guard	12.66
99830 - Survey Party Chief	20.03
99831 - Surveying Aide	12.59
99832 - Surveying Technician	17.23
99840 - Vending Machine Attendant	21.32
99841 - Vending Machine Repairer	25.64
99842 - Vending Machine Repairer	21.32
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or

\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

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

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

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

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

Standard Wage Determination No.: 2015-4167

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4167  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: New York

Area: New York Counties of Fulton Montgomery

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		14.71
01012 - Accounting Clerk II		16.53
01013 - Accounting Clerk III		18.48
01020 - Administrative Assistant		29.43
01035 - Court Reporter		24.28
01041 - Customer Service Representative I		12.99
01042 - Customer Service Representative II		14.61



01043 - Customer Service Representative III	15.94
01051 - Data Entry Operator I	15.14
01052 - Data Entry Operator II	16.52
01060 - Dispatcher Motor Vehicle	20.31
01070 - Document Preparation Clerk	15.40
01090 - Duplicating Machine Operator	15.40
01111 - General Clerk I	12.52
01112 - General Clerk II	13.67
01113 - General Clerk III	15.35
01120 - Housing Referral Assistant	20.68
01141 - Messenger Courier	14.41
01191 - Order Clerk I	16.05
01192 - Order Clerk II	17.52
01261 - Personnel Assistant (Employment) I	17.08
01262 - Personnel Assistant (Employment) II	19.10
01263 - Personnel Assistant (Employment) III	21.29
01270 - Production Control Clerk	22.40
01290 - Rental Clerk	16.41
01300 - Scheduler Maintenance	16.59
01311 - Secretary I	16.59
01312 - Secretary II	18.55
01313 - Secretary III	20.68
01320 - Service Order Dispatcher	18.16
01410 - Supply Technician	29.43
01420 - Survey Worker	18.35
01460 - Switchboard Operator/Receptionist	16.44
01531 - Travel Clerk I	11.90
01532 - Travel Clerk II	12.81
01533 - Travel Clerk III	13.74
01611 - Word Processor I	13.77
01612 - Word Processor II	15.46
01613 - Word Processor III	17.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	20.06
<b>Fiberglass</b>	
05010 - Automotive Electrician	17.60
05040 - Automotive Glass Installer	16.87
05070 - Automotive Worker	16.87
05110 - Mobile Equipment Servicer	15.41
05130 - Motor Equipment Metal	18.34
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	16.87
05190 - Motor Vehicle Mechanic	19.75

05220 - Motor Vehicle Mechanic	14.49
Helper	
05250 - Motor Vehicle Upholstery	16.14
Worker	
05280 - Motor Vehicle Wrecker	16.87
05310 - Painter Automotive	18.03
05340 - Radiator Repair Specialist	16.87
05370 - Tire Repairer	14.61
05400 - Transmission Repair	18.34
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.73
07041 - Cook I	16.57
07042 - Cook II	18.63
07070 - Dishwasher	12.28
07130 - Food Service Worker	12.73
07210 - Meat Cutter	18.63
07260 - Waiter/Waitress	12.56
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	21.74
09040 - Furniture Handler	14.82
09080 - Furniture Refinisher	21.74
09090 - Furniture Refinisher Helper	17.61
09110 - Furniture Repairer Minor	20.01
09130 - Upholsterer	21.02
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.49
11060 - Elevator Operator	14.33
11090 - Gardener	20.18
11122 - Housekeeping Aide	14.33
11150 - Janitor	14.33
11210 - Laborer Grounds Maintenance	16.09
11240 - Maid or Houseman	12.89
11260 - Pruner	14.71
11270 - Tractor Operator	18.82
11330 - Trail Maintenance Worker	16.09
11360 - Window Cleaner	15.68
12000 - Health Occupations	
12010 - Ambulance Driver	17.99
12011 - Breath Alcohol Technician	18.49
12012 - Certified Occupational	24.45
Therapist Assistant	
12015 - Certified Physical Therapist	23.68
Assistant	
12020 - Dental Assistant	17.79
12025 - Dental Hygienist	39.00

12030 - EKG Technician	28.38
12035 - Electroneurodiagnostic Technologist	28.38
12040 - Emergency Medical Technician	17.99
12071 - Licensed Practical Nurse I	16.54
12072 - Licensed Practical Nurse II	18.49
12073 - Licensed Practical Nurse III	20.61
12100 - Medical Assistant	18.13
12130 - Medical Laboratory Technician	28.44
12160 - Medical Record Clerk	18.00
12190 - Medical Record Technician	20.13
12195 - Medical Transcriptionist	20.12
12210 - Nuclear Medicine Technologist	40.64
12221 - Nursing Assistant I	12.29
12222 - Nursing Assistant II	13.81
12223 - Nursing Assistant III	15.07
12224 - Nursing Assistant IV	16.92
12235 - Optical Dispenser	25.66
12236 - Optical Technician	17.61
12250 - Pharmacy Technician	16.26
12280 - Phlebotomist	17.14
12305 - Radiologic Technologist	29.22
12311 - Registered Nurse I	23.27
12312 - Registered Nurse II	28.46
12313 - Registered Nurse II Specialist	28.46
12314 - Registered Nurse III	34.44
12315 - Registered Nurse III Anesthetist	34.44
12316 - Registered Nurse IV	41.27
12317 - Scheduler (Drug and Alcohol Testing)	22.90
12320 - Substance Abuse Treatment Counselor	25.57
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.12
13012 - Exhibits Specialist II	26.15
13013 - Exhibits Specialist III	31.99
13041 - Illustrator I	21.59
13042 - Illustrator II	26.76
13043 - Illustrator III	33.49
13047 - Librarian	29.12
13050 - Library Aide/Clerk	14.60
13054 - Library Information Technology Systems Administrator	25.88

13058 - Library Technician	15.27
13061 - Media Specialist I	18.87
13062 - Media Specialist II	21.12
13063 - Media Specialist III	23.54
13071 - Photographer I	18.87
13072 - Photographer II	21.12
13073 - Photographer III	26.15
13074 - Photographer IV	31.99
13075 - Photographer V	38.71
13090 - Technical Order Library Clerk	18.34
13110 - Video Teleconference Technician	20.61
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.20
14042 - Computer Operator II	19.24
14043 - Computer Operator III	22.75
14044 - Computer Operator IV	25.18
14045 - Computer Operator V	27.94
14071 - Computer Programmer I	(see 1) 19.79
14072 - Computer Programmer II	(see 1) 24.29
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	17.20
14160 - Personal Computer Support Technician	25.18
14170 - System Support Specialist	31.47
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.00
15020 - Aircrew Training Devices Instructor (Rated)	37.51
15030 - Air Crew Training Devices Instructor (Pilot)	44.95
15050 - Computer Based Training Specialist / Instructor	31.00
15060 - Educational Technologist	28.58
15070 - Flight Instructor (Pilot)	44.95
15080 - Graphic Artist	21.56
15085 - Maintenance Test Pilot Fixed Jet/Prop	44.95
15086 - Maintenance Test Pilot Rotary Wing	44.95

15088 - Non-Maintenance Test/Co-Pilot	44.95
15090 - Technical Instructor	20.80
15095 - Technical Instructor/Course Developer	25.45
15110 - Test Proctor	16.80
15120 - Tutor	16.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.67
16030 - Counter Attendant	13.67
16040 - Dry Cleaner	15.62
16070 - Finisher Flatwork Machine	13.67
16090 - Presser Hand	13.67
16110 - Presser Machine Drycleaning	13.67
16130 - Presser Machine Shirts	13.67
16160 - Presser Machine Wearing Apparel Laundry	13.67
16190 - Sewing Machine Operator	16.27
16220 - Tailor	16.92
16250 - Washer Machine	14.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.27
19040 - Tool And Die Maker	28.34
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.15
21030 - Material Coordinator	22.40
21040 - Material Expediter	22.40
21050 - Material Handling Laborer	16.53
21071 - Order Filler	14.99
21080 - Production Line Worker (Food Processing)	20.15
21110 - Shipping Packer	17.12
21130 - Shipping/Receiving Clerk	17.12
21140 - Store Worker I	14.37
21150 - Stock Clerk	18.79
21210 - Tools And Parts Attendant	20.15
21410 - Warehouse Specialist	20.15
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.23
23019 - Aircraft Logs and Records Technician	23.28
23021 - Aircraft Mechanic I	26.30
23022 - Aircraft Mechanic II	27.23
23023 - Aircraft Mechanic III	28.26

23040 - Aircraft Mechanic Helper	20.47
23050 - Aircraft Painter	25.05
23060 - Aircraft Servicer	23.28
23070 - Aircraft Survival Flight	25.05
Equipment Technician	
23080 - Aircraft Worker	24.27
23091 - Aircrew Life Support	24.27
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	26.30
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.48
23120 - Bicycle Repairer	20.62
23125 - Cable Splicer	39.72
23130 - Carpenter Maintenance	23.64
23140 - Carpet Layer	23.17
23160 - Electrician Maintenance	29.09
23181 - Electronics Technician	23.17
Maintenance I	
23182 - Electronics Technician	24.48
Maintenance II	
23183 - Electronics Technician	25.70
Maintenance III	
23260 - Fabric Worker	21.88
23290 - Fire Alarm System Mechanic	25.70
23310 - Fire Extinguisher Repairer	20.62
23311 - Fuel Distribution System	37.00
Mechanic	
23312 - Fuel Distribution System	31.45
Operator	
23370 - General Maintenance Worker	19.59
23380 - Ground Support Equipment	26.30
Mechanic	
23381 - Ground Support Equipment	23.28
Servicer	
23382 - Ground Support Equipment	24.27
Worker	
23391 - Gunsmith I	20.62
23392 - Gunsmith II	23.17
23393 - Gunsmith III	25.70
23410 - Heating Ventilation And Air-	24.01
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	24.96
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.09
23440 - Heavy Equipment Operator	26.32

23460 - Instrument Mechanic	28.61
23465 - Laboratory/Shelter Mechanic	24.48
23470 - Laborer	16.53
23510 - Locksmith	24.48
23530 - Machinery Maintenance	24.92
<b>Mechanic</b>	
23550 - Machinist Maintenance	21.83
23580 - Maintenance Trades Helper	18.30
23591 - Metrology Technician I	28.61
23592 - Metrology Technician II	29.61
23593 - Metrology Technician III	30.75
23640 - Millwright	27.71
23710 - Office Appliance Repairer	24.48
23760 - Painter Maintenance	23.91
23790 - Pipefitter Maintenance	33.24
23810 - Plumber Maintenance	30.57
23820 - Pneudraulic Systems Mechanic	25.70
23850 - Rigger	25.70
23870 - Scale Mechanic	23.17
23890 - Sheet-Metal Worker	24.94
<b>Maintenance</b>	
23910 - Small Engine Mechanic	17.24
23931 - Telecommunications Mechanic	29.59
<b>I</b>	
23932 - Telecommunications Mechanic	30.64
<b>II</b>	
23950 - Telephone Lineman	37.42
23960 - Welder Combination	21.90
<b>Maintenance</b>	
23965 - Well Driller	25.70
23970 - Woodcraft Worker	25.70
23980 - Woodworker	20.62
24000 - Personal Needs Occupations	
24550 - Case Manager	16.85
24570 - Child Care Attendant	12.88
24580 - Child Care Center Clerk	16.05
24610 - Chore Aide	13.96
24620 - Family Readiness And Support	16.85
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	16.85
25000 - Plant And System Operations	
<b>Occupations</b>	
25010 - Boiler Tender	27.11
25040 - Sewage Plant Operator	22.29
25070 - Stationary Engineer	27.11
25190 - Ventilation Equipment Tender	20.29
25210 - Water Treatment Plant	22.29
<b>Operator</b>	

<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		19.62
27007 - Baggage Inspector		16.69
27008 - Corrections Officer		31.99
27010 - Court Security Officer		29.28
27030 - Detection Dog Handler		18.66
27040 - Detention Officer		31.99
27070 - Firefighter		26.57
27101 - Guard I		16.69
27102 - Guard II		18.66
27131 - Police Officer I		27.77
27132 - Police Officer II		30.86
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		15.85
28042 - Carnival Equipment Repairer		17.00
28043 - Carnival Worker		12.39
28210 - Gate Attendant/Gate Tender		15.69
28310 - Lifeguard		12.52
28350 - Park Attendant (Aide)		17.54
28510 - Recreation Aide/Health		12.80
<b>Facility Attendant</b>		
28515 - Recreation Specialist		21.73
28630 - Sports Official		13.97
28690 - Swimming Pool Operator		19.11
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		22.98
29020 - Hatch Tender		22.98
29030 - Line Handler		22.98
29041 - Stevedore I		21.85
29042 - Stevedore II		24.27
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	40.96
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	28.25
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		31.10
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		17.58
30022 - Archeological Technician II		19.67
30023 - Archeological Technician III		24.36
30030 - Cartographic Technician		24.36
30040 - Civil Engineering Technician		24.36
30051 - Cryogenic Technician I		25.74
30052 - Cryogenic Technician II		28.42
30061 - Drafter/CAD Operator I		17.58
30062 - Drafter/CAD Operator II		19.67
30063 - Drafter/CAD Operator III		21.92
30064 - Drafter/CAD Operator IV		26.98



30081 - Engineering Technician I	16.20
30082 - Engineering Technician II	18.18
30083 - Engineering Technician III	20.35
30084 - Engineering Technician IV	25.21
30085 - Engineering Technician V	30.83
30086 - Engineering Technician VI	37.30
30090 - Environmental Technician	24.36
30095 - Evidence Control Specialist	23.24
30210 - Laboratory Technician	22.85
30221 - Latent Fingerprint Technician I	25.74
30222 - Latent Fingerprint Technician II	28.42
30240 - Mathematical Technician	24.36
30361 - Paralegal/Legal Assistant I	18.71
30362 - Paralegal/Legal Assistant II	23.18
30363 - Paralegal/Legal Assistant III	28.35
30364 - Paralegal/Legal Assistant IV	34.30
30375 - Petroleum Supply Specialist	28.42
30390 - Photo-Optics Technician	24.36
30395 - Radiation Control Technician	28.42
30461 - Technical Writer I	24.36
30462 - Technical Writer II	29.80
30463 - Technical Writer III	36.05
30491 - Unexploded Ordnance (UXO) Technician I	26.03
30492 - Unexploded Ordnance (UXO) Technician II	31.49
30493 - Unexploded Ordnance (UXO) Technician III	37.75
30494 - Unexploded (UXO) Safety Escort	26.03
30495 - Unexploded (UXO) Sweep Personnel	26.03
30501 - Weather Forecaster I	26.98
30502 - Weather Forecaster II	32.82
30620 - Weather Observer Combined (see 2)	21.92
30621 - Weather Observer Senior (see 2)	24.36
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.49
31020 - Bus Aide	14.82
31030 - Bus Driver	19.73
31043 - Driver Courier	14.84
31260 - Parking and Lot Attendant	12.84
31290 - Shuttle Bus Driver	15.90

31310 - Taxi Driver	14.79
31361 - Truckdriver Light	15.91
31362 - Truckdriver Medium	16.88
31363 - Truckdriver Heavy	21.32
31364 - Truckdriver Tractor-Trailer	21.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.35
99030 - Cashier	12.26
99050 - Desk Clerk	13.86
99095 - Embalmer	31.14
99130 - Flight Follower	26.03
99251 - Laboratory Animal Caretaker	17.96
I	
99252 - Laboratory Animal Caretaker	19.27
II	
99260 - Marketing Analyst	24.64
99310 - Mortician	31.14
99410 - Pest Controller	23.06
99510 - Photofinishing Worker	13.68
99710 - Recycling Laborer	20.43
99711 - Recycling Specialist	23.89
99730 - Refuse Collector	18.68
99810 - Sales Clerk	13.45
99820 - School Crossing Guard	12.41
99830 - Survey Party Chief	22.27
99831 - Surveying Aide	13.27
99832 - Surveying Technician	20.25
99840 - Vending Machine Attendant	19.61
99841 - Vending Machine Repairer	23.38
99842 - Vending Machine Repairer	19.61
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or

\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

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

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

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

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

Standard Wage Determination No.: 2015-4169

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4169  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: New York

Area: New York Counties of Clinton Essex Franklin Lewis St Lawrence

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		14.71
01012 - Accounting Clerk II		16.53
01013 - Accounting Clerk III		18.48
01020 - Administrative Assistant		29.43
01035 - Court Reporter		20.25
01041 - Customer Service Representative I		12.99
01042 - Customer Service Representative II		14.61

01043 - Customer Service Representative III	15.94
01051 - Data Entry Operator I	15.14
01052 - Data Entry Operator II	16.52
01060 - Dispatcher Motor Vehicle	20.31
01070 - Document Preparation Clerk	15.40
01090 - Duplicating Machine Operator	15.40
01111 - General Clerk I	12.52
01112 - General Clerk II	13.67
01113 - General Clerk III	15.35
01120 - Housing Referral Assistant	20.68
01141 - Messenger Courier	14.41
01191 - Order Clerk I	15.98
01192 - Order Clerk II	17.44
01261 - Personnel Assistant (Employment) I	17.08
01262 - Personnel Assistant (Employment) II	19.10
01263 - Personnel Assistant (Employment) III	21.29
01270 - Production Control Clerk	22.40
01290 - Rental Clerk	16.17
01300 - Scheduler Maintenance	16.59
01311 - Secretary I	16.59
01312 - Secretary II	18.55
01313 - Secretary III	20.68
01320 - Service Order Dispatcher	18.16
01410 - Supply Technician	29.43
01420 - Survey Worker	18.35
01460 - Switchboard Operator/Receptionist	16.44
01531 - Travel Clerk I	11.90
01532 - Travel Clerk II	12.81
01533 - Travel Clerk III	13.74
01611 - Word Processor I	13.77
01612 - Word Processor II	15.46
01613 - Word Processor III	17.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	20.06
<b>Fiberglass</b>	
05010 - Automotive Electrician	18.42
05040 - Automotive Glass Installer	17.71
05070 - Automotive Worker	17.71
05110 - Mobile Equipment Servicer	16.32
05130 - Motor Equipment Metal	19.17
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	17.71
05190 - Motor Vehicle Mechanic	19.17



05220 - Motor Vehicle Mechanic	15.62
Helper	
05250 - Motor Vehicle Upholstery	17.02
Worker	
05280 - Motor Vehicle Wrecker	17.71
05310 - Painter Automotive	18.42
05340 - Radiator Repair Specialist	17.71
05370 - Tire Repairer	15.01
05400 - Transmission Repair	19.17
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.88
07041 - Cook I	16.57
07042 - Cook II	18.63
07070 - Dishwasher	12.28
07130 - Food Service Worker	12.73
07210 - Meat Cutter	18.63
07260 - Waiter/Waitress	12.56
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.46
09040 - Furniture Handler	14.65
09080 - Furniture Refinisher	19.46
09090 - Furniture Refinisher Helper	16.13
09110 - Furniture Repairer Minor	17.57
09130 - Upholsterer	19.46
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.49
11060 - Elevator Operator	14.33
11090 - Gardener	20.18
11122 - Housekeeping Aide	14.33
11150 - Janitor	14.33
11210 - Laborer Grounds Maintenance	16.09
11240 - Maid or Houseman	12.89
11260 - Pruner	14.71
11270 - Tractor Operator	18.82
11330 - Trail Maintenance Worker	16.09
11360 - Window Cleaner	15.68
12000 - Health Occupations	
12010 - Ambulance Driver	17.99
12011 - Breath Alcohol Technician	18.49
12012 - Certified Occupational	24.45
Therapist Assistant	
12015 - Certified Physical Therapist	23.68
Assistant	
12020 - Dental Assistant	17.79
12025 - Dental Hygienist	39.00

12030 - EKG Technician	28.38
12035 - Electroneurodiagnostic Technologist	28.38
12040 - Emergency Medical Technician	17.99
12071 - Licensed Practical Nurse I	16.54
12072 - Licensed Practical Nurse II	18.49
12073 - Licensed Practical Nurse III	20.61
12100 - Medical Assistant	18.13
12130 - Medical Laboratory Technician	29.28
12160 - Medical Record Clerk	18.00
12190 - Medical Record Technician	20.13
12195 - Medical Transcriptionist	20.12
12210 - Nuclear Medicine Technologist	40.64
12221 - Nursing Assistant I	12.29
12222 - Nursing Assistant II	13.81
12223 - Nursing Assistant III	15.07
12224 - Nursing Assistant IV	16.92
12235 - Optical Dispenser	25.66
12236 - Optical Technician	16.54
12250 - Pharmacy Technician	16.26
12280 - Phlebotomist	17.14
12305 - Radiologic Technologist	29.22
12311 - Registered Nurse I	23.27
12312 - Registered Nurse II	28.46
12313 - Registered Nurse II Specialist	28.46
12314 - Registered Nurse III	34.44
12315 - Registered Nurse III Anesthetist	34.44
12316 - Registered Nurse IV	41.27
12317 - Scheduler (Drug and Alcohol Testing)	22.90
12320 - Substance Abuse Treatment Counselor	25.57
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.12
13012 - Exhibits Specialist II	26.15
13013 - Exhibits Specialist III	31.99
13041 - Illustrator I	21.12
13042 - Illustrator II	26.15
13043 - Illustrator III	31.99
13047 - Librarian	28.97
13050 - Library Aide/Clerk	14.60
13054 - Library Information Technology Systems Administrator	26.15

13058 - Library Technician	16.71
13061 - Media Specialist I	18.87
13062 - Media Specialist II	21.12
13063 - Media Specialist III	23.54
13071 - Photographer I	18.87
13072 - Photographer II	21.12
13073 - Photographer III	26.15
13074 - Photographer IV	31.99
13075 - Photographer V	38.71
13090 - Technical Order Library Clerk	18.34
13110 - Video Teleconference Technician	19.73
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.07
14042 - Computer Operator II	17.97
14043 - Computer Operator III	20.04
14044 - Computer Operator IV	22.28
14045 - Computer Operator V	24.67
14071 - Computer Programmer I	(see 1) 19.52
14072 - Computer Programmer II	(see 1) 24.18
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	16.07
14160 - Personal Computer Support Technician	22.28
14170 - System Support Specialist	31.47
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.00
15020 - Aircrew Training Devices Instructor (Rated)	37.51
15030 - Air Crew Training Devices Instructor (Pilot)	44.95
15050 - Computer Based Training Specialist / Instructor	31.00
15060 - Educational Technologist	28.24
15070 - Flight Instructor (Pilot)	44.95
15080 - Graphic Artist	21.21
15085 - Maintenance Test Pilot Fixed Jet/Prop	44.95
15086 - Maintenance Test Pilot Rotary Wing	44.95

15088 - Non-Maintenance Test/Co-Pilot	44.95
15090 - Technical Instructor	20.80
15095 - Technical Instructor/Course Developer	25.45
15110 - Test Proctor	16.80
15120 - Tutor	16.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.67
16030 - Counter Attendant	13.67
16040 - Dry Cleaner	15.62
16070 - Finisher Flatwork Machine	13.67
16090 - Presser Hand	13.67
16110 - Presser Machine Drycleaning	13.67
16130 - Presser Machine Shirts	13.67
16160 - Presser Machine Wearing Apparel Laundry	13.67
16190 - Sewing Machine Operator	16.27
16220 - Tailor	16.92
16250 - Washer Machine	14.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.27
19040 - Tool And Die Maker	28.34
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.15
21030 - Material Coordinator	22.40
21040 - Material Expediter	22.40
21050 - Material Handling Laborer	16.53
21071 - Order Filler	14.12
21080 - Production Line Worker (Food Processing)	20.15
21110 - Shipping Packer	17.12
21130 - Shipping/Receiving Clerk	17.12
21140 - Store Worker I	14.37
21150 - Stock Clerk	18.79
21210 - Tools And Parts Attendant	20.15
21410 - Warehouse Specialist	20.15
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.71
23019 - Aircraft Logs and Records Technician	21.88
23021 - Aircraft Mechanic I	25.70
23022 - Aircraft Mechanic II	26.71
23023 - Aircraft Mechanic III	27.73

23040 - Aircraft Mechanic Helper	19.22
23050 - Aircraft Painter	24.48
23060 - Aircraft Servicer	21.88
23070 - Aircraft Survival Flight	24.48
Equipment Technician	
23080 - Aircraft Worker	23.17
23091 - Aircrew Life Support	23.17
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	25.70
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.48
23120 - Bicycle Repairer	20.62
23125 - Cable Splicer	39.72
23130 - Carpenter Maintenance	23.64
23140 - Carpet Layer	23.17
23160 - Electrician Maintenance	29.09
23181 - Electronics Technician	23.17
Maintenance I	
23182 - Electronics Technician	24.48
Maintenance II	
23183 - Electronics Technician	25.70
Maintenance III	
23260 - Fabric Worker	21.88
23290 - Fire Alarm System Mechanic	25.70
23310 - Fire Extinguisher Repairer	20.62
23311 - Fuel Distribution System	39.89
Mechanic	
23312 - Fuel Distribution System	29.70
Operator	
23370 - General Maintenance Worker	19.59
23380 - Ground Support Equipment	25.70
Mechanic	
23381 - Ground Support Equipment	21.88
Servicer	
23382 - Ground Support Equipment	23.17
Worker	
23391 - Gunsmith I	20.62
23392 - Gunsmith II	23.17
23393 - Gunsmith III	25.70
23410 - Heating Ventilation And Air-	24.01
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	24.96
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.09
23440 - Heavy Equipment Operator	26.32

23460 - Instrument Mechanic	25.70
23465 - Laboratory/Shelter Mechanic	24.48
23470 - Laborer	16.53
23510 - Locksmith	24.48
23530 - Machinery Maintenance	24.18
<b>Mechanic</b>	
23550 - Machinist Maintenance	21.83
23580 - Maintenance Trades Helper	18.30
23591 - Metrology Technician I	25.70
23592 - Metrology Technician II	26.71
23593 - Metrology Technician III	27.73
23640 - Millwright	27.71
23710 - Office Appliance Repairer	24.48
23760 - Painter Maintenance	23.55
23790 - Pipefitter Maintenance	33.24
23810 - Plumber Maintenance	30.57
23820 - Pneudraulic Systems Mechanic	25.70
23850 - Rigger	25.70
23870 - Scale Mechanic	23.17
23890 - Sheet-Metal Worker	24.94
<b>Maintenance</b>	
23910 - Small Engine Mechanic	17.49
23931 - Telecommunications Mechanic	27.41
<b>I</b>	
23932 - Telecommunications Mechanic	28.49
<b>II</b>	
23950 - Telephone Lineman	37.66
23960 - Welder Combination	21.90
<b>Maintenance</b>	
23965 - Well Driller	25.70
23970 - Woodcraft Worker	25.70
23980 - Woodworker	20.62
24000 - Personal Needs Occupations	
24550 - Case Manager	16.85
24570 - Child Care Attendant	12.88
24580 - Child Care Center Clerk	16.78
24610 - Chore Aide	13.96
24620 - Family Readiness And Support	16.85
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	18.19
25000 - Plant And System Operations	
<b>Occupations</b>	
25010 - Boiler Tender	27.11
25040 - Sewage Plant Operator	22.29
25070 - Stationary Engineer	27.11
25190 - Ventilation Equipment Tender	20.29
25210 - Water Treatment Plant	22.29
<b>Operator</b>	

<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		19.62
27007 - Baggage Inspector		16.69
27008 - Corrections Officer		31.99
27010 - Court Security Officer		29.28
27030 - Detection Dog Handler		18.66
27040 - Detention Officer		31.99
27070 - Firefighter		26.57
27101 - Guard I		16.69
27102 - Guard II		18.66
27131 - Police Officer I		27.77
27132 - Police Officer II		30.86
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		15.85
28042 - Carnival Equipment Repairer		17.00
28043 - Carnival Worker		12.86
28210 - Gate Attendant/Gate Tender		15.69
28310 - Lifeguard		12.52
28350 - Park Attendant (Aide)		17.54
28510 - Recreation Aide/Health Facility Attendant		12.80
28515 - Recreation Specialist		21.73
28630 - Sports Official		13.97
28690 - Swimming Pool Operator		19.11
<b>29000 - Stevedoring/Longshoremen Occupational Services</b>		
29010 - Blocker And Bracer		22.98
29020 - Hatch Tender		22.98
29030 - Line Handler		22.98
29041 - Stevedore I		21.72
29042 - Stevedore II		24.27
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	40.96
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	28.25
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		31.10
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		17.58
30022 - Archeological Technician II		19.67
30023 - Archeological Technician III		24.36
30030 - Cartographic Technician		24.36
30040 - Civil Engineering Technician		24.36
30051 - Cryogenic Technician I		25.74
30052 - Cryogenic Technician II		28.42
30061 - Drafter/CAD Operator I		17.58
30062 - Drafter/CAD Operator II		19.67
30063 - Drafter/CAD Operator III		21.92
30064 - Drafter/CAD Operator IV		26.98

30081 - Engineering Technician I	16.20
30082 - Engineering Technician II	18.18
30083 - Engineering Technician III	20.35
30084 - Engineering Technician IV	25.21
30085 - Engineering Technician V	30.83
30086 - Engineering Technician VI	37.30
30090 - Environmental Technician	24.36
30095 - Evidence Control Specialist	23.24
30210 - Laboratory Technician	21.88
30221 - Latent Fingerprint Technician I	25.74
30222 - Latent Fingerprint Technician II	28.42
30240 - Mathematical Technician	24.36
30361 - Paralegal/Legal Assistant I	19.44
30362 - Paralegal/Legal Assistant II	24.08
30363 - Paralegal/Legal Assistant	29.45
III	
30364 - Paralegal/Legal Assistant IV	35.64
30375 - Petroleum Supply Specialist	28.42
30390 - Photo-Optics Technician	24.36
30395 - Radiation Control Technician	28.42
30461 - Technical Writer I	24.36
30462 - Technical Writer II	29.80
30463 - Technical Writer III	36.05
30491 - Unexploded Ordnance (UXO)	26.03
Technician I	
30492 - Unexploded Ordnance (UXO)	31.49
Technician II	
30493 - Unexploded Ordnance (UXO)	37.75
Technician III	
30494 - Unexploded (UXO) Safety	26.03
Escort	
30495 - Unexploded (UXO) Sweep	26.03
Personnel	
30501 - Weather Forecaster I	26.98
30502 - Weather Forecaster II	32.82
30620 - Weather Observer Combined (see 2)	21.92
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	24.36
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	31.49
31020 - Bus Aide	14.55
31030 - Bus Driver	18.70
31043 - Driver Courier	14.84
31260 - Parking and Lot Attendant	12.84
31290 - Shuttle Bus Driver	15.90



31310 - Taxi Driver	14.79
31361 - Truckdriver Light	15.91
31362 - Truckdriver Medium	16.88
31363 - Truckdriver Heavy	21.32
31364 - Truckdriver Tractor-Trailer	21.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.35
99030 - Cashier	12.26
99050 - Desk Clerk	13.86
99095 - Embalmer	27.16
99130 - Flight Follower	26.03
99251 - Laboratory Animal Caretaker	17.96
I	
99252 - Laboratory Animal Caretaker	19.27
II	
99260 - Marketing Analyst	24.64
99310 - Mortician	27.16
99410 - Pest Controller	23.06
99510 - Photofinishing Worker	13.68
99710 - Recycling Laborer	20.43
99711 - Recycling Specialist	23.89
99730 - Refuse Collector	18.68
99810 - Sales Clerk	13.45
99820 - School Crossing Guard	12.41
99830 - Survey Party Chief	25.54
99831 - Surveying Aide	14.77
99832 - Surveying Technician	20.25
99840 - Vending Machine Attendant	20.26
99841 - Vending Machine Repairer	24.43
99842 - Vending Machine Repairer	20.26
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or

\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

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

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

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

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

Standard Wage Determination No.: 2015-4171

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4171  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: New York

Area: New York County of Hamilton

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		14.71
01012 - Accounting Clerk II		16.53
01013 - Accounting Clerk III		18.48
01020 - Administrative Assistant		29.43
01035 - Court Reporter		18.96
01041 - Customer Service Representative I		12.99
01042 - Customer Service Representative II		14.61

01043 - Customer Service Representative III	15.94
01051 - Data Entry Operator I	15.14
01052 - Data Entry Operator II	16.52
01060 - Dispatcher Motor Vehicle	20.31
01070 - Document Preparation Clerk	15.40
01090 - Duplicating Machine Operator	15.40
01111 - General Clerk I	12.52
01112 - General Clerk II	13.67
01113 - General Clerk III	15.35
01120 - Housing Referral Assistant	20.68
01141 - Messenger Courier	14.18
01191 - Order Clerk I	15.98
01192 - Order Clerk II	17.44
01261 - Personnel Assistant (Employment) I	17.08
01262 - Personnel Assistant (Employment) II	19.10
01263 - Personnel Assistant (Employment) III	21.29
01270 - Production Control Clerk	22.40
01290 - Rental Clerk	16.17
01300 - Scheduler Maintenance	16.59
01311 - Secretary I	16.59
01312 - Secretary II	18.55
01313 - Secretary III	20.68
01320 - Service Order Dispatcher	18.16
01410 - Supply Technician	29.43
01420 - Survey Worker	18.35
01460 - Switchboard Operator/Receptionist	16.44
01531 - Travel Clerk I	11.90
01532 - Travel Clerk II	12.81
01533 - Travel Clerk III	13.74
01611 - Word Processor I	13.77
01612 - Word Processor II	15.46
01613 - Word Processor III	17.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.28
Fiberglass	
05010 - Automotive Electrician	18.24
05040 - Automotive Glass Installer	17.63
05070 - Automotive Worker	17.63
05110 - Mobile Equipment Servicer	16.32
05130 - Motor Equipment Metal	18.96
Mechanic	
05160 - Motor Equipment Metal Worker	17.63
05190 - Motor Vehicle Mechanic	17.82

05220 - Motor Vehicle Mechanic	15.63
Helper	
05250 - Motor Vehicle Upholstery	16.95
Worker	
05280 - Motor Vehicle Wrecker	17.63
05310 - Painter Automotive	18.24
05340 - Radiator Repair Specialist	17.63
05370 - Tire Repairer	14.34
05400 - Transmission Repair	18.96
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.39
07041 - Cook I	16.57
07042 - Cook II	18.63
07070 - Dishwasher	12.28
07130 - Food Service Worker	12.73
07210 - Meat Cutter	18.63
07260 - Waiter/Waitress	12.56
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.11
09040 - Furniture Handler	14.95
09080 - Furniture Refinisher	20.11
09090 - Furniture Refinisher Helper	17.19
09110 - Furniture Repairer Minor	18.65
09130 - Upholsterer	22.10
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.37
11060 - Elevator Operator	14.33
11090 - Gardener	20.18
11122 - Housekeeping Aide	14.33
11150 - Janitor	14.33
11210 - Laborer Grounds Maintenance	16.09
11240 - Maid or Houseman	12.89
11260 - Pruner	17.78
11270 - Tractor Operator	18.82
11330 - Trail Maintenance Worker	16.09
11360 - Window Cleaner	15.68
12000 - Health Occupations	
12010 - Ambulance Driver	17.99
12011 - Breath Alcohol Technician	18.49
12012 - Certified Occupational	24.45
Therapist Assistant	
12015 - Certified Physical Therapist	23.68
Assistant	
12020 - Dental Assistant	17.79
12025 - Dental Hygienist	38.83



12030 - EKG Technician	28.38
12035 - Electroneurodiagnostic Technologist	28.38
12040 - Emergency Medical Technician	17.99
12071 - Licensed Practical Nurse I	16.54
12072 - Licensed Practical Nurse II	18.49
12073 - Licensed Practical Nurse III	20.61
12100 - Medical Assistant	18.13
12130 - Medical Laboratory Technician	30.16
12160 - Medical Record Clerk	18.00
12190 - Medical Record Technician	20.13
12195 - Medical Transcriptionist	20.12
12210 - Nuclear Medicine Technologist	40.64
12221 - Nursing Assistant I	12.29
12222 - Nursing Assistant II	13.81
12223 - Nursing Assistant III	15.07
12224 - Nursing Assistant IV	16.92
12235 - Optical Dispenser	25.66
12236 - Optical Technician	16.54
12250 - Pharmacy Technician	16.26
12280 - Phlebotomist	17.14
12305 - Radiologic Technologist	29.22
12311 - Registered Nurse I	23.27
12312 - Registered Nurse II	28.46
12313 - Registered Nurse II Specialist	28.46
12314 - Registered Nurse III	34.44
12315 - Registered Nurse III Anesthetist	34.44
12316 - Registered Nurse IV	41.27
12317 - Scheduler (Drug and Alcohol Testing)	22.90
12320 - Substance Abuse Treatment Counselor	25.57
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.12
13012 - Exhibits Specialist II	26.15
13013 - Exhibits Specialist III	31.99
13041 - Illustrator I	21.12
13042 - Illustrator II	26.15
13043 - Illustrator III	31.99
13047 - Librarian	28.97
13050 - Library Aide/Clerk	14.60
13054 - Library Information Technology Systems Administrator	26.15

13058 - Library Technician	12.91
13061 - Media Specialist I	18.87
13062 - Media Specialist II	21.12
13063 - Media Specialist III	23.54
13071 - Photographer I	18.87
13072 - Photographer II	21.12
13073 - Photographer III	26.15
13074 - Photographer IV	31.99
13075 - Photographer V	38.71
13090 - Technical Order Library Clerk	18.34
13110 - Video Teleconference Technician	19.33
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.25
14042 - Computer Operator II	18.17
14043 - Computer Operator III	20.27
14044 - Computer Operator IV	25.99
14045 - Computer Operator V	30.38
14071 - Computer Programmer I (see 1)	20.57
14072 - Computer Programmer II (see 1)	24.53
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	16.25
14160 - Personal Computer Support Technician	26.46
14170 - System Support Specialist	31.47
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.00
15020 - Aircrew Training Devices Instructor (Rated)	37.51
15030 - Air Crew Training Devices Instructor (Pilot)	44.95
15050 - Computer Based Training Specialist / Instructor	31.00
15060 - Educational Technologist	28.58
15070 - Flight Instructor (Pilot)	44.95
15080 - Graphic Artist	22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop	44.95
15086 - Maintenance Test Pilot Rotary Wing	44.95

15088 - Non-Maintenance Test/Co-Pilot	44.95
15090 - Technical Instructor	20.80
15095 - Technical Instructor/Course Developer	25.45
15110 - Test Proctor	16.80
15120 - Tutor	16.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.67
16030 - Counter Attendant	13.67
16040 - Dry Cleaner	15.62
16070 - Finisher Flatwork Machine	13.67
16090 - Presser Hand	13.67
16110 - Presser Machine Drycleaning	13.67
16130 - Presser Machine Shirts	13.67
16160 - Presser Machine Wearing Apparel Laundry	13.67
16190 - Sewing Machine Operator	16.27
16220 - Tailor	16.92
16250 - Washer Machine	14.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.27
19040 - Tool And Die Maker	28.34
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.15
21030 - Material Coordinator	22.40
21040 - Material Expediter	22.40
21050 - Material Handling Laborer	16.53
21071 - Order Filler	12.97
21080 - Production Line Worker (Food Processing)	20.15
21110 - Shipping Packer	17.12
21130 - Shipping/Receiving Clerk	17.12
21140 - Store Worker I	14.37
21150 - Stock Clerk	18.79
21210 - Tools And Parts Attendant	20.15
21410 - Warehouse Specialist	20.15
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.71
23019 - Aircraft Logs and Records Technician	21.88
23021 - Aircraft Mechanic I	25.70
23022 - Aircraft Mechanic II	26.71
23023 - Aircraft Mechanic III	27.73

23040 - Aircraft Mechanic Helper	19.22
23050 - Aircraft Painter	24.48
23060 - Aircraft Servicer	21.88
23070 - Aircraft Survival Flight	24.48
Equipment Technician	
23080 - Aircraft Worker	23.17
23091 - Aircrew Life Support	23.17
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	25.70
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.48
23120 - Bicycle Repairer	20.62
23125 - Cable Splicer	39.13
23130 - Carpenter Maintenance	23.64
23140 - Carpet Layer	23.17
23160 - Electrician Maintenance	29.09
23181 - Electronics Technician	23.17
Maintenance I	
23182 - Electronics Technician	24.48
Maintenance II	
23183 - Electronics Technician	25.70
Maintenance III	
23260 - Fabric Worker	21.88
23290 - Fire Alarm System Mechanic	25.70
23310 - Fire Extinguisher Repairer	20.62
23311 - Fuel Distribution System	37.42
Mechanic	
23312 - Fuel Distribution System	30.93
Operator	
23370 - General Maintenance Worker	19.59
23380 - Ground Support Equipment	25.70
Mechanic	
23381 - Ground Support Equipment	21.88
Servicer	
23382 - Ground Support Equipment	23.17
Worker	
23391 - Gunsmith I	20.62
23392 - Gunsmith II	23.17
23393 - Gunsmith III	25.70
23410 - Heating Ventilation And Air-	24.01
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	24.96
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.09
23440 - Heavy Equipment Operator	26.32

23460 - Instrument Mechanic	25.70
23465 - Laboratory/Shelter Mechanic	24.48
23470 - Laborer	16.53
23510 - Locksmith	24.48
23530 - Machinery Maintenance	24.18
<b>Mechanic</b>	
23550 - Machinist Maintenance	21.30
23580 - Maintenance Trades Helper	18.30
23591 - Metrology Technician I	25.70
23592 - Metrology Technician II	26.71
23593 - Metrology Technician III	27.73
23640 - Millwright	27.71
23710 - Office Appliance Repairer	24.48
23760 - Painter Maintenance	21.90
23790 - Pipefitter Maintenance	33.24
23810 - Plumber Maintenance	30.57
23820 - Pneudraulic Systems Mechanic	25.70
23850 - Rigger	25.70
23870 - Scale Mechanic	23.17
23890 - Sheet-Metal Worker	24.94
<b>Maintenance</b>	
23910 - Small Engine Mechanic	19.26
23931 - Telecommunications Mechanic	27.41
<b>I</b>	
23932 - Telecommunications Mechanic	28.49
<b>II</b>	
23950 - Telephone Lineman	34.46
23960 - Welder Combination	21.90
<b>Maintenance</b>	
23965 - Well Driller	25.70
23970 - Woodcraft Worker	25.70
23980 - Woodworker	20.62
24000 - Personal Needs Occupations	
24550 - Case Manager	16.85
24570 - Child Care Attendant	12.88
24580 - Child Care Center Clerk	16.05
24610 - Chore Aide	13.96
24620 - Family Readiness And Support	16.85
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	16.85
25000 - Plant And System Operations	
<b>Occupations</b>	
25010 - Boiler Tender	27.11
25040 - Sewage Plant Operator	22.29
25070 - Stationary Engineer	27.11
25190 - Ventilation Equipment Tender	20.29
25210 - Water Treatment Plant	22.29
<b>Operator</b>	

<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		19.62
27007 - Baggage Inspector		16.69
27008 - Corrections Officer		31.99
27010 - Court Security Officer		29.28
27030 - Detection Dog Handler		18.66
27040 - Detention Officer		31.99
27070 - Firefighter		26.57
27101 - Guard I		16.69
27102 - Guard II		18.66
27131 - Police Officer I		27.77
27132 - Police Officer II		30.86
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		15.85
28042 - Carnival Equipment Repairer		17.00
28043 - Carnival Worker		12.39
28210 - Gate Attendant/Gate Tender		15.69
28310 - Lifeguard		12.52
28350 - Park Attendant (Aide)		17.54
28510 - Recreation Aide/Health		12.80
<b>Facility Attendant</b>		
28515 - Recreation Specialist		21.73
28630 - Sports Official		13.97
28690 - Swimming Pool Operator		19.11
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		24.08
29020 - Hatch Tender		24.08
29030 - Line Handler		24.08
29041 - Stevedore I		21.72
29042 - Stevedore II		24.98
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	40.96
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	28.25
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		31.10
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		17.58
30022 - Archeological Technician II		19.67
30023 - Archeological Technician III		24.36
30030 - Cartographic Technician		24.36
30040 - Civil Engineering Technician		24.36
30051 - Cryogenic Technician I		25.74
30052 - Cryogenic Technician II		28.42
30061 - Drafter/CAD Operator I		17.58
30062 - Drafter/CAD Operator II		19.67
30063 - Drafter/CAD Operator III		21.92
30064 - Drafter/CAD Operator IV		26.98

30081 - Engineering Technician I	16.20
30082 - Engineering Technician II	18.18
30083 - Engineering Technician III	20.35
30084 - Engineering Technician IV	25.21
30085 - Engineering Technician V	30.83
30086 - Engineering Technician VI	37.30
30090 - Environmental Technician	23.80
30095 - Evidence Control Specialist	23.24
30210 - Laboratory Technician	19.80
30221 - Latent Fingerprint Technician I	25.74
30222 - Latent Fingerprint Technician II	28.42
30240 - Mathematical Technician	24.36
30361 - Paralegal/Legal Assistant I	18.71
30362 - Paralegal/Legal Assistant II	23.18
30363 - Paralegal/Legal Assistant	28.35
III	
30364 - Paralegal/Legal Assistant IV	34.30
30375 - Petroleum Supply Specialist	28.42
30390 - Photo-Optics Technician	24.36
30395 - Radiation Control Technician	28.42
30461 - Technical Writer I	24.36
30462 - Technical Writer II	29.80
30463 - Technical Writer III	36.05
30491 - Unexploded Ordnance (UXO)	26.03
Technician I	
30492 - Unexploded Ordnance (UXO)	31.49
Technician II	
30493 - Unexploded Ordnance (UXO)	37.75
Technician III	
30494 - Unexploded (UXO) Safety	26.03
Escort	
30495 - Unexploded (UXO) Sweep	26.03
Personnel	
30501 - Weather Forecaster I	26.98
30502 - Weather Forecaster II	32.82
30620 - Weather Observer Combined (see 2)	21.92
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	24.36
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	31.49
31020 - Bus Aide	14.55
31030 - Bus Driver	19.36
31043 - Driver Courier	14.84
31260 - Parking and Lot Attendant	12.84
31290 - Shuttle Bus Driver	15.90

31310 - Taxi Driver	14.79
31361 - Truckdriver Light	15.91
31362 - Truckdriver Medium	17.61
31363 - Truckdriver Heavy	21.32
31364 - Truckdriver Tractor-Trailer	21.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.35
99030 - Cashier	12.26
99050 - Desk Clerk	13.86
99095 - Embalmer	27.42
99130 - Flight Follower	26.03
99251 - Laboratory Animal Caretaker	17.85
I	
99252 - Laboratory Animal Caretaker	19.14
II	
99260 - Marketing Analyst	24.64
99310 - Mortician	27.42
99410 - Pest Controller	23.06
99510 - Photofinishing Worker	13.68
99710 - Recycling Laborer	20.43
99711 - Recycling Specialist	23.89
99730 - Refuse Collector	18.68
99810 - Sales Clerk	13.45
99820 - School Crossing Guard	12.41
99830 - Survey Party Chief	23.54
99831 - Surveying Aide	14.80
99832 - Surveying Technician	20.25
99840 - Vending Machine Attendant	20.26
99841 - Vending Machine Repairer	23.66
99842 - Vending Machine Repairer	20.26
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or



\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

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

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

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

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

Standard Wage Determination No.: 2015-4173

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4173  
Revision No.: 17  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: New York

Area: New York Counties of Columbia Greene

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		15.13
01012 - Accounting Clerk II		17.00
01013 - Accounting Clerk III		19.01
01020 - Administrative Assistant		31.02
01035 - Court Reporter		24.28
01041 - Customer Service Representative I		13.58
01042 - Customer Service Representative II		14.81

01043 - Customer Service Representative III	16.64
01051 - Data Entry Operator I	15.47
01052 - Data Entry Operator II	16.94
01060 - Dispatcher Motor Vehicle	22.72
01070 - Document Preparation Clerk	15.13
01090 - Duplicating Machine Operator	15.13
01111 - General Clerk I	13.76
01112 - General Clerk II	15.02
01113 - General Clerk III	16.87
01120 - Housing Referral Assistant	20.73
01141 - Messenger Courier	14.69
01191 - Order Clerk I	14.45
01192 - Order Clerk II	15.77
01261 - Personnel Assistant (Employment) I	16.98
01262 - Personnel Assistant (Employment) II	19.01
01263 - Personnel Assistant (Employment) III	21.19
01270 - Production Control Clerk	23.53
01290 - Rental Clerk	15.26
01300 - Scheduler Maintenance	16.63
01311 - Secretary I	16.63
01312 - Secretary II	18.60
01313 - Secretary III	20.73
01320 - Service Order Dispatcher	21.04
01410 - Supply Technician	31.02
01420 - Survey Worker	17.41
01460 - Switchboard Operator/Receptionist	15.09
01531 - Travel Clerk I	12.37
01532 - Travel Clerk II	13.31
01533 - Travel Clerk III	14.27
01611 - Word Processor I	14.98
01612 - Word Processor II	16.82
01613 - Word Processor III	18.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.94
Fiberglass	
05010 - Automotive Electrician	19.62
05040 - Automotive Glass Installer	18.56
05070 - Automotive Worker	18.56
05110 - Mobile Equipment Servicer	16.65
05130 - Motor Equipment Metal	20.68
Mechanic	
05160 - Motor Equipment Metal Worker	18.56
05190 - Motor Vehicle Mechanic	21.37

05220 - Motor Vehicle Mechanic	15.35
Helper	
05250 - Motor Vehicle Upholstery	17.75
Worker	
05280 - Motor Vehicle Wrecker	18.56
05310 - Painter Automotive	19.83
05340 - Radiator Repair Specialist	18.56
05370 - Tire Repairer	16.10
05400 - Transmission Repair	20.68
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.92
07041 - Cook I	15.60
07042 - Cook II	17.86
07070 - Dishwasher	12.58
07130 - Food Service Worker	12.50
07210 - Meat Cutter	20.22
07260 - Waiter/Waitress	13.66
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.04
09040 - Furniture Handler	14.82
09080 - Furniture Refinisher	22.04
09090 - Furniture Refinisher Helper	17.61
09110 - Furniture Repairer Minor	20.01
09130 - Upholsterer	22.04
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.09
11060 - Elevator Operator	13.44
11090 - Gardener	20.11
11122 - Housekeeping Aide	13.78
11150 - Janitor	13.78
11210 - Laborer Grounds Maintenance	15.44
11240 - Maid or Houseman	14.11
11260 - Pruner	13.90
11270 - Tractor Operator	18.59
11330 - Trail Maintenance Worker	15.44
11360 - Window Cleaner	15.37
12000 - Health Occupations	
12010 - Ambulance Driver	18.47
12011 - Breath Alcohol Technician	20.21
12012 - Certified Occupational	28.65
Therapist Assistant	
12015 - Certified Physical Therapist	24.98
Assistant	
12020 - Dental Assistant	21.22
12025 - Dental Hygienist	43.63

12030 - EKG Technician	32.87
12035 - Electroneurodiagnostic Technologist	32.87
12040 - Emergency Medical Technician	18.47
12071 - Licensed Practical Nurse I	18.08
12072 - Licensed Practical Nurse II	20.21
12073 - Licensed Practical Nurse III	22.53
12100 - Medical Assistant	15.94
12130 - Medical Laboratory Technician	26.29
12160 - Medical Record Clerk	17.94
12190 - Medical Record Technician	23.30
12195 - Medical Transcriptionist	18.08
12210 - Nuclear Medicine Technologist	44.42
12221 - Nursing Assistant I	12.35
12222 - Nursing Assistant II	13.87
12223 - Nursing Assistant III	15.14
12224 - Nursing Assistant IV	17.01
12235 - Optical Dispenser	24.28
12236 - Optical Technician	18.08
12250 - Pharmacy Technician	16.10
12280 - Phlebotomist	16.86
12305 - Radiologic Technologist	29.65
12311 - Registered Nurse I	22.63
12312 - Registered Nurse II	27.69
12313 - Registered Nurse II Specialist	27.69
12314 - Registered Nurse III	33.50
12315 - Registered Nurse III Anesthetist	33.50
12316 - Registered Nurse IV	40.15
12317 - Scheduler (Drug and Alcohol Testing)	25.03
12320 - Substance Abuse Treatment Counselor	21.97
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.39
13012 - Exhibits Specialist II	25.27
13013 - Exhibits Specialist III	30.91
13041 - Illustrator I	21.59
13042 - Illustrator II	26.76
13043 - Illustrator III	33.49
13047 - Librarian	29.12
13050 - Library Aide/Clerk	13.13
13054 - Library Information Technology Systems Administrator	23.85



13058 - Library Technician	18.45
13061 - Media Specialist I	17.67
13062 - Media Specialist II	19.76
13063 - Media Specialist III	22.03
13071 - Photographer I	16.84
13072 - Photographer II	20.38
13073 - Photographer III	25.24
13074 - Photographer IV	31.60
13075 - Photographer V	36.65
13090 - Technical Order Library Clerk	16.77
13110 - Video Teleconference Technician	21.42
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.20
14042 - Computer Operator II	19.24
14043 - Computer Operator III	21.67
14044 - Computer Operator IV	24.08
14045 - Computer Operator V	26.67
14071 - Computer Programmer I	(see 1) 19.79
14072 - Computer Programmer II	(see 1) 24.29
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	17.20
14160 - Personal Computer Support Technician	24.08
14170 - System Support Specialist	27.94
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.50
15020 - Aircrew Training Devices Instructor (Rated)	35.73
15030 - Air Crew Training Devices Instructor (Pilot)	42.82
15050 - Computer Based Training Specialist / Instructor	30.50
15060 - Educational Technologist	32.30
15070 - Flight Instructor (Pilot)	42.82
15080 - Graphic Artist	23.72
15085 - Maintenance Test Pilot Fixed Jet/Prop	42.82
15086 - Maintenance Test Pilot Rotary Wing	42.82

15088 - Non-Maintenance Test/Co-Pilot	42.82
15090 - Technical Instructor	20.77
15095 - Technical Instructor/Course Developer	25.41
15110 - Test Proctor	16.77
15120 - Tutor	16.77
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.67
16030 - Counter Attendant	13.67
16040 - Dry Cleaner	15.62
16070 - Finisher Flatwork Machine	13.67
16090 - Presser Hand	13.67
16110 - Presser Machine Drycleaning	13.67
16130 - Presser Machine Shirts	13.67
16160 - Presser Machine Wearing Apparel Laundry	13.67
16190 - Sewing Machine Operator	16.27
16220 - Tailor	16.92
16250 - Washer Machine	14.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.44
19040 - Tool And Die Maker	27.34
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.05
21030 - Material Coordinator	22.79
21040 - Material Expediter	22.79
21050 - Material Handling Laborer	16.05
21071 - Order Filler	14.99
21080 - Production Line Worker (Food Processing)	19.05
21110 - Shipping Packer	18.12
21130 - Shipping/Receiving Clerk	18.12
21140 - Store Worker I	13.88
21150 - Stock Clerk	19.07
21210 - Tools And Parts Attendant	19.05
21410 - Warehouse Specialist	19.05
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.55
23019 - Aircraft Logs and Records Technician	24.10
23021 - Aircraft Mechanic I	28.53
23022 - Aircraft Mechanic II	29.55
23023 - Aircraft Mechanic III	30.65

23040 - Aircraft Mechanic Helper	20.83
23050 - Aircraft Painter	27.14
23060 - Aircraft Servicer	24.10
23070 - Aircraft Survival Flight	27.14
Equipment Technician	
23080 - Aircraft Worker	25.59
23091 - Aircrew Life Support	25.59
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	28.53
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.88
23120 - Bicycle Repairer	20.66
23125 - Cable Splicer	36.70
23130 - Carpenter Maintenance	23.50
23140 - Carpet Layer	25.59
23160 - Electrician Maintenance	26.59
23181 - Electronics Technician	25.59
Maintenance I	
23182 - Electronics Technician	27.14
Maintenance II	
23183 - Electronics Technician	28.53
Maintenance III	
23260 - Fabric Worker	24.10
23290 - Fire Alarm System Mechanic	23.25
23310 - Fire Extinguisher Repairer	22.54
23311 - Fuel Distribution System	36.87
Mechanic	
23312 - Fuel Distribution System	29.48
Operator	
23370 - General Maintenance Worker	19.38
23380 - Ground Support Equipment	28.53
Mechanic	
23381 - Ground Support Equipment	24.10
Servicer	
23382 - Ground Support Equipment	25.59
Worker	
23391 - Gunsmith I	22.18
23392 - Gunsmith II	25.59
23393 - Gunsmith III	28.53
23410 - Heating Ventilation And Air-	21.79
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	22.57
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	23.02
23440 - Heavy Equipment Operator	25.62

23460 - Instrument Mechanic	28.61
23465 - Laboratory/Shelter Mechanic	27.14
23470 - Laborer	15.19
23510 - Locksmith	24.88
23530 - Machinery Maintenance	26.53
<b>Mechanic</b>	
23550 - Machinist Maintenance	21.53
23580 - Maintenance Trades Helper	17.40
23591 - Metrology Technician I	28.61
23592 - Metrology Technician II	29.61
23593 - Metrology Technician III	30.75
23640 - Millwright	28.53
23710 - Office Appliance Repairer	25.04
23760 - Painter Maintenance	19.76
23790 - Pipefitter Maintenance	27.95
23810 - Plumber Maintenance	25.98
23820 - Pneudraulic Systems Mechanic	28.53
23850 - Rigger	28.53
23870 - Scale Mechanic	25.59
23890 - Sheet-Metal Worker	28.53
<b>Maintenance</b>	
23910 - Small Engine Mechanic	19.15
23931 - Telecommunications Mechanic	36.36
<b>I</b>	
23932 - Telecommunications Mechanic	37.66
<b>II</b>	
23950 - Telephone Lineman	39.39
23960 - Welder Combination	20.60
<b>Maintenance</b>	
23965 - Well Driller	26.16
23970 - Woodcraft Worker	28.53
23980 - Woodworker	20.94
24000 - Personal Needs Occupations	
24550 - Case Manager	19.02
24570 - Child Care Attendant	13.43
24580 - Child Care Center Clerk	16.74
24610 - Chore Aide	15.95
24620 - Family Readiness And Support	19.02
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	19.02
25000 - Plant And System Operations	
<b>Occupations</b>	
25010 - Boiler Tender	28.19
25040 - Sewage Plant Operator	24.01
25070 - Stationary Engineer	28.19
25190 - Ventilation Equipment Tender	20.58
25210 - Water Treatment Plant	24.01
<b>Operator</b>	

<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		23.76
27007 - Baggage Inspector		16.61
27008 - Corrections Officer		31.57
27010 - Court Security Officer		31.63
27030 - Detection Dog Handler		18.69
27040 - Detention Officer		31.57
27070 - Firefighter		31.69
27101 - Guard I		16.61
27102 - Guard II		18.69
27131 - Police Officer I		28.78
27132 - Police Officer II		31.99
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		16.89
28042 - Carnival Equipment Repairer		18.27
28043 - Carnival Worker		12.63
28210 - Gate Attendant/Gate Tender		16.57
28310 - Lifeguard		14.20
28350 - Park Attendant (Aide)		18.68
28510 - Recreation Aide/Health		13.63
<b>Facility Attendant</b>		
28515 - Recreation Specialist		22.38
28630 - Sports Official		14.87
28690 - Swimming Pool Operator		20.74
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		25.59
29020 - Hatch Tender		25.59
29030 - Line Handler		25.59
29041 - Stevedore I		24.10
29042 - Stevedore II		27.14
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	40.96
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	28.25
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		31.10
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		19.52
30022 - Archeological Technician II		21.83
30023 - Archeological Technician III		27.04
30030 - Cartographic Technician		27.04
30040 - Civil Engineering Technician		27.04
30051 - Cryogenic Technician I		29.95
30052 - Cryogenic Technician II		33.08
30061 - Drafter/CAD Operator I		19.52
30062 - Drafter/CAD Operator II		21.83
30063 - Drafter/CAD Operator III		24.33
30064 - Drafter/CAD Operator IV		29.95

30081 - Engineering Technician I	15.87
30082 - Engineering Technician II	17.81
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	27.04
30095 - Evidence Control Specialist	25.56
30210 - Laboratory Technician	24.33
30221 - Latent Fingerprint Technician I	29.95
30222 - Latent Fingerprint Technician II	33.08
30240 - Mathematical Technician	27.04
30361 - Paralegal/Legal Assistant I	18.85
30362 - Paralegal/Legal Assistant II	23.35
30363 - Paralegal/Legal Assistant	28.56
III	
30364 - Paralegal/Legal Assistant IV	34.57
30375 - Petroleum Supply Specialist	31.26
30390 - Photo-Optics Technician	25.95
30395 - Radiation Control Technician	31.26
30461 - Technical Writer I	25.46
30462 - Technical Writer II	31.15
30463 - Technical Writer III	36.55
30491 - Unexploded Ordnance (UXO)	26.03
Technician I	
30492 - Unexploded Ordnance (UXO)	31.49
Technician II	
30493 - Unexploded Ordnance (UXO)	37.75
Technician III	
30494 - Unexploded (UXO) Safety	26.03
Escort	
30495 - Unexploded (UXO) Sweep	26.03
Personnel	
30501 - Weather Forecaster I	29.95
30502 - Weather Forecaster II	36.44
30620 - Weather Observer Combined (see 2)	24.33
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	27.04
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	31.49
31020 - Bus Aide	15.42
31030 - Bus Driver	21.46
31043 - Driver Courier	15.86
31260 - Parking and Lot Attendant	14.33
31290 - Shuttle Bus Driver	17.55

31310 - Taxi Driver	15.33
31361 - Truckdriver Light	17.16
31362 - Truckdriver Medium	18.35
31363 - Truckdriver Heavy	23.39
31364 - Truckdriver Tractor-Trailer	23.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.35
99030 - Cashier	12.31
99050 - Desk Clerk	12.91
99095 - Embalmer	31.14
99130 - Flight Follower	26.03
99251 - Laboratory Animal Caretaker	20.82
I	
99252 - Laboratory Animal Caretaker	22.52
II	
99260 - Marketing Analyst	30.60
99310 - Mortician	31.14
99410 - Pest Controller	22.92
99510 - Photofinishing Worker	13.68
99710 - Recycling Laborer	20.17
99711 - Recycling Specialist	24.24
99730 - Refuse Collector	18.17
99810 - Sales Clerk	13.70
99820 - School Crossing Guard	16.24
99830 - Survey Party Chief	21.63
99831 - Surveying Aide	12.89
99832 - Surveying Technician	19.67
99840 - Vending Machine Attendant	19.61
99841 - Vending Machine Repairer	23.38
99842 - Vending Machine Repairer	19.61
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or

\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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



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

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

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

\*\* HAZARDOUS PAY DIFFERENTIAL \*\*

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

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

\*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

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

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

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

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

Standard Wage Determination No.: 2015-4175

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4175  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: New York

Area: New York Counties of Delaware Sullivan

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		31.02
01035 - Court Reporter		23.80
01041 - Customer Service Representative I		13.58
01042 - Customer Service Representative II		14.81

01043 - Customer Service Representative III	16.64
01051 - Data Entry Operator I	15.53
01052 - Data Entry Operator II	16.94
01060 - Dispatcher Motor Vehicle	24.39
01070 - Document Preparation Clerk	17.59
01090 - Duplicating Machine Operator	17.59
01111 - General Clerk I	14.80
01112 - General Clerk II	17.49
01113 - General Clerk III	18.82
01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	15.92
01191 - Order Clerk I	15.71
01192 - Order Clerk II	17.67
01261 - Personnel Assistant (Employment) I	18.96
01262 - Personnel Assistant (Employment) II	21.22
01263 - Personnel Assistant (Employment) III	23.66
01270 - Production Control Clerk	23.51
01290 - Rental Clerk	18.04
01300 - Scheduler Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.14
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	21.75
01410 - Supply Technician	31.02
01420 - Survey Worker	21.64
01460 - Switchboard Operator/Receptionist	15.67
01531 - Travel Clerk I	12.64
01532 - Travel Clerk II	13.36
01533 - Travel Clerk III	14.10
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.85
Fiberglass	
05010 - Automotive Electrician	26.09
05040 - Automotive Glass Installer	24.15
05070 - Automotive Worker	24.15
05110 - Mobile Equipment Servicer	20.57
05130 - Motor Equipment Metal	26.94
Mechanic	
05160 - Motor Equipment Metal Worker	24.15
05190 - Motor Vehicle Mechanic	26.94

05220 - Motor Vehicle Mechanic	19.94
Helper	
05250 - Motor Vehicle Upholstery	21.07
Worker	
05280 - Motor Vehicle Wrecker	24.15
05310 - Painter Automotive	25.66
05340 - Radiator Repair Specialist	24.15
05370 - Tire Repairer	13.81
05400 - Transmission Repair	26.94
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.40
07041 - Cook I	15.35
07042 - Cook II	17.43
07070 - Dishwasher	12.58
07130 - Food Service Worker	12.50
07210 - Meat Cutter	21.12
07260 - Waiter/Waitress	13.66
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	17.85
09040 - Furniture Handler	13.21
09080 - Furniture Refinisher	18.70
09090 - Furniture Refinisher Helper	14.37
09110 - Furniture Repairer Minor	16.30
09130 - Upholsterer	18.61
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.09
11060 - Elevator Operator	13.09
11090 - Gardener	20.11
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer Grounds Maintenance	15.89
11240 - Maid or Houseman	14.50
11260 - Pruner	14.29
11270 - Tractor Operator	19.07
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	15.70
12000 - Health Occupations	
12010 - Ambulance Driver	20.22
12011 - Breath Alcohol Technician	22.61
12012 - Certified Occupational	28.65
Therapist Assistant	
12015 - Certified Physical Therapist	23.21
Assistant	
12020 - Dental Assistant	21.82
12025 - Dental Hygienist	38.84

12030 - EKG Technician	32.87
12035 - Electroneurodiagnostic Technologist	32.87
12040 - Emergency Medical Technician	20.22
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	26.29
12160 - Medical Record Clerk	18.65
12190 - Medical Record Technician	20.59
12195 - Medical Transcriptionist	18.65
12210 - Nuclear Medicine Technologist	44.23
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.91
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	17.01
12235 - Optical Dispenser	26.30
12236 - Optical Technician	18.30
12250 - Pharmacy Technician	16.10
12280 - Phlebotomist	16.86
12305 - Radiologic Technologist	29.65
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III Anesthetist	49.39
12316 - Registered Nurse IV	59.22
12317 - Scheduler (Drug and Alcohol Testing)	26.17
12320 - Substance Abuse Treatment Counselor	20.48
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.03
13012 - Exhibits Specialist II	30.45
13013 - Exhibits Specialist III	34.25
13041 - Illustrator I	25.89
13042 - Illustrator II	30.45
13043 - Illustrator III	34.25
13047 - Librarian	34.02
13050 - Library Aide/Clerk	15.79
13054 - Library Information Technology Systems Administrator	25.15

13058 - Library Technician	21.67
13061 - Media Specialist I	21.21
13062 - Media Specialist II	23.84
13063 - Media Specialist III	26.70
13071 - Photographer I	20.03
13072 - Photographer II	23.82
13073 - Photographer III	29.53
13074 - Photographer IV	33.78
13075 - Photographer V	40.89
13090 - Technical Order Library Clerk	17.99
13110 - Video Teleconference Technician	24.33
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.00
14042 - Computer Operator II	21.26
14043 - Computer Operator III	23.71
14044 - Computer Operator IV	26.35
14045 - Computer Operator V	29.17
14071 - Computer Programmer I	(see 1) 27.56
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	19.00
14160 - Personal Computer Support Technician	26.35
14170 - System Support Specialist	29.17
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	39.54
15020 - Aircrew Training Devices Instructor (Rated)	43.75
15030 - Air Crew Training Devices Instructor (Pilot)	51.69
15050 - Computer Based Training Specialist / Instructor	39.54
15060 - Educational Technologist	32.92
15070 - Flight Instructor (Pilot)	51.69
15080 - Graphic Artist	27.68
15085 - Maintenance Test Pilot Fixed Jet/Prop	42.82
15086 - Maintenance Test Pilot Rotary Wing	42.82



15088 - Non-Maintenance Test/Co-Pilot	42.82
15090 - Technical Instructor	27.17
15095 - Technical Instructor/Course Developer	31.35
15110 - Test Proctor	20.72
15120 - Tutor	20.72
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.67
16030 - Counter Attendant	13.67
16040 - Dry Cleaner	15.62
16070 - Finisher Flatwork Machine	13.67
16090 - Presser Hand	13.67
16110 - Presser Machine Drycleaning	13.67
16130 - Presser Machine Shirts	13.67
16160 - Presser Machine Wearing Apparel Laundry	13.67
16190 - Sewing Machine Operator	16.27
16220 - Tailor	16.92
16250 - Washer Machine	14.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.44
19040 - Tool And Die Maker	27.34
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.05
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	14.24
21071 - Order Filler	14.28
21080 - Production Line Worker (Food Processing)	19.05
21110 - Shipping Packer	18.12
21130 - Shipping/Receiving Clerk	18.12
21140 - Store Worker I	13.88
21150 - Stock Clerk	19.07
21210 - Tools And Parts Attendant	19.05
21410 - Warehouse Specialist	19.05
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.81
23019 - Aircraft Logs and Records Technician	24.10
23021 - Aircraft Mechanic I	28.53
23022 - Aircraft Mechanic II	29.81
23023 - Aircraft Mechanic III	30.66

23040 - Aircraft Mechanic Helper	20.83
23050 - Aircraft Painter	27.14
23060 - Aircraft Servicer	24.10
23070 - Aircraft Survival Flight	27.14
Equipment Technician	
23080 - Aircraft Worker	25.59
23091 - Aircrew Life Support	25.59
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	28.53
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	27.14
23120 - Bicycle Repairer	18.89
23125 - Cable Splicer	44.28
23130 - Carpenter Maintenance	29.55
23140 - Carpet Layer	27.98
23160 - Electrician Maintenance	36.84
23181 - Electronics Technician	25.59
Maintenance I	
23182 - Electronics Technician	27.14
Maintenance II	
23183 - Electronics Technician	28.53
Maintenance III	
23260 - Fabric Worker	26.22
23290 - Fire Alarm System Mechanic	24.26
23310 - Fire Extinguisher Repairer	22.54
23311 - Fuel Distribution System	39.84
Mechanic	
23312 - Fuel Distribution System	32.07
Operator	
23370 - General Maintenance Worker	19.92
23380 - Ground Support Equipment	28.53
Mechanic	
23381 - Ground Support Equipment	24.10
Servicer	
23382 - Ground Support Equipment	25.59
Worker	
23391 - Gunsmith I	22.54
23392 - Gunsmith II	25.59
23393 - Gunsmith III	28.53
23410 - Heating Ventilation And Air-	26.97
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	29.04
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	32.03

23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	27.14
23470 - Laborer	14.14
23510 - Locksmith	27.14
23530 - Machinery Maintenance	26.53
<b>Mechanic</b>	
23550 - Machinist Maintenance	21.53
23580 - Maintenance Trades Helper	17.40
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.24
23593 - Metrology Technician III	34.64
23640 - Millwright	29.72
23710 - Office Appliance Repairer	27.14
23760 - Painter Maintenance	22.59
23790 - Pipefitter Maintenance	29.88
23810 - Plumber Maintenance	27.38
23820 - Pneudraulic Systems Mechanic	28.53
23850 - Rigger	28.53
23870 - Scale Mechanic	25.59
23890 - Sheet-Metal Worker	29.46
<b>Maintenance</b>	
23910 - Small Engine Mechanic	19.18
23931 - Telecommunications Mechanic	36.36
<b>I</b>	
23932 - Telecommunications Mechanic	37.66
<b>II</b>	
23950 - Telephone Lineman	43.21
23960 - Welder Combination	22.17
<b>Maintenance</b>	
23965 - Well Driller	28.53
23970 - Woodcraft Worker	29.26
23980 - Woodworker	22.54
24000 - Personal Needs Occupations	
24550 - Case Manager	17.52
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.26
24610 - Chore Aide	15.97
24620 - Family Readiness And Support	17.52
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	19.80
25000 - Plant And System Operations	
<b>Occupations</b>	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	21.58
25210 - Water Treatment Plant	25.19
<b>Operator</b>	

<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		23.05
27007 - Baggage Inspector		17.16
27008 - Corrections Officer		31.57
27010 - Court Security Officer		31.63
27030 - Detection Dog Handler		20.36
27040 - Detention Officer		31.57
27070 - Firefighter		31.69
27101 - Guard I		17.16
27102 - Guard II		20.36
27131 - Police Officer I		32.37
27132 - Police Officer II		35.94
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		16.89
28042 - Carnival Equipment Repairer		18.27
28043 - Carnival Worker		12.63
28210 - Gate Attendant/Gate Tender		16.49
28310 - Lifeguard		13.00
28350 - Park Attendant (Aide)		18.46
28510 - Recreation Aide/Health		15.76
<b>Facility Attendant</b>		
28515 - Recreation Specialist		22.38
28630 - Sports Official		14.69
28690 - Swimming Pool Operator		20.74
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		26.00
29020 - Hatch Tender		26.00
29030 - Line Handler		26.00
29041 - Stevedore I		24.10
29042 - Stevedore II		27.14
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	40.96
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	28.25
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		31.10
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		19.69
30022 - Archeological Technician II		22.02
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		27.04
30051 - Cryogenic Technician I		29.95
30052 - Cryogenic Technician II		33.08
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.02
30063 - Drafter/CAD Operator III		24.55
30064 - Drafter/CAD Operator IV		29.95

30081 - Engineering Technician I	19.62
30082 - Engineering Technician II	22.47
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	39.40
30086 - Engineering Technician VI	43.34
30090 - Environmental Technician	25.42
30095 - Evidence Control Specialist	31.22
30210 - Laboratory Technician	24.33
30221 - Latent Fingerprint Technician I	29.95
30222 - Latent Fingerprint Technician II	33.08
30240 - Mathematical Technician	27.04
30361 - Paralegal/Legal Assistant I	20.15
30362 - Paralegal/Legal Assistant II	23.35
30363 - Paralegal/Legal Assistant	35.39
III	
30364 - Paralegal/Legal Assistant IV	35.57
30375 - Petroleum Supply Specialist	39.40
30390 - Photo-Optics Technician	27.27
30395 - Radiation Control Technician	39.40
30461 - Technical Writer I	27.81
30462 - Technical Writer II	32.99
30463 - Technical Writer III	39.10
30491 - Unexploded Ordnance (UXO)	26.03
Technician I	
30492 - Unexploded Ordnance (UXO)	31.49
Technician II	
30493 - Unexploded Ordnance (UXO)	37.75
Technician III	
30494 - Unexploded (UXO) Safety	26.03
Escort	
30495 - Unexploded (UXO) Sweep	26.03
Personnel	
30501 - Weather Forecaster I	29.95
30502 - Weather Forecaster II	36.44
30620 - Weather Observer Combined (see 2)	24.55
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	27.27
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	31.49
31020 - Bus Aide	15.42
31030 - Bus Driver	21.46
31043 - Driver Courier	16.45
31260 - Parking and Lot Attendant	13.19
31290 - Shuttle Bus Driver	18.86

31310 - Taxi Driver	16.35
31361 - Truckdriver Light	17.80
31362 - Truckdriver Medium	19.15
31363 - Truckdriver Heavy	24.52
31364 - Truckdriver Tractor-Trailer	24.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.35
99030 - Cashier	12.31
99050 - Desk Clerk	14.95
99095 - Embalmer	34.44
99130 - Flight Follower	26.03
99251 - Laboratory Animal Caretaker	20.82
I	
99252 - Laboratory Animal Caretaker	22.52
II	
99260 - Marketing Analyst	26.64
99310 - Mortician	34.44
99410 - Pest Controller	21.95
99510 - Photofinishing Worker	16.23
99710 - Recycling Laborer	21.17
99711 - Recycling Specialist	25.49
99730 - Refuse Collector	19.06
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	16.24
99830 - Survey Party Chief	22.56
99831 - Surveying Aide	14.74
99832 - Surveying Technician	20.42
99840 - Vending Machine Attendant	19.81
99841 - Vending Machine Repairer	24.34
99842 - Vending Machine Repairer	19.81
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or

\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do



not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

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

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

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

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

Standard Wage Determination No.: 2015-4177

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4177  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: New York

Area: New York Counties of Cayuga Chenango Cortland Otsego

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

<b>OCCUPATION CODE - TITLE</b>	<b>FOOTNOTE</b>	<b>RATE</b>
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		14.52
01012 - Accounting Clerk II		16.31
01013 - Accounting Clerk III		18.24
01020 - Administrative Assistant		31.02
01035 - Court Reporter		18.96
01041 - Customer Service Representative I		13.58
01042 - Customer Service Representative II		14.81

01043 - Customer Service Representative III	16.64
01051 - Data Entry Operator I	15.47
01052 - Data Entry Operator II	16.88
01060 - Dispatcher Motor Vehicle	20.77
01070 - Document Preparation Clerk	17.59
01090 - Duplicating Machine Operator	17.59
01111 - General Clerk I	13.76
01112 - General Clerk II	15.02
01113 - General Clerk III	16.87
01120 - Housing Referral Assistant	20.73
01141 - Messenger Courier	15.60
01191 - Order Clerk I	14.92
01192 - Order Clerk II	16.27
01261 - Personnel Assistant (Employment) I	17.08
01262 - Personnel Assistant (Employment) II	19.10
01263 - Personnel Assistant (Employment) III	21.29
01270 - Production Control Clerk	22.72
01290 - Rental Clerk	15.26
01300 - Scheduler Maintenance	16.63
01311 - Secretary I	16.63
01312 - Secretary II	18.60
01313 - Secretary III	20.73
01320 - Service Order Dispatcher	18.57
01410 - Supply Technician	31.02
01420 - Survey Worker	17.41
01460 - Switchboard Operator/Receptionist	15.09
01531 - Travel Clerk I	12.37
01532 - Travel Clerk II	13.31
01533 - Travel Clerk III	14.27
01611 - Word Processor I	14.98
01612 - Word Processor II	16.82
01613 - Word Processor III	18.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	24.76
<b>Fiberglass</b>	
05010 - Automotive Electrician	18.74
05040 - Automotive Glass Installer	17.67
05070 - Automotive Worker	17.67
05110 - Mobile Equipment Servicer	16.32
05130 - Motor Equipment Metal	19.70
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	17.67
05190 - Motor Vehicle Mechanic	19.70

05220 - Motor Vehicle Mechanic	15.63
Helper	
05250 - Motor Vehicle Upholstery	16.95
Worker	
05280 - Motor Vehicle Wrecker	17.67
05310 - Painter Automotive	18.74
05340 - Radiator Repair Specialist	17.67
05370 - Tire Repairer	14.34
05400 - Transmission Repair	19.70
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.85
07041 - Cook I	15.35
07042 - Cook II	17.43
07070 - Dishwasher	12.58
07130 - Food Service Worker	12.50
07210 - Meat Cutter	20.42
07260 - Waiter/Waitress	13.66
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.11
09040 - Furniture Handler	14.95
09080 - Furniture Refinisher	20.11
09090 - Furniture Refinisher Helper	17.19
09110 - Furniture Repairer Minor	18.65
09130 - Upholsterer	22.10
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.09
11060 - Elevator Operator	13.09
11090 - Gardener	20.11
11122 - Housekeeping Aide	13.71
11150 - Janitor	13.71
11210 - Laborer Grounds Maintenance	15.44
11240 - Maid or Houseman	14.20
11260 - Pruner	17.78
11270 - Tractor Operator	18.59
11330 - Trail Maintenance Worker	15.44
11360 - Window Cleaner	15.23
12000 - Health Occupations	
12010 - Ambulance Driver	18.30
12011 - Breath Alcohol Technician	20.13
12012 - Certified Occupational	27.83
Therapist Assistant	
12015 - Certified Physical Therapist	23.21
Assistant	
12020 - Dental Assistant	20.98
12025 - Dental Hygienist	36.38

12030 - EKG Technician	32.87
12035 - Electroneurodiagnostic Technologist	32.87
12040 - Emergency Medical Technician	18.30
12071 - Licensed Practical Nurse I	17.99
12072 - Licensed Practical Nurse II	20.13
12073 - Licensed Practical Nurse III	22.44
12100 - Medical Assistant	15.94
12130 - Medical Laboratory Technician	26.29
12160 - Medical Record Clerk	18.41
12190 - Medical Record Technician	20.59
12195 - Medical Transcriptionist	18.08
12210 - Nuclear Medicine Technologist	44.23
12221 - Nursing Assistant I	12.35
12222 - Nursing Assistant II	13.87
12223 - Nursing Assistant III	15.14
12224 - Nursing Assistant IV	17.01
12235 - Optical Dispenser	24.94
12236 - Optical Technician	17.99
12250 - Pharmacy Technician	16.10
12280 - Phlebotomist	16.86
12305 - Radiologic Technologist	29.65
12311 - Registered Nurse I	22.45
12312 - Registered Nurse II	27.47
12313 - Registered Nurse II Specialist	27.47
12314 - Registered Nurse III	33.23
12315 - Registered Nurse III Anesthetist	33.23
12316 - Registered Nurse IV	39.83
12317 - Scheduler (Drug and Alcohol Testing)	24.93
12320 - Substance Abuse Treatment Counselor	20.48
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.83
13012 - Exhibits Specialist II	23.33
13013 - Exhibits Specialist III	28.54
13041 - Illustrator I	20.11
13042 - Illustrator II	24.91
13043 - Illustrator III	30.47
13047 - Librarian	25.84
13050 - Library Aide/Clerk	13.13
13054 - Library Information Technology Systems Administrator	23.33

13058 - Library Technician	13.03
13061 - Media Specialist I	16.84
13062 - Media Specialist II	18.83
13063 - Media Specialist III	20.99
13071 - Photographer I	16.84
13072 - Photographer II	18.83
13073 - Photographer III	23.33
13074 - Photographer IV	28.54
13075 - Photographer V	34.54
13090 - Technical Order Library Clerk	17.99
13110 - Video Teleconference Technician	20.78
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.25
14042 - Computer Operator II	18.17
14043 - Computer Operator III	20.27
14044 - Computer Operator IV	24.08
14045 - Computer Operator V	27.62
14071 - Computer Programmer I	(see 1) 20.57
14072 - Computer Programmer II	(see 1) 25.04
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	16.25
14160 - Personal Computer Support Technician	24.08
14170 - System Support Specialist	28.66
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.53
15020 - Aircrew Training Devices Instructor (Rated)	35.73
15030 - Air Crew Training Devices Instructor (Pilot)	42.82
15050 - Computer Based Training Specialist / Instructor	29.53
15060 - Educational Technologist	31.69
15070 - Flight Instructor (Pilot)	42.82
15080 - Graphic Artist	22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop	42.82
15086 - Maintenance Test Pilot Rotary Wing	42.82

15088 - Non-Maintenance Test/Co-Pilot	42.82
15090 - Technical Instructor	20.77
15095 - Technical Instructor/Course Developer	25.41
15110 - Test Proctor	16.77
15120 - Tutor	16.77
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.67
16030 - Counter Attendant	13.67
16040 - Dry Cleaner	15.62
16070 - Finisher Flatwork Machine	13.67
16090 - Presser Hand	13.67
16110 - Presser Machine Drycleaning	13.67
16130 - Presser Machine Shirts	13.67
16160 - Presser Machine Wearing Apparel Laundry	13.67
16190 - Sewing Machine Operator	16.27
16220 - Tailor	16.92
16250 - Washer Machine	14.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.44
19040 - Tool And Die Maker	27.34
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.05
21030 - Material Coordinator	22.72
21040 - Material Expediter	22.72
21050 - Material Handling Laborer	14.14
21071 - Order Filler	13.87
21080 - Production Line Worker (Food Processing)	19.05
21110 - Shipping Packer	18.12
21130 - Shipping/Receiving Clerk	18.12
21140 - Store Worker I	13.88
21150 - Stock Clerk	19.07
21210 - Tools And Parts Attendant	19.05
21410 - Warehouse Specialist	19.05
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.55
23019 - Aircraft Logs and Records Technician	24.10
23021 - Aircraft Mechanic I	28.53
23022 - Aircraft Mechanic II	29.55
23023 - Aircraft Mechanic III	30.65



23040 - Aircraft Mechanic Helper	20.83
23050 - Aircraft Painter	27.14
23060 - Aircraft Servicer	24.10
23070 - Aircraft Survival Flight	27.14
Equipment Technician	
23080 - Aircraft Worker	25.59
23091 - Aircrew Life Support	25.59
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	28.53
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	27.09
23120 - Bicycle Repairer	22.54
23125 - Cable Splicer	44.28
23130 - Carpenter Maintenance	23.51
23140 - Carpet Layer	25.59
23160 - Electrician Maintenance	26.83
23181 - Electronics Technician	25.59
Maintenance I	
23182 - Electronics Technician	27.14
Maintenance II	
23183 - Electronics Technician	28.53
Maintenance III	
23260 - Fabric Worker	24.10
23290 - Fire Alarm System Mechanic	24.26
23310 - Fire Extinguisher Repairer	22.54
23311 - Fuel Distribution System	37.42
Mechanic	
23312 - Fuel Distribution System	30.93
Operator	
23370 - General Maintenance Worker	19.38
23380 - Ground Support Equipment	28.53
Mechanic	
23381 - Ground Support Equipment	24.10
Servicer	
23382 - Ground Support Equipment	25.59
Worker	
23391 - Gunsmith I	22.54
23392 - Gunsmith II	25.59
23393 - Gunsmith III	28.53
23410 - Heating Ventilation And Air-	21.45
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	22.22
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.62
23440 - Heavy Equipment Operator	25.62

23460 - Instrument Mechanic	28.53
23465 - Laboratory/Shelter Mechanic	27.14
23470 - Laborer	14.14
23510 - Locksmith	27.14
23530 - Machinery Maintenance	26.53
<b>Mechanic</b>	
23550 - Machinist Maintenance	21.53
23580 - Maintenance Trades Helper	17.40
23591 - Metrology Technician I	28.53
23592 - Metrology Technician II	29.55
23593 - Metrology Technician III	30.65
23640 - Millwright	28.53
23710 - Office Appliance Repairer	26.74
23760 - Painter Maintenance	19.07
23790 - Pipefitter Maintenance	27.95
23810 - Plumber Maintenance	25.42
23820 - Pneudraulic Systems Mechanic	28.53
23850 - Rigger	28.53
23870 - Scale Mechanic	25.59
23890 - Sheet-Metal Worker	28.53
<b>Maintenance</b>	
23910 - Small Engine Mechanic	19.26
23931 - Telecommunications Mechanic	34.56
<b>I</b>	
23932 - Telecommunications Mechanic	35.76
<b>II</b>	
23950 - Telephone Lineman	37.91
23960 - Welder Combination	18.96
<b>Maintenance</b>	
23965 - Well Driller	28.53
23970 - Woodcraft Worker	28.53
23980 - Woodworker	22.54
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	17.52
24570 - Child Care Attendant	12.61
24580 - Child Care Center Clerk	15.72
24610 - Chore Aide	15.71
24620 - Family Readiness And Support	17.52
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	17.52
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	28.19
25040 - Sewage Plant Operator	24.01
25070 - Stationary Engineer	28.19
25190 - Ventilation Equipment Tender	20.58
25210 - Water Treatment Plant	24.01
<b>Operator</b>	

<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		23.05
27007 - Baggage Inspector		16.88
27008 - Corrections Officer		31.57
27010 - Court Security Officer		31.63
27030 - Detection Dog Handler		18.89
27040 - Detention Officer		31.57
27070 - Firefighter		31.69
27101 - Guard I		16.88
27102 - Guard II		18.89
27131 - Police Officer I		28.78
27132 - Police Officer II		31.99
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		16.89
28042 - Carnival Equipment Repairer		18.27
28043 - Carnival Worker		12.63
28210 - Gate Attendant/Gate Tender		16.16
28310 - Lifeguard		12.12
28350 - Park Attendant (Aide)		18.07
28510 - Recreation Aide/Health		13.18
<b>Facility Attendant</b>		
28515 - Recreation Specialist		22.38
28630 - Sports Official		14.38
28690 - Swimming Pool Operator		20.74
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		25.59
29020 - Hatch Tender		25.59
29030 - Line Handler		25.59
29041 - Stevedore I		24.10
29042 - Stevedore II		27.14
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	40.96
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	28.25
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		31.10
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		19.52
30022 - Archeological Technician II		21.83
30023 - Archeological Technician III		25.67
30030 - Cartographic Technician		27.04
30040 - Civil Engineering Technician		26.09
30051 - Cryogenic Technician I		29.95
30052 - Cryogenic Technician II		33.08
30061 - Drafter/CAD Operator I		19.52
30062 - Drafter/CAD Operator II		21.83
30063 - Drafter/CAD Operator III		24.33
30064 - Drafter/CAD Operator IV		29.95

30081 - Engineering Technician I	15.76
30082 - Engineering Technician II	17.71
30083 - Engineering Technician III	19.94
30084 - Engineering Technician IV	24.53
30085 - Engineering Technician V	30.01
30086 - Engineering Technician VI	36.31
30090 - Environmental Technician	26.18
30095 - Evidence Control Specialist	26.86
30210 - Laboratory Technician	22.88
30221 - Latent Fingerprint Technician I	29.95
30222 - Latent Fingerprint Technician II	33.08
30240 - Mathematical Technician	27.04
30361 - Paralegal/Legal Assistant I	19.29
30362 - Paralegal/Legal Assistant II	23.90
30363 - Paralegal/Legal Assistant	29.22
III	
30364 - Paralegal/Legal Assistant IV	35.36
30375 - Petroleum Supply Specialist	32.87
30390 - Photo-Optics Technician	25.84
30395 - Radiation Control Technician	32.87
30461 - Technical Writer I	23.24
30462 - Technical Writer II	28.44
30463 - Technical Writer III	34.40
30491 - Unexploded Ordnance (UXO)	26.03
Technician I	
30492 - Unexploded Ordnance (UXO)	31.49
Technician II	
30493 - Unexploded Ordnance (UXO)	37.75
Technician III	
30494 - Unexploded (UXO) Safety	26.03
Escort	
30495 - Unexploded (UXO) Sweep	26.03
Personnel	
30501 - Weather Forecaster I	29.95
30502 - Weather Forecaster II	36.44
30620 - Weather Observer Combined (see 2)	24.33
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	27.04
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	31.49
31020 - Bus Aide	13.85
31030 - Bus Driver	17.79
31043 - Driver Courier	15.49
31260 - Parking and Lot Attendant	13.19
31290 - Shuttle Bus Driver	16.75

31310 - Taxi Driver	14.41
31361 - Truckdriver Light	16.75
31362 - Truckdriver Medium	18.35
31363 - Truckdriver Heavy	23.39
31364 - Truckdriver Tractor-Trailer	23.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.35
99030 - Cashier	12.31
99050 - Desk Clerk	12.91
99095 - Embalmer	27.29
99130 - Flight Follower	26.03
99251 - Laboratory Animal Caretaker	18.89
I	
99252 - Laboratory Animal Caretaker	20.33
II	
99260 - Marketing Analyst	26.64
99310 - Mortician	27.29
99410 - Pest Controller	21.17
99510 - Photofinishing Worker	13.68
99710 - Recycling Laborer	20.96
99711 - Recycling Specialist	25.08
99730 - Refuse Collector	18.94
99810 - Sales Clerk	13.70
99820 - School Crossing Guard	13.18
99830 - Survey Party Chief	21.67
99831 - Surveying Aide	13.62
99832 - Surveying Technician	18.64
99840 - Vending Machine Attendant	19.81
99841 - Vending Machine Repairer	23.66
99842 - Vending Machine Repairer	19.81
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or

\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) \*\*

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b) (2) (i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b) (2) (ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b) (2) (v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process



the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4179

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4179  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: New York

Area: New York Counties of Allegany Cattaraugus Chautauqua Wyoming

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		15.18
01012 - Accounting Clerk II		17.05
01013 - Accounting Clerk III		19.07
01020 - Administrative Assistant		30.42
01035 - Court Reporter		20.77
01041 - Customer Service Representative I		13.40
01042 - Customer Service Representative II		14.62

01043 - Customer Service Representative III	16.42
01051 - Data Entry Operator I	14.91
01052 - Data Entry Operator II	16.27
01060 - Dispatcher Motor Vehicle	18.96
01070 - Document Preparation Clerk	15.46
01090 - Duplicating Machine Operator	15.46
01111 - General Clerk I	13.39
01112 - General Clerk II	14.61
01113 - General Clerk III	16.40
01120 - Housing Referral Assistant	23.17
01141 - Messenger Courier	13.62
01191 - Order Clerk I	15.92
01192 - Order Clerk II	17.37
01261 - Personnel Assistant (Employment) I	17.77
01262 - Personnel Assistant (Employment) II	19.87
01263 - Personnel Assistant (Employment) III	22.15
01270 - Production Control Clerk	23.11
01290 - Rental Clerk	15.23
01300 - Scheduler Maintenance	18.57
01311 - Secretary I	18.57
01312 - Secretary II	20.77
01313 - Secretary III	23.17
01320 - Service Order Dispatcher	16.95
01410 - Supply Technician	30.42
01420 - Survey Worker	17.04
01460 - Switchboard Operator/Receptionist	14.04
01531 - Travel Clerk I	12.30
01532 - Travel Clerk II	12.99
01533 - Travel Clerk III	13.68
01611 - Word Processor I	14.97
01612 - Word Processor II	16.68
01613 - Word Processor III	18.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	24.57
<b>Fiberglass</b>	
05010 - Automotive Electrician	21.67
05040 - Automotive Glass Installer	20.85
05070 - Automotive Worker	20.85
05110 - Mobile Equipment Servicer	19.45
05130 - Motor Equipment Metal	22.34
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	20.85
05190 - Motor Vehicle Mechanic	22.34

05220 - Motor Vehicle Mechanic	18.03
Helper	
05250 - Motor Vehicle Upholstery	20.11
Worker	
05280 - Motor Vehicle Wrecker	20.85
05310 - Painter Automotive	21.67
05340 - Radiator Repair Specialist	20.85
05370 - Tire Repairer	18.78
05400 - Transmission Repair	22.34
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.14
07041 - Cook I	15.69
07042 - Cook II	17.48
07070 - Dishwasher	12.16
07130 - Food Service Worker	12.66
07210 - Meat Cutter	17.19
07260 - Waiter/Waitress	13.57
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.34
09040 - Furniture Handler	17.51
09080 - Furniture Refinisher	22.34
09090 - Furniture Refinisher Helper	19.23
09110 - Furniture Repairer Minor	20.73
09130 - Upholsterer	22.34
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.52
11060 - Elevator Operator	13.42
11090 - Gardener	16.78
11122 - Housekeeping Aide	13.42
11150 - Janitor	13.42
11210 - Laborer Grounds Maintenance	14.30
11240 - Maid or Houseman	12.27
11260 - Pruner	13.27
11270 - Tractor Operator	16.13
11330 - Trail Maintenance Worker	14.30
11360 - Window Cleaner	14.49
12000 - Health Occupations	
12010 - Ambulance Driver	20.37
12011 - Breath Alcohol Technician	20.37
12012 - Certified Occupational	24.51
Therapist Assistant	
12015 - Certified Physical Therapist	24.17
Assistant	
12020 - Dental Assistant	18.41
12025 - Dental Hygienist	33.56

12030 - EKG Technician	27.79
12035 - Electroneurodiagnostic Technologist	27.79
12040 - Emergency Medical Technician	20.37
12071 - Licensed Practical Nurse I	17.26
12072 - Licensed Practical Nurse II	19.31
12073 - Licensed Practical Nurse III	21.53
12100 - Medical Assistant	14.69
12130 - Medical Laboratory Technician	28.01
12160 - Medical Record Clerk	18.71
12190 - Medical Record Technician	20.92
12195 - Medical Transcriptionist	17.70
12210 - Nuclear Medicine Technologist	42.44
12221 - Nursing Assistant I	12.61
12222 - Nursing Assistant II	14.17
12223 - Nursing Assistant III	15.46
12224 - Nursing Assistant IV	17.37
12235 - Optical Dispenser	27.45
12236 - Optical Technician	17.26
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.82
12305 - Radiologic Technologist	24.46
12311 - Registered Nurse I	25.73
12312 - Registered Nurse II	31.48
12313 - Registered Nurse II Specialist	31.48
12314 - Registered Nurse III	38.10
12315 - Registered Nurse III Anesthetist	38.10
12316 - Registered Nurse IV	45.65
12317 - Scheduler (Drug and Alcohol Testing)	25.23
12320 - Substance Abuse Treatment Counselor	23.64
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.91
13012 - Exhibits Specialist II	23.40
13013 - Exhibits Specialist III	28.53
13041 - Illustrator I	19.84
13042 - Illustrator II	24.54
13043 - Illustrator III	29.93
13047 - Librarian	26.64
13050 - Library Aide/Clerk	13.31
13054 - Library Information Technology Systems Administrator	23.38

13058 - Library Technician	15.75
13061 - Media Specialist I	17.36
13062 - Media Specialist II	19.42
13063 - Media Specialist III	21.66
13071 - Photographer I	15.50
13072 - Photographer II	18.60
13073 - Photographer III	23.03
13074 - Photographer IV	28.17
13075 - Photographer V	34.08
13090 - Technical Order Library Clerk	18.60
13110 - Video Teleconference Technician	18.61
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.94
14042 - Computer Operator II	18.95
14043 - Computer Operator III	22.22
14044 - Computer Operator IV	25.20
14045 - Computer Operator V	27.91
14071 - Computer Programmer I	(see 1) 20.28
14072 - Computer Programmer II	(see 1) 25.12
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	16.94
14160 - Personal Computer Support Technician	25.20
14170 - System Support Specialist	28.44
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.63
15020 - Aircrew Training Devices Instructor (Rated)	34.64
15030 - Air Crew Training Devices Instructor (Pilot)	41.52
15050 - Computer Based Training Specialist / Instructor	28.63
15060 - Educational Technologist	34.14
15070 - Flight Instructor (Pilot)	41.52
15080 - Graphic Artist	19.69
15085 - Maintenance Test Pilot Fixed Jet/Prop	40.40
15086 - Maintenance Test Pilot Rotary Wing	40.40

15088 - Non-Maintenance Test/Co-Pilot	40.40
15090 - Technical Instructor	21.43
15095 - Technical Instructor/Course Developer	26.22
15110 - Test Proctor	17.30
15120 - Tutor	17.30
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.67
16030 - Counter Attendant	13.67
16040 - Dry Cleaner	15.62
16070 - Finisher Flatwork Machine	13.67
16090 - Presser Hand	13.67
16110 - Presser Machine Drycleaning	13.67
16130 - Presser Machine Shirts	13.67
16160 - Presser Machine Wearing Apparel Laundry	13.67
16190 - Sewing Machine Operator	16.27
16220 - Tailor	16.92
16250 - Washer Machine	14.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.93
19040 - Tool And Die Maker	27.13
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.78
21030 - Material Coordinator	23.11
21040 - Material Expediter	23.11
21050 - Material Handling Laborer	17.74
21071 - Order Filler	16.71
21080 - Production Line Worker (Food Processing)	19.78
21110 - Shipping Packer	18.44
21130 - Shipping/Receiving Clerk	18.44
21140 - Store Worker I	16.61
21150 - Stock Clerk	20.93
21210 - Tools And Parts Attendant	19.78
21410 - Warehouse Specialist	19.78
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.82
23019 - Aircraft Logs and Records Technician	23.29
23021 - Aircraft Mechanic I	25.80
23022 - Aircraft Mechanic II	26.82
23023 - Aircraft Mechanic III	27.74

23040 - Aircraft Mechanic Helper	21.36
23050 - Aircraft Painter	25.00
23060 - Aircraft Servicer	23.29
23070 - Aircraft Survival Flight	25.00
Equipment Technician	
23080 - Aircraft Worker	24.13
23091 - Aircrew Life Support	24.13
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	25.80
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.83
23120 - Bicycle Repairer	21.37
23125 - Cable Splicer	44.41
23130 - Carpenter Maintenance	22.64
23140 - Carpet Layer	23.80
23160 - Electrician Maintenance	28.43
23181 - Electronics Technician	26.52
Maintenance I	
23182 - Electronics Technician	27.65
Maintenance II	
23183 - Electronics Technician	28.74
Maintenance III	
23260 - Fabric Worker	22.67
23290 - Fire Alarm System Mechanic	24.43
23310 - Fire Extinguisher Repairer	21.37
23311 - Fuel Distribution System	34.74
Mechanic	
23312 - Fuel Distribution System	28.77
Operator	
23370 - General Maintenance Worker	20.01
23380 - Ground Support Equipment	25.80
Mechanic	
23381 - Ground Support Equipment	23.29
Servicer	
23382 - Ground Support Equipment	24.13
Worker	
23391 - Gunsmith I	21.37
23392 - Gunsmith II	23.80
23393 - Gunsmith III	25.80
23410 - Heating Ventilation And Air-	21.95
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	23.06
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.39
23440 - Heavy Equipment Operator	23.80



23460 - Instrument Mechanic	25.80
23465 - Laboratory/Shelter Mechanic	24.83
23470 - Laborer	15.15
23510 - Locksmith	24.83
23530 - Machinery Maintenance	24.72
<b>Mechanic</b>	
23550 - Machinist Maintenance	23.04
23580 - Maintenance Trades Helper	20.36
23591 - Metrology Technician I	25.80
23592 - Metrology Technician II	26.82
23593 - Metrology Technician III	27.74
23640 - Millwright	32.96
23710 - Office Appliance Repairer	22.59
23760 - Painter Maintenance	23.79
23790 - Pipefitter Maintenance	28.31
23810 - Plumber Maintenance	26.69
23820 - Pneudraulic Systems Mechanic	25.80
23850 - Rigger	25.80
23870 - Scale Mechanic	23.80
23890 - Sheet-Metal Worker	25.74
<b>Maintenance</b>	
23910 - Small Engine Mechanic	23.80
23931 - Telecommunications Mechanic	30.86
<b>I</b>	
23932 - Telecommunications Mechanic	32.09
<b>II</b>	
23950 - Telephone Lineman	30.74
23960 - Welder Combination	21.28
<b>Maintenance</b>	
23965 - Well Driller	26.30
23970 - Woodcraft Worker	25.80
23980 - Woodworker	21.37
24000 - Personal Needs Occupations	
24550 - Case Manager	16.60
24570 - Child Care Attendant	12.25
24580 - Child Care Center Clerk	15.27
24610 - Chore Aide	13.20
24620 - Family Readiness And Support	16.60
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	16.60
25000 - Plant And System Operations	
<b>Occupations</b>	
25010 - Boiler Tender	27.98
25040 - Sewage Plant Operator	26.09
25070 - Stationary Engineer	27.98
25190 - Ventilation Equipment Tender	21.96
25210 - Water Treatment Plant	26.09
<b>Operator</b>	

<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		21.27
27007 - Baggage Inspector		15.69
27008 - Corrections Officer		30.93
27010 - Court Security Officer		29.21
27030 - Detection Dog Handler		17.56
27040 - Detention Officer		30.93
27070 - Firefighter		27.81
27101 - Guard I		15.69
27102 - Guard II		17.56
27131 - Police Officer I		26.94
27132 - Police Officer II		29.94
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		15.36
28042 - Carnival Equipment Repairer		16.21
28043 - Carnival Worker		12.42
28210 - Gate Attendant/Gate Tender		16.03
28310 - Lifeguard		12.17
28350 - Park Attendant (Aide)		17.93
28510 - Recreation Aide/Health Facility Attendant		13.08
28515 - Recreation Specialist		22.21
28630 - Sports Official		14.27
28690 - Swimming Pool Operator		18.06
<b>29000 - Stevedoring/Longshoremen Occupational Services</b>		
29010 - Blocker And Bracer		23.80
29020 - Hatch Tender		23.80
29030 - Line Handler		23.80
29041 - Stevedore I		22.67
29042 - Stevedore II		24.83
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	41.76
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	28.80
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		31.71
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		20.52
30022 - Archeological Technician II		22.95
30023 - Archeological Technician III		25.84
30030 - Cartographic Technician		25.84
30040 - Civil Engineering Technician		25.55
30051 - Cryogenic Technician I		28.63
30052 - Cryogenic Technician II		31.63
30061 - Drafter/CAD Operator I		20.52
30062 - Drafter/CAD Operator II		22.95
30063 - Drafter/CAD Operator III		23.26
30064 - Drafter/CAD Operator IV		28.63

30081 - Engineering Technician I	19.15
30082 - Engineering Technician II	21.49
30083 - Engineering Technician III	24.04
30084 - Engineering Technician IV	29.79
30085 - Engineering Technician V	36.44
30086 - Engineering Technician VI	37.46
30090 - Environmental Technician	23.79
30095 - Evidence Control Specialist	24.62
30210 - Laboratory Technician	22.15
30221 - Latent Fingerprint Technician I	28.63
30222 - Latent Fingerprint Technician II	31.63
30240 - Mathematical Technician	25.84
30361 - Paralegal/Legal Assistant I	18.59
30362 - Paralegal/Legal Assistant II	23.03
30363 - Paralegal/Legal Assistant	28.17
III	
30364 - Paralegal/Legal Assistant IV	34.08
30375 - Petroleum Supply Specialist	30.12
30390 - Photo-Optics Technician	25.84
30395 - Radiation Control Technician	30.12
30461 - Technical Writer I	24.24
30462 - Technical Writer II	29.66
30463 - Technical Writer III	36.39
30491 - Unexploded Ordnance (UXO)	26.54
Technician I	
30492 - Unexploded Ordnance (UXO)	32.11
Technician II	
30493 - Unexploded Ordnance (UXO)	38.49
Technician III	
30494 - Unexploded (UXO) Safety	26.54
Escort	
30495 - Unexploded (UXO) Sweep	26.54
Personnel	
30501 - Weather Forecaster I	28.63
30502 - Weather Forecaster II	34.83
30620 - Weather Observer Combined (see 2)	23.26
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.84
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	32.11
31020 - Bus Aide	15.94
31030 - Bus Driver	20.44
31043 - Driver Courier	16.62
31260 - Parking and Lot Attendant	12.30
31290 - Shuttle Bus Driver	17.39

31310 - Taxi Driver	14.71
31361 - Truckdriver Light	17.39
31362 - Truckdriver Medium	20.24
31363 - Truckdriver Heavy	22.34
31364 - Truckdriver Tractor-Trailer	22.34
<b>99000 - Miscellaneous Occupations</b>	
99020 - Cabin Safety Specialist	15.66
99030 - Cashier	12.28
99050 - Desk Clerk	12.32
99095 - Embalmer	33.78
99130 - Flight Follower	26.54
99251 - Laboratory Animal Caretaker	15.92
<b>I</b>	
99252 - Laboratory Animal Caretaker	16.80
<b>II</b>	
99260 - Marketing Analyst	29.91
99310 - Mortician	33.78
99410 - Pest Controller	23.70
99510 - Photofinishing Worker	13.95
99710 - Recycling Laborer	18.36
99711 - Recycling Specialist	21.04
99730 - Refuse Collector	17.01
99810 - Sales Clerk	12.77
99820 - School Crossing Guard	12.16
99830 - Survey Party Chief	21.53
99831 - Surveying Aide	11.12
99832 - Surveying Technician	17.48
99840 - Vending Machine Attendant	16.18
99841 - Vending Machine Repairer	18.98
99842 - Vending Machine Repairer	16.25
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or

\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) \*\*

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b) (2) (i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b) (2) (ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b) (2) (v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).



Standard Wage Determination No.: 2015-4181

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4181  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: New York

Area: New York Counties of Genesee Schuyler Seneca Steuben

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

<b>OCCUPATION CODE - TITLE</b>	<b>FOOTNOTE</b>	<b>RATE</b>
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		15.18
01012 - Accounting Clerk II		17.05
01013 - Accounting Clerk III		19.07
01020 - Administrative Assistant		30.42
01035 - Court Reporter		22.64
01041 - Customer Service Representative I		13.40
01042 - Customer Service Representative II		14.62

01043 - Customer Service Representative III	16.42
01051 - Data Entry Operator I	14.91
01052 - Data Entry Operator II	16.27
01060 - Dispatcher Motor Vehicle	18.96
01070 - Document Preparation Clerk	15.46
01090 - Duplicating Machine Operator	15.46
01111 - General Clerk I	13.57
01112 - General Clerk II	14.61
01113 - General Clerk III	16.40
01120 - Housing Referral Assistant	21.65
01141 - Messenger Courier	13.62
01191 - Order Clerk I	15.92
01192 - Order Clerk II	17.66
01261 - Personnel Assistant (Employment) I	17.77
01262 - Personnel Assistant (Employment) II	19.87
01263 - Personnel Assistant (Employment) III	22.15
01270 - Production Control Clerk	23.11
01290 - Rental Clerk	14.97
01300 - Scheduler Maintenance	17.37
01311 - Secretary I	17.37
01312 - Secretary II	19.42
01313 - Secretary III	21.65
01320 - Service Order Dispatcher	16.95
01410 - Supply Technician	30.42
01420 - Survey Worker	17.04
01460 - Switchboard Operator/Receptionist	14.53
01531 - Travel Clerk I	12.30
01532 - Travel Clerk II	12.99
01533 - Travel Clerk III	13.68
01611 - Word Processor I	14.85
01612 - Word Processor II	16.68
01613 - Word Processor III	18.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.14
<b>Fiberglass</b>	
05010 - Automotive Electrician	19.24
05040 - Automotive Glass Installer	18.40
05070 - Automotive Worker	18.40
05110 - Mobile Equipment Servicer	16.67
05130 - Motor Equipment Metal	20.13
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	18.40
05190 - Motor Vehicle Mechanic	20.13

05220 - Motor Vehicle Mechanic	15.74
Helper	
05250 - Motor Vehicle Upholstery	17.52
Worker	
05280 - Motor Vehicle Wrecker	18.40
05310 - Painter Automotive	19.24
05340 - Radiator Repair Specialist	18.57
05370 - Tire Repairer	14.97
05400 - Transmission Repair	20.13
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.58
07041 - Cook I	15.69
07042 - Cook II	17.48
07070 - Dishwasher	12.16
07130 - Food Service Worker	12.66
07210 - Meat Cutter	18.50
07260 - Waiter/Waitress	13.65
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.67
09040 - Furniture Handler	12.95
09080 - Furniture Refinisher	19.67
09090 - Furniture Refinisher Helper	14.89
09110 - Furniture Repairer Minor	16.86
09130 - Upholsterer	21.64
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.52
11060 - Elevator Operator	13.42
11090 - Gardener	15.36
11122 - Housekeeping Aide	13.42
11150 - Janitor	13.42
11210 - Laborer Grounds Maintenance	13.00
11240 - Maid or Houseman	12.27
11260 - Pruner	12.03
11270 - Tractor Operator	14.85
11330 - Trail Maintenance Worker	13.00
11360 - Window Cleaner	14.49
12000 - Health Occupations	
12010 - Ambulance Driver	20.37
12011 - Breath Alcohol Technician	20.37
12012 - Certified Occupational	24.51
Therapist Assistant	
12015 - Certified Physical Therapist	24.17
Assistant	
12020 - Dental Assistant	18.41
12025 - Dental Hygienist	33.56

12030 - EKG Technician	27.79
12035 - Electroneurodiagnostic Technologist	27.79
12040 - Emergency Medical Technician	20.37
12071 - Licensed Practical Nurse I	18.19
12072 - Licensed Practical Nurse II	20.43
12073 - Licensed Practical Nurse III	22.77
12100 - Medical Assistant	14.69
12130 - Medical Laboratory Technician	24.27
12160 - Medical Record Clerk	18.71
12190 - Medical Record Technician	20.92
12195 - Medical Transcriptionist	17.70
12210 - Nuclear Medicine Technologist	42.44
12221 - Nursing Assistant I	12.61
12222 - Nursing Assistant II	14.17
12223 - Nursing Assistant III	15.46
12224 - Nursing Assistant IV	17.37
12235 - Optical Dispenser	27.45
12236 - Optical Technician	17.36
12250 - Pharmacy Technician	14.13
12280 - Phlebotomist	14.82
12305 - Radiologic Technologist	24.46
12311 - Registered Nurse I	25.73
12312 - Registered Nurse II	31.48
12313 - Registered Nurse II Specialist	31.48
12314 - Registered Nurse III	38.10
12315 - Registered Nurse III Anesthetist	38.10
12316 - Registered Nurse IV	45.65
12317 - Scheduler (Drug and Alcohol Testing)	25.23
12320 - Substance Abuse Treatment Counselor	23.64
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.45
13012 - Exhibits Specialist II	25.17
13013 - Exhibits Specialist III	28.17
13041 - Illustrator I	20.34
13042 - Illustrator II	25.04
13043 - Illustrator III	28.17
13047 - Librarian	25.50
13050 - Library Aide/Clerk	12.54
13054 - Library Information Technology Systems Administrator	23.03

13058 - Library Technician	15.07
13061 - Media Specialist I	16.62
13062 - Media Specialist II	18.60
13063 - Media Specialist III	20.73
13071 - Photographer I	16.25
13072 - Photographer II	18.60
13073 - Photographer III	23.03
13074 - Photographer IV	26.40
13075 - Photographer V	31.79
13090 - Technical Order Library Clerk	18.60
13110 - Video Teleconference Technician	17.83
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.19
14042 - Computer Operator II	20.16
14043 - Computer Operator III	22.48
14044 - Computer Operator IV	25.20
14045 - Computer Operator V	27.91
14071 - Computer Programmer I (see 1)	24.12
14072 - Computer Programmer II (see 1)	
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	18.19
14160 - Personal Computer Support Technician	25.20
14170 - System Support Specialist	28.44
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.76
15020 - Aircrew Training Devices Instructor (Rated)	34.78
15030 - Air Crew Training Devices Instructor (Pilot)	41.67
15050 - Computer Based Training Specialist / Instructor	30.38
15060 - Educational Technologist	34.14
15070 - Flight Instructor (Pilot)	41.67
15080 - Graphic Artist	21.73
15085 - Maintenance Test Pilot Fixed Jet/Prop	40.40
15086 - Maintenance Test Pilot Rotary Wing	40.40

15088 - Non-Maintenance Test/Co-Pilot	40.40
15090 - Technical Instructor	22.88
15095 - Technical Instructor/Course Developer	27.97
15110 - Test Proctor	18.46
15120 - Tutor	18.46
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.67
16030 - Counter Attendant	13.67
16040 - Dry Cleaner	15.62
16070 - Finisher Flatwork Machine	13.67
16090 - Presser Hand	13.67
16110 - Presser Machine Drycleaning	13.67
16130 - Presser Machine Shirts	13.67
16160 - Presser Machine Wearing Apparel Laundry	13.67
16190 - Sewing Machine Operator	16.27
16220 - Tailor	16.92
16250 - Washer Machine	14.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.07
19040 - Tool And Die Maker	23.22
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.78
21030 - Material Coordinator	23.11
21040 - Material Expediter	23.11
21050 - Material Handling Laborer	15.15
21071 - Order Filler	15.36
21080 - Production Line Worker (Food Processing)	19.78
21110 - Shipping Packer	18.44
21130 - Shipping/Receiving Clerk	18.44
21140 - Store Worker I	16.61
21150 - Stock Clerk	20.93
21210 - Tools And Parts Attendant	19.78
21410 - Warehouse Specialist	19.78
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.82
23019 - Aircraft Logs and Records Technician	22.67
23021 - Aircraft Mechanic I	25.80
23022 - Aircraft Mechanic II	26.82
23023 - Aircraft Mechanic III	27.74

23040 - Aircraft Mechanic Helper	20.25
23050 - Aircraft Painter	24.83
23060 - Aircraft Servicer	22.67
23070 - Aircraft Survival Flight	24.83
Equipment Technician	
23080 - Aircraft Worker	23.80
23091 - Aircrew Life Support	23.80
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	25.80
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.83
23120 - Bicycle Repairer	21.37
23125 - Cable Splicer	44.41
23130 - Carpenter Maintenance	22.64
23140 - Carpet Layer	23.80
23160 - Electrician Maintenance	28.43
23181 - Electronics Technician	26.52
Maintenance I	
23182 - Electronics Technician	27.65
Maintenance II	
23183 - Electronics Technician	28.74
Maintenance III	
23260 - Fabric Worker	22.67
23290 - Fire Alarm System Mechanic	23.85
23310 - Fire Extinguisher Repairer	21.37
23311 - Fuel Distribution System	34.74
Mechanic	
23312 - Fuel Distribution System	28.77
Operator	
23370 - General Maintenance Worker	19.57
23380 - Ground Support Equipment	25.80
Mechanic	
23381 - Ground Support Equipment	22.67
Servicer	
23382 - Ground Support Equipment	23.80
Worker	
23391 - Gunsmith I	21.37
23392 - Gunsmith II	23.80
23393 - Gunsmith III	25.80
23410 - Heating Ventilation And Air-	21.95
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	22.82
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.39
23440 - Heavy Equipment Operator	23.13

23460 - Instrument Mechanic	25.80
23465 - Laboratory/Shelter Mechanic	24.83
23470 - Laborer	15.15
23510 - Locksmith	24.83
23530 - Machinery Maintenance	24.72
<b>Mechanic</b>	
23550 - Machinist Maintenance	23.04
23580 - Maintenance Trades Helper	20.11
23591 - Metrology Technician I	25.80
23592 - Metrology Technician II	26.82
23593 - Metrology Technician III	27.74
23640 - Millwright	25.80
23710 - Office Appliance Repairer	22.59
23760 - Painter Maintenance	21.64
23790 - Pipefitter Maintenance	28.47
23810 - Plumber Maintenance	26.14
23820 - Pneudraulic Systems Mechanic	25.80
23850 - Rigger	25.80
23870 - Scale Mechanic	23.80
23890 - Sheet-Metal Worker	25.74
<b>Maintenance</b>	
23910 - Small Engine Mechanic	23.80
23931 - Telecommunications Mechanic	30.86
<b>I</b>	
23932 - Telecommunications Mechanic	32.09
<b>II</b>	
23950 - Telephone Lineman	30.74
23960 - Welder Combination	20.58
<b>Maintenance</b>	
23965 - Well Driller	25.80
23970 - Woodcraft Worker	25.80
23980 - Woodworker	21.37
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	16.60
24570 - Child Care Attendant	12.25
24580 - Child Care Center Clerk	15.27
24610 - Chore Aide	13.20
24620 - Family Readiness And Support	16.60
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	16.60
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	27.98
25040 - Sewage Plant Operator	26.09
25070 - Stationary Engineer	27.98
25190 - Ventilation Equipment Tender	21.96
25210 - Water Treatment Plant	26.09
<b>Operator</b>	



<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		21.27
27007 - Baggage Inspector		16.13
27008 - Corrections Officer		30.93
27010 - Court Security Officer		29.21
27030 - Detection Dog Handler		18.54
27040 - Detention Officer		30.93
27070 - Firefighter		27.81
27101 - Guard I		16.13
27102 - Guard II		18.54
27131 - Police Officer I		26.66
27132 - Police Officer II		29.62
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		15.36
28042 - Carnival Equipment Repairer		16.21
28043 - Carnival Worker		12.42
28210 - Gate Attendant/Gate Tender		16.03
28310 - Lifeguard		12.17
28350 - Park Attendant (Aide)		17.93
28510 - Recreation Aide/Health		13.08
<b>Facility Attendant</b>		
28515 - Recreation Specialist		22.21
28630 - Sports Official		14.27
28690 - Swimming Pool Operator		19.40
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		26.13
29020 - Hatch Tender		26.13
29030 - Line Handler		26.13
29041 - Stevedore I		24.72
29042 - Stevedore II		27.56
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	41.76
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	28.80
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		31.71
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		18.85
30022 - Archeological Technician II		21.61
30023 - Archeological Technician III		26.06
30030 - Cartographic Technician		26.06
30040 - Civil Engineering Technician		24.62
30051 - Cryogenic Technician I		28.88
30052 - Cryogenic Technician II		31.91
30061 - Drafter/CAD Operator I		18.85
30062 - Drafter/CAD Operator II		21.61
30063 - Drafter/CAD Operator III		23.47
30064 - Drafter/CAD Operator IV		28.88

30081 - Engineering Technician I	16.76
30082 - Engineering Technician II	18.85
30083 - Engineering Technician III	21.61
30084 - Engineering Technician IV	27.09
30085 - Engineering Technician V	31.56
30086 - Engineering Technician VI	36.12
30090 - Environmental Technician	23.79
30095 - Evidence Control Specialist	24.62
30210 - Laboratory Technician	22.15
30221 - Latent Fingerprint Technician I	28.88
30222 - Latent Fingerprint Technician II	31.91
30240 - Mathematical Technician	26.54
30361 - Paralegal/Legal Assistant I	20.54
30362 - Paralegal/Legal Assistant II	26.28
30363 - Paralegal/Legal Assistant III	32.12
30364 - Paralegal/Legal Assistant IV	38.86
30375 - Petroleum Supply Specialist	30.12
30390 - Photo-Optics Technician	26.06
30395 - Radiation Control Technician	30.12
30461 - Technical Writer I	24.24
30462 - Technical Writer II	29.66
30463 - Technical Writer III	35.88
30491 - Unexploded Ordnance (UXO) Technician I	26.54
30492 - Unexploded Ordnance (UXO) Technician II	32.11
30493 - Unexploded Ordnance (UXO) Technician III	38.49
30494 - Unexploded (UXO) Safety Escort	26.54
30495 - Unexploded (UXO) Sweep Personnel	26.54
30501 - Weather Forecaster I	28.88
30502 - Weather Forecaster II	35.14
30620 - Weather Observer Combined (see 2)	23.78
30621 - Weather Observer Senior (see 2)	26.06
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.11
31020 - Bus Aide	14.40
31030 - Bus Driver	20.44
31043 - Driver Courier	15.15
31260 - Parking and Lot Attendant	12.85
31290 - Shuttle Bus Driver	14.71

31310 - Taxi Driver	14.25
31361 - Truckdriver Light	15.53
31362 - Truckdriver Medium	18.07
31363 - Truckdriver Heavy	21.84
31364 - Truckdriver Tractor-Trailer	21.84
<b>99000 - Miscellaneous Occupations</b>	
99020 - Cabin Safety Specialist	15.66
99030 - Cashier	12.28
99050 - Desk Clerk	12.32
99095 - Embalmer	35.02
99130 - Flight Follower	26.54
99251 - Laboratory Animal Caretaker	15.92
<b>I</b>	
99252 - Laboratory Animal Caretaker	16.80
<b>II</b>	
99260 - Marketing Analyst	29.91
99310 - Mortician	35.02
99410 - Pest Controller	22.54
99510 - Photofinishing Worker	13.95
99710 - Recycling Laborer	18.36
99711 - Recycling Specialist	21.04
99730 - Refuse Collector	17.01
99810 - Sales Clerk	14.74
99820 - School Crossing Guard	12.16
99830 - Survey Party Chief	21.46
99831 - Surveying Aide	13.44
99832 - Surveying Technician	18.45
99840 - Vending Machine Attendant	16.18
99841 - Vending Machine Repairer	18.94
99842 - Vending Machine Repairer	17.91
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or

\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 10 years and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) \*\*

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b) (2) (i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b) (2) (ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b) (2) (v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4183

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4183  
Revision No.: 19  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: New Jersey

Area: New Jersey Counties of Bergen Passaic

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

<b>OCCUPATION CODE - TITLE</b>	<b>FOOTNOTE</b>	<b>RATE</b>
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		19.16
01012 - Accounting Clerk II		21.53
01013 - Accounting Clerk III		24.07
01020 - Administrative Assistant		36.15
01035 - Court Reporter		38.34
01041 - Customer Service Representative I		16.76
01042 - Customer Service Representative II		18.29



01043 - Customer Service Representative III	20.54
01051 - Data Entry Operator I	17.08
01052 - Data Entry Operator II	18.63
01060 - Dispatcher Motor Vehicle	25.79
01070 - Document Preparation Clerk	17.13
01090 - Duplicating Machine Operator	17.13
01111 - General Clerk I	15.53
01112 - General Clerk II	17.49
01113 - General Clerk III	19.02
01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	16.63
01191 - Order Clerk I	17.78
01192 - Order Clerk II	21.37
01261 - Personnel Assistant (Employment) I	18.96
01262 - Personnel Assistant (Employment) II	21.22
01263 - Personnel Assistant (Employment) III	23.66
01270 - Production Control Clerk	25.78
01290 - Rental Clerk	18.04
01300 - Scheduler Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.82
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	20.44
01410 - Supply Technician	36.15
01420 - Survey Worker	21.68
01460 - Switchboard Operator/Receptionist	17.45
01531 - Travel Clerk I	17.80
01532 - Travel Clerk II	19.28
01533 - Travel Clerk III	20.93
01611 - Word Processor I	17.91
01612 - Word Processor II	20.12
01613 - Word Processor III	22.50
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	26.89
<b>Fiberglass</b>	
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	24.42
05130 - Motor Equipment Metal	29.68
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68

05220 - Motor Vehicle Mechanic	23.29
Helper	
05250 - Motor Vehicle Upholstery	26.12
Worker	
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	16.34
05400 - Transmission Repair	29.68
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	18.55
07041 - Cook I	18.13
07042 - Cook II	20.24
07070 - Dishwasher	13.78
07130 - Food Service Worker	14.12
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	15.14
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.17
09040 - Furniture Handler	15.44
09080 - Furniture Refinisher	20.17
09090 - Furniture Refinisher Helper	16.94
09110 - Furniture Repairer Minor	18.54
09130 - Upholsterer	20.17
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	15.24
11060 - Elevator Operator	17.27
11090 - Gardener	21.29
11122 - Housekeeping Aide	17.27
11150 - Janitor	17.27
11210 - Laborer Grounds Maintenance	17.51
11240 - Maid or Houseman	15.74
11260 - Pruner	16.27
11270 - Tractor Operator	20.04
11330 - Trail Maintenance Worker	17.51
11360 - Window Cleaner	18.59
12000 - Health Occupations	
12010 - Ambulance Driver	23.95
12011 - Breath Alcohol Technician	24.91
12012 - Certified Occupational	33.97
Therapist Assistant	
12015 - Certified Physical Therapist	30.02
Assistant	
12020 - Dental Assistant	21.30
12025 - Dental Hygienist	47.43

12030 - EKG Technician	35.71
12035 - Electroneurodiagnostic Technologist	35.71
12040 - Emergency Medical Technician	23.95
12071 - Licensed Practical Nurse I	22.28
12072 - Licensed Practical Nurse II	24.91
12073 - Licensed Practical Nurse III	27.77
12100 - Medical Assistant	18.71
12130 - Medical Laboratory Technician	34.18
12160 - Medical Record Clerk	22.19
12190 - Medical Record Technician	24.81
12195 - Medical Transcriptionist	21.99
12210 - Nuclear Medicine Technologist	44.71
12221 - Nursing Assistant I	13.95
12222 - Nursing Assistant II	15.69
12223 - Nursing Assistant III	20.01
12224 - Nursing Assistant IV	19.23
12235 - Optical Dispenser	28.70
12236 - Optical Technician	18.46
12250 - Pharmacy Technician	17.20
12280 - Phlebotomist	20.69
12305 - Radiologic Technologist	37.34
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III Anesthetist	49.39
12316 - Registered Nurse IV	59.22
12317 - Scheduler (Drug and Alcohol Testing)	30.85
12320 - Substance Abuse Treatment Counselor	27.76
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.27
13012 - Exhibits Specialist II	33.78
13013 - Exhibits Specialist III	41.32
13041 - Illustrator I	26.16
13042 - Illustrator II	32.88
13043 - Illustrator III	39.64
13047 - Librarian	37.25
13050 - Library Aide/Clerk	16.95
13054 - Library Information Technology Systems Administrator	32.65

13058 - Library Technician	25.62
13061 - Media Specialist I	23.57
13062 - Media Specialist II	26.35
13063 - Media Specialist III	29.39
13071 - Photographer I	21.29
13072 - Photographer II	24.10
13073 - Photographer III	32.88
13074 - Photographer IV	36.91
13075 - Photographer V	50.36
13090 - Technical Order Library Clerk	21.29
13110 - Video Teleconference Technician	27.98
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.90
14042 - Computer Operator II	23.39
14043 - Computer Operator III	26.08
14044 - Computer Operator IV	29.36
14045 - Computer Operator V	32.09
14071 - Computer Programmer I	(see 1) 27.56
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	20.90
14160 - Personal Computer Support Technician	29.36
14170 - System Support Specialist	40.56
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	39.54
15020 - Aircrew Training Devices Instructor (Rated)	43.75
15030 - Air Crew Training Devices Instructor (Pilot)	52.46
15050 - Computer Based Training Specialist / Instructor	39.54
15060 - Educational Technologist	38.23
15070 - Flight Instructor (Pilot)	52.46
15080 - Graphic Artist	32.91
15085 - Maintenance Test Pilot Fixed Jet/Prop	51.99
15086 - Maintenance Test Pilot Rotary Wing	51.99

15088 - Non-Maintenance Test/Co-Pilot	51.99
15090 - Technical Instructor	29.88
15095 - Technical Instructor/Course Developer	36.55
15110 - Test Proctor	24.12
15120 - Tutor	24.12
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	17.13
16030 - Counter Attendant	17.13
16040 - Dry Cleaner	19.58
16070 - Finisher Flatwork Machine	17.13
16090 - Presser Hand	17.13
16110 - Presser Machine Drycleaning	17.13
16130 - Presser Machine Shirts	17.13
16160 - Presser Machine Wearing Apparel Laundry	17.13
16190 - Sewing Machine Operator	20.39
16220 - Tailor	21.20
16250 - Washer Machine	17.94
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.23
19040 - Tool And Die Maker	29.24
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.02
21030 - Material Coordinator	25.78
21040 - Material Expediter	25.78
21050 - Material Handling Laborer	15.67
21071 - Order Filler	16.41
21080 - Production Line Worker (Food Processing)	19.02
21110 - Shipping Packer	18.49
21130 - Shipping/Receiving Clerk	18.49
21140 - Store Worker I	17.62
21150 - Stock Clerk	22.08
21210 - Tools And Parts Attendant	19.02
21410 - Warehouse Specialist	19.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	39.63
23019 - Aircraft Logs and Records Technician	33.40
23021 - Aircraft Mechanic I	38.14
23022 - Aircraft Mechanic II	39.63
23023 - Aircraft Mechanic III	41.12

23040 - Aircraft Mechanic Helper	29.68
23050 - Aircraft Painter	36.71
23060 - Aircraft Servicer	33.40
23070 - Aircraft Survival Flight	36.71
Equipment Technician	
23080 - Aircraft Worker	35.20
23091 - Aircrew Life Support	35.20
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	38.14
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.65
23120 - Bicycle Repairer	16.57
23125 - Cable Splicer	46.85
23130 - Carpenter Maintenance	29.97
23140 - Carpet Layer	27.98
23160 - Electrician Maintenance	40.52
23181 - Electronics Technician	29.09
Maintenance I	
23182 - Electronics Technician	30.34
Maintenance II	
23183 - Electronics Technician	31.52
Maintenance III	
23260 - Fabric Worker	34.90
23290 - Fire Alarm System Mechanic	28.97
23310 - Fire Extinguisher Repairer	27.72
23311 - Fuel Distribution System	38.98
Mechanic	
23312 - Fuel Distribution System	33.08
Operator	
23370 - General Maintenance Worker	24.49
23380 - Ground Support Equipment	38.14
Mechanic	
23381 - Ground Support Equipment	33.40
Servicer	
23382 - Ground Support Equipment	35.20
Worker	
23391 - Gunsmith I	27.72
23392 - Gunsmith II	30.94
23393 - Gunsmith III	33.53
23410 - Heating Ventilation And Air-	31.91
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	33.16
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	32.77
23440 - Heavy Equipment Operator	42.64

23460 - Instrument Mechanic	31.98
23465 - Laboratory/Shelter Mechanic	32.27
23470 - Laborer	15.67
23510 - Locksmith	26.59
23530 - Machinery Maintenance	29.57
<b>Mechanic</b>	
23550 - Machinist Maintenance	24.04
23580 - Maintenance Trades Helper	16.98
23591 - Metrology Technician I	31.98
23592 - Metrology Technician II	33.23
23593 - Metrology Technician III	34.48
23640 - Millwright	40.73
23710 - Office Appliance Repairer	23.55
23760 - Painter Maintenance	32.02
23790 - Pipefitter Maintenance	33.83
23810 - Plumber Maintenance	32.56
23820 - Pneudraulic Systems Mechanic	33.53
23850 - Rigger	35.67
23870 - Scale Mechanic	30.94
23890 - Sheet-Metal Worker	32.41
<b>Maintenance</b>	
23910 - Small Engine Mechanic	23.31
23931 - Telecommunications Mechanic	35.34
<b>I</b>	
23932 - Telecommunications Mechanic	36.72
<b>II</b>	
23950 - Telephone Lineman	43.55
23960 - Welder Combination	23.20
<b>Maintenance</b>	
23965 - Well Driller	32.44
23970 - Woodcraft Worker	33.53
23980 - Woodworker	27.72
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	18.40
24570 - Child Care Attendant	14.62
24580 - Child Care Center Clerk	18.22
24610 - Chore Aide	13.83
24620 - Family Readiness And Support	18.40
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	18.40
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	42.23
25040 - Sewage Plant Operator	36.48
25070 - Stationary Engineer	42.23
25190 - Ventilation Equipment Tender	32.86
25210 - Water Treatment Plant	36.48
<b>Operator</b>	

<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		23.18
27007 - Baggage Inspector		17.98
27008 - Corrections Officer		35.44
27010 - Court Security Officer		39.73
27030 - Detection Dog Handler		20.36
27040 - Detention Officer		35.44
27070 - Firefighter		44.02
27101 - Guard I		17.98
27102 - Guard II		20.36
27131 - Police Officer I		39.72
27132 - Police Officer II		44.15
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		16.59
28042 - Carnival Equipment Repairer		17.63
28043 - Carnival Worker		13.47
28210 - Gate Attendant/Gate Tender		19.09
28310 - Lifeguard		13.56
28350 - Park Attendant (Aide)		21.34
28510 - Recreation Aide/Health		15.57
<b>Facility Attendant</b>		
28515 - Recreation Specialist		26.44
28630 - Sports Official		16.99
28690 - Swimming Pool Operator		20.98
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		40.46
29020 - Hatch Tender		40.46
29030 - Line Handler		40.46
29041 - Stevedore I		38.38
29042 - Stevedore II		48.07
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	46.55
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	32.10
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		35.35
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		21.25
30022 - Archeological Technician II		25.50
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		30.02
30040 - Civil Engineering Technician		29.82
30051 - Cryogenic Technician I		30.19
30052 - Cryogenic Technician II		33.35
30061 - Drafter/CAD Operator I		21.25
30062 - Drafter/CAD Operator II		25.50
30063 - Drafter/CAD Operator III		28.31
30064 - Drafter/CAD Operator IV		33.24



30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.47
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.20
30090 - Environmental Technician	26.77
30095 - Evidence Control Specialist	27.26
30210 - Laboratory Technician	24.89
30221 - Latent Fingerprint Technician I	29.77
30222 - Latent Fingerprint Technician II	32.88
30240 - Mathematical Technician	40.10
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94
30363 - Paralegal/Legal Assistant	35.39
III	
30364 - Paralegal/Legal Assistant IV	42.84
30375 - Petroleum Supply Specialist	33.35
30390 - Photo-Optics Technician	27.73
30395 - Radiation Control Technician	33.35
30461 - Technical Writer I	28.45
30462 - Technical Writer II	34.80
30463 - Technical Writer III	42.11
30491 - Unexploded Ordnance (UXO)	29.58
Technician I	
30492 - Unexploded Ordnance (UXO)	35.79
Technician II	
30493 - Unexploded Ordnance (UXO)	42.90
Technician III	
30494 - Unexploded (UXO) Safety	29.58
Escort	
30495 - Unexploded (UXO) Sweep	29.58
Personnel	
30501 - Weather Forecaster I	30.19
30502 - Weather Forecaster II	36.73
30620 - Weather Observer Combined (see 2)	27.96
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	27.27
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	35.79
31020 - Bus Aide	24.62
31030 - Bus Driver	31.71
31043 - Driver Courier	18.42
31260 - Parking and Lot Attendant	14.16
31290 - Shuttle Bus Driver	19.65

31310 - Taxi Driver	18.58
31361 - Truckdriver Light	19.57
31362 - Truckdriver Medium	20.73
31363 - Truckdriver Heavy	26.73
31364 - Truckdriver Tractor-Trailer	26.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	13.09
99050 - Desk Clerk	15.36
99095 - Embalmer	35.95
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker	16.38
I	
99252 - Laboratory Animal Caretaker	17.40
II	
99260 - Marketing Analyst	39.07
99310 - Mortician	35.95
99410 - Pest Controller	20.56
99510 - Photofinishing Worker	18.91
99710 - Recycling Laborer	33.83
99711 - Recycling Specialist	38.72
99730 - Refuse Collector	31.43
99810 - Sales Clerk	14.80
99820 - School Crossing Guard	18.85
99830 - Survey Party Chief	32.48
99831 - Surveying Aide	19.33
99832 - Surveying Technician	28.46
99840 - Vending Machine Attendant	23.51
99841 - Vending Machine Repairer	27.93
99842 - Vending Machine Repairer	23.51
Helper	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or

\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 10 years and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) \*\*

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b) (2) (i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b) (2) (ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b) (2) (v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4185

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4185  
Revision No.: 19  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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](http://www.dol.gov/whd/govcontracts).

State: New Jersey

Area: New Jersey County of Hudson

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

<b>OCCUPATION CODE - TITLE</b>	<b>FOOTNOTE</b>	<b>RATE</b>
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		19.16
01012 - Accounting Clerk II		21.53
01013 - Accounting Clerk III		24.07
01020 - Administrative Assistant		36.15
01035 - Court Reporter		38.34
01041 - Customer Service Representative I		16.76
01042 - Customer Service Representative II		18.29

01043 - Customer Service Representative III	20.54
01051 - Data Entry Operator I	17.08
01052 - Data Entry Operator II	18.63
01060 - Dispatcher Motor Vehicle	25.79
01070 - Document Preparation Clerk	17.13
01090 - Duplicating Machine Operator	17.13
01111 - General Clerk I	15.53
01112 - General Clerk II	17.49
01113 - General Clerk III	19.02
01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	16.63
01191 - Order Clerk I	16.49
01192 - Order Clerk II	21.31
01261 - Personnel Assistant (Employment) I	18.96
01262 - Personnel Assistant (Employment) II	21.22
01263 - Personnel Assistant (Employment) III	23.66
01270 - Production Control Clerk	25.78
01290 - Rental Clerk	18.04
01300 - Scheduler Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.82
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	20.50
01410 - Supply Technician	36.15
01420 - Survey Worker	21.68
01460 - Switchboard Operator/Receptionist	17.45
01531 - Travel Clerk I	17.80
01532 - Travel Clerk II	19.28
01533 - Travel Clerk III	20.93
01611 - Word Processor I	17.91
01612 - Word Processor II	20.12
01613 - Word Processor III	22.50
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	28.43
<b>Fiberglass</b>	
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	24.42
05130 - Motor Equipment Metal	29.68
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68



05220 - Motor Vehicle Mechanic	23.15
Helper	
05250 - Motor Vehicle Upholstery	26.12
Worker	
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	17.92
05400 - Transmission Repair	29.68
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	17.64
07041 - Cook I	18.13
07042 - Cook II	20.24
07070 - Dishwasher	13.78
07130 - Food Service Worker	14.12
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	15.14
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.00
09040 - Furniture Handler	16.73
09080 - Furniture Refinisher	22.00
09090 - Furniture Refinisher Helper	18.56
09110 - Furniture Repairer Minor	20.16
09130 - Upholsterer	22.00
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	15.24
11060 - Elevator Operator	17.27
11090 - Gardener	21.29
11122 - Housekeeping Aide	17.27
11150 - Janitor	17.27
11210 - Laborer Grounds Maintenance	17.51
11240 - Maid or Houseman	15.74
11260 - Pruner	16.27
11270 - Tractor Operator	20.04
11330 - Trail Maintenance Worker	17.51
11360 - Window Cleaner	18.59
12000 - Health Occupations	
12010 - Ambulance Driver	24.60
12011 - Breath Alcohol Technician	24.91
12012 - Certified Occupational	33.97
Therapist Assistant	
12015 - Certified Physical Therapist	30.02
Assistant	
12020 - Dental Assistant	21.30
12025 - Dental Hygienist	47.43

12030 - EKG Technician	35.71
12035 - Electroneurodiagnostic Technologist	35.71
12040 - Emergency Medical Technician	24.60
12071 - Licensed Practical Nurse I	22.28
12072 - Licensed Practical Nurse II	24.91
12073 - Licensed Practical Nurse III	27.77
12100 - Medical Assistant	18.71
12130 - Medical Laboratory Technician	34.18
12160 - Medical Record Clerk	22.19
12190 - Medical Record Technician	24.81
12195 - Medical Transcriptionist	21.99
12210 - Nuclear Medicine Technologist	44.71
12221 - Nursing Assistant I	13.95
12222 - Nursing Assistant II	15.69
12223 - Nursing Assistant III	20.01
12224 - Nursing Assistant IV	19.23
12235 - Optical Dispenser	28.70
12236 - Optical Technician	18.46
12250 - Pharmacy Technician	17.20
12280 - Phlebotomist	20.69
12305 - Radiologic Technologist	37.34
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II	38.41
Specialist	
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III	49.39
Anesthetist	
12316 - Registered Nurse IV	59.22
12317 - Scheduler (Drug and Alcohol Testing)	30.85
12320 - Substance Abuse Treatment Counselor	27.76
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.27
13012 - Exhibits Specialist II	33.78
13013 - Exhibits Specialist III	41.32
13041 - Illustrator I	26.51
13042 - Illustrator II	33.23
13043 - Illustrator III	40.60
13047 - Librarian	36.42
13050 - Library Aide/Clerk	16.95
13054 - Library Information Technology Systems Administrator	32.65

13058 - Library Technician	25.62
13061 - Media Specialist I	23.57
13062 - Media Specialist II	26.35
13063 - Media Specialist III	29.39
13071 - Photographer I	21.29
13072 - Photographer II	24.10
13073 - Photographer III	32.88
13074 - Photographer IV	41.88
13075 - Photographer V	50.02
13090 - Technical Order Library Clerk	21.29
13110 - Video Teleconference Technician	27.98
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.90
14042 - Computer Operator II	23.39
14043 - Computer Operator III	26.08
14044 - Computer Operator IV	28.99
14045 - Computer Operator V	32.09
14071 - Computer Programmer I	(see 1) 27.56
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	20.90
14160 - Personal Computer Support Technician	28.99
14170 - System Support Specialist	40.56
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	39.54
15020 - Aircrew Training Devices Instructor (Rated)	43.75
15030 - Air Crew Training Devices Instructor (Pilot)	52.46
15050 - Computer Based Training Specialist / Instructor	39.54
15060 - Educational Technologist	38.23
15070 - Flight Instructor (Pilot)	52.46
15080 - Graphic Artist	31.85
15085 - Maintenance Test Pilot Fixed Jet/Prop	51.99
15086 - Maintenance Test Pilot Rotary Wing	51.99

15088 - Non-Maintenance Test/Co-Pilot	51.99
15090 - Technical Instructor	30.07
15095 - Technical Instructor/Course Developer	36.67
15110 - Test Proctor	24.12
15120 - Tutor	24.12
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	17.13
16030 - Counter Attendant	17.13
16040 - Dry Cleaner	19.58
16070 - Finisher Flatwork Machine	17.13
16090 - Presser Hand	17.13
16110 - Presser Machine Drycleaning	17.13
16130 - Presser Machine Shirts	17.13
16160 - Presser Machine Wearing Apparel Laundry	17.13
16190 - Sewing Machine Operator	20.39
16220 - Tailor	21.20
16250 - Washer Machine	17.94
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.23
19040 - Tool And Die Maker	30.07
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.02
21030 - Material Coordinator	25.78
21040 - Material Expediter	25.78
21050 - Material Handling Laborer	15.67
21071 - Order Filler	16.41
21080 - Production Line Worker (Food Processing)	19.02
21110 - Shipping Packer	18.49
21130 - Shipping/Receiving Clerk	18.49
21140 - Store Worker I	17.62
21150 - Stock Clerk	22.08
21210 - Tools And Parts Attendant	19.02
21410 - Warehouse Specialist	19.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	39.63
23019 - Aircraft Logs and Records Technician	33.40
23021 - Aircraft Mechanic I	38.14
23022 - Aircraft Mechanic II	39.63
23023 - Aircraft Mechanic III	41.12

23040 - Aircraft Mechanic Helper	29.68
23050 - Aircraft Painter	36.71
23060 - Aircraft Servicer	33.40
23070 - Aircraft Survival Flight	36.71
Equipment Technician	
23080 - Aircraft Worker	35.20
23091 - Aircrew Life Support	35.20
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	38.14
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.10
23120 - Bicycle Repairer	17.92
23125 - Cable Splicer	46.85
23130 - Carpenter Maintenance	29.97
23140 - Carpet Layer	27.98
23160 - Electrician Maintenance	40.90
23181 - Electronics Technician	29.09
Maintenance I	
23182 - Electronics Technician	30.34
Maintenance II	
23183 - Electronics Technician	31.52
Maintenance III	
23260 - Fabric Worker	34.90
23290 - Fire Alarm System Mechanic	28.97
23310 - Fire Extinguisher Repairer	27.72
23311 - Fuel Distribution System	38.98
Mechanic	
23312 - Fuel Distribution System	33.08
Operator	
23370 - General Maintenance Worker	23.75
23380 - Ground Support Equipment	38.14
Mechanic	
23381 - Ground Support Equipment	33.40
Servicer	
23382 - Ground Support Equipment	35.20
Worker	
23391 - Gunsmith I	27.72
23392 - Gunsmith II	30.94
23393 - Gunsmith III	33.53
23410 - Heating Ventilation And Air-	31.91
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	33.16
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	32.77
23440 - Heavy Equipment Operator	42.64

23460 - Instrument Mechanic	31.98
23465 - Laboratory/Shelter Mechanic	32.27
23470 - Laborer	15.67
23510 - Locksmith	26.59
23530 - Machinery Maintenance	29.57
<b>Mechanic</b>	
23550 - Machinist Maintenance	24.04
23580 - Maintenance Trades Helper	16.98
23591 - Metrology Technician I	31.98
23592 - Metrology Technician II	33.23
23593 - Metrology Technician III	34.48
23640 - Millwright	40.73
23710 - Office Appliance Repairer	23.55
23760 - Painter Maintenance	26.50
23790 - Pipefitter Maintenance	33.83
23810 - Plumber Maintenance	32.56
23820 - Pneudraulic Systems Mechanic	33.53
23850 - Rigger	36.62
23870 - Scale Mechanic	30.94
23890 - Sheet-Metal Worker	32.41
<b>Maintenance</b>	
23910 - Small Engine Mechanic	23.31
23931 - Telecommunications Mechanic	35.34
<b>I</b>	
23932 - Telecommunications Mechanic	36.72
<b>II</b>	
23950 - Telephone Lineman	43.55
23960 - Welder Combination	23.20
<b>Maintenance</b>	
23965 - Well Driller	33.42
23970 - Woodcraft Worker	33.53
23980 - Woodworker	27.72
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	18.40
24570 - Child Care Attendant	14.62
24580 - Child Care Center Clerk	18.22
24610 - Chore Aide	13.83
24620 - Family Readiness And Support	18.40
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	20.13
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	42.23
25040 - Sewage Plant Operator	36.48
25070 - Stationary Engineer	42.23
25190 - Ventilation Equipment Tender	32.86
25210 - Water Treatment Plant	36.48
<b>Operator</b>	

<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		23.18
27007 - Baggage Inspector		17.98
27008 - Corrections Officer		35.44
27010 - Court Security Officer		39.73
27030 - Detection Dog Handler		20.36
27040 - Detention Officer		35.44
27070 - Firefighter		44.02
27101 - Guard I		17.98
27102 - Guard II		20.36
27131 - Police Officer I		39.72
27132 - Police Officer II		44.15
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		16.59
28042 - Carnival Equipment Repairer		17.63
28043 - Carnival Worker		13.47
28210 - Gate Attendant/Gate Tender		19.09
28310 - Lifeguard		13.56
28350 - Park Attendant (Aide)		21.34
28510 - Recreation Aide/Health		18.95
<b>Facility Attendant</b>		
28515 - Recreation Specialist		26.44
28630 - Sports Official		16.99
28690 - Swimming Pool Operator		20.05
<b>29000 - Stevedoring/Longshoremen</b>		
<b>Occupational Services</b>		
29010 - Blocker And Bracer		42.58
29020 - Hatch Tender		42.58
29030 - Line Handler		42.58
29041 - Stevedore I		40.36
29042 - Stevedore II		48.27
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control	(see 2)	46.55
<b>Specialist Center (HFO)</b>		
30011 - Air Traffic Control	(see 2)	32.10
<b>Specialist Station (HFO)</b>		
30012 - Air Traffic Control		35.35
<b>Specialist Terminal (HFO) (see 2)</b>		
30021 - Archeological Technician I		19.69
30022 - Archeological Technician II		22.02
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		29.82
30051 - Cryogenic Technician I		30.19
30052 - Cryogenic Technician II		33.35
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.02
30063 - Drafter/CAD Operator III		24.55
30064 - Drafter/CAD Operator IV		30.20

30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.47
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.20
30090 - Environmental Technician	26.77
30095 - Evidence Control Specialist	27.26
30210 - Laboratory Technician	24.89
30221 - Latent Fingerprint Technician I	29.77
30222 - Latent Fingerprint Technician II	32.88
30240 - Mathematical Technician	35.98
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94
30363 - Paralegal/Legal Assistant	35.39
III	
30364 - Paralegal/Legal Assistant IV	42.84
30375 - Petroleum Supply Specialist	33.35
30390 - Photo-Optics Technician	27.27
30395 - Radiation Control Technician	33.35
30461 - Technical Writer I	28.45
30462 - Technical Writer II	34.80
30463 - Technical Writer III	42.11
30491 - Unexploded Ordnance (UXO)	29.58
Technician I	
30492 - Unexploded Ordnance (UXO)	35.79
Technician II	
30493 - Unexploded Ordnance (UXO)	42.90
Technician III	
30494 - Unexploded (UXO) Safety	29.58
Escort	
30495 - Unexploded (UXO) Sweep	29.58
Personnel	
30501 - Weather Forecaster I	30.20
30502 - Weather Forecaster II	36.74
30620 - Weather Observer Combined (see 2)	24.55
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	27.27
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	35.79
31020 - Bus Aide	24.62
31030 - Bus Driver	31.71
31043 - Driver Courier	18.42
31260 - Parking and Lot Attendant	14.16
31290 - Shuttle Bus Driver	19.65



31310 - Taxi Driver	17.64
31361 - Truckdriver Light	19.57
31362 - Truckdriver Medium	20.73
31363 - Truckdriver Heavy	26.73
31364 - Truckdriver Tractor-Trailer	26.73
<b>99000 - Miscellaneous Occupations</b>	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	13.09
99050 - Desk Clerk	15.36
99095 - Embalmer	35.95
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker	16.38
<b>I</b>	
99252 - Laboratory Animal Caretaker	17.40
<b>II</b>	
99260 - Marketing Analyst	39.07
99310 - Mortician	35.95
99410 - Pest Controller	20.56
99510 - Photofinishing Worker	18.91
99710 - Recycling Laborer	33.83
99711 - Recycling Specialist	38.72
99730 - Refuse Collector	31.43
99810 - Sales Clerk	14.80
99820 - School Crossing Guard	18.85
99830 - Survey Party Chief	31.39
99831 - Surveying Aide	22.75
99832 - Surveying Technician	28.46
99840 - Vending Machine Attendant	23.55
99841 - Vending Machine Repairer	27.93
99842 - Vending Machine Repairer	23.55
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or

\$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 10 years and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) \*\*

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b) (2) (i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b) (2) (ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b) (2) (v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).