Standard Wage Determinants

From 2015-4833 to 2015-4927

March 24, 2022

Standard	Wage	Determinants.			. 1
Standard	Wage	Determination	No.:	2015-4833	. 3
Standard	Wage	Determination	No.:	2015-4835	17
Standard	Wage	Determination	No.:	2015-4837	31
Standard	Wage	Determination	No.:	2015-4839	45
Standard	Wage	Determination	No.:	2015-4841	59
Standard	Wage	Determination	No.:	2015-4843	73
Standard	Wage	Determination	No.:	2015-4845	87
Standard	Wage	Determination	No.:	2015-4847	101
Standard	Wage	Determination	No.:	2015-4851	115
Standard	Wage	Determination	No.:	2015-4853	129
Standard	Wage	Determination	No.:	2015-4855	143
Standard	Wage	Determination	No.:	2015-4857	157
Standard	Wage	Determination	No.:	2015-4859	171
Standard	Wage	Determination	No.:	2015-4861	185
Standard	Wage	Determination	No.:	2015-4863	199
Standard	Wage	Determination	No.:	2015-4865	213
Standard	Wage	Determination	No.:	2015-4867	227
Standard	Wage	Determination	No.:	2015-4869	241
Standard	Wage	Determination	No.:	2015-4871	255
Standard	Wage	Determination	No.:	2015-4873	270
Standard	Wage	Determination	No.:	2015-4875	284
Standard	Wage	Determination	No.:	2015-4877	298
Standard	Wage	Determination	No.:	2015-4879	312
Standard	Wage	Determination	No.:	2015-4881	326
Standard	Wage	Determination	No.:	2015-4883	340
Standard	Wage	Determination	No.:	2015-4885	354
Standard	Wage	Determination	No.:	2015-4887	368
Standard	Wage	Determination	No.:	2015-4889	382
Standard	Wage	Determination	No.:	2015-4891	396
Standard	Wage	Determination	No.:	2015-4893	410
Standard	Wage	Determination	No.:	2015-4895	424

Standard	Wage	Determination	No.:	2015-4897	438
Standard	Wage	Determination	No.:	2015-4899	452
Standard	Wage	Determination	No.:	2015-4901	466
Standard	Wage	Determination	No.:	2015-4903	480
Standard	Wage	Determination	No.:	2015-4905	494
Standard	Wage	Determination	No.:	2015-4907	508
Standard	Wage	Determination	No.:	2015-4913	522
Standard	Wage	Determination	No.:	2015-4917	536
Standard	Wage	Determination	No.:	2015-4919	550
Standard	Wage	Determination	No.:	2015-4921	564
Standard	Wage	Determination	No.:	2015-4923	578
Standard	Wage	Determination	No.:	2015-4925	592
Standard	Wage	Determination	No.:	2015-4927	606

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	C WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-4833
Daniel W. Simms Division of	Revision No.: 17
Director Wage Determination	ns 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.

State: Michigan

Area: Michigan County of Washtenaw

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		16.72
01012 - Accounting Clerk II		18.78
01013 - Accounting Clerk III		21.00
01020 - Administrative Assistant		31.59
01035 - Court Reporter		21.09
01041 - Customer Service		15.94
Representative I		
01042 - Customer Service		17.91
Representative II		

01043 - Customer Service Representative III		19.55
01051 - Data Entry Operator I		15.09
01052 - Data Entry Operator II		16.47
01060 - Dispatcher Motor Vehicle		21.98
01070 - Document Preparation Clerk		17.41
01090 - Duplicating Machine Operator		17.41
01111 - General Clerk I		14.55
01112 - General Clerk II		15.87
01113 - General Clerk III		17.82
01120 - Housing Referral Assistant		22.04
01141 - Messenger Courier		12.86
01191 - Order Clerk I		16.96
01192 - Order Clerk II		18.51
01261 - Personnel Assistant		17.69
(Employment) I		
01262 - Personnel Assistant		19.80
(Employment) II		
01263 - Personnel Assistant		22.07
(Employment) III		
01270 - Production Control Clerk		23.99
01290 - Rental Clerk		16.92
01300 - Scheduler Maintenance		17.64
01311 - Secretary I		17.64
01312 - Secretary II		19.73
01313 - Secretary III		22.04
01320 - Service Order Dispatcher		19.04
01410 - Supply Technician		31.59
01420 - Survey Worker		20.10
01460 - Switchboard		15.03
Operator/Receptionist		
01531 - Travel Clerk I		18.28
01532 - Travel Clerk II		19.87
01533 - Travel Clerk III		21.49
01611 - Word Processor I		15.47
01612 - Word Processor II		17.37
01613 - Word Processor III		19.43
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		27.60
Fiberglass		
05010 - Automotive	Electrician	28.42
05040 - Automotive Glass Installer		27.51
05070 - Automotive Worker		27.51
05110 - Mobile Equipment Servicer		25.54
05130 - Motor Equipment Metal		29.60
Mechanic		
05160 - Motor Equipment Metal Worker		27.51
05190 - Motor Vehicle Mechanic		29.60
05220 - Motor Vehicle Mechanic		23.96
Helper		

05250 - Motor Vehicle Upholstery	26.50
Worker	08.51
05280 - Motor Vehicle Wrecker	27.51
05310 - Painter Automotive	28.42
05340 - Radiator Repair Specialist	27.51
05370 - Tire Repairer	22.14
05400 - Transmission Repair	29.60
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.07
07041 - Cook I	17.95
07042 - Cook II	19.34
07070 - Dishwasher	11.35
07130 - Food Service Worker	13.22
07210 - Meat Cutter	17.36
07260 - Waiter/Waitress	12.05
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	25.50
09040 - Furniture Handler	19.18
09080 - Furniture Refinisher	25.50
09090 - Furniture Refinisher Helper	22.13
09110 - Furniture Repairer Minor	23.77
09130 - Upholsterer	25.50
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.91
11060 - Elevator Operator	16.50
11090 - Gardener	20.29
11122 - Housekeeping Aide	16.50
11150 - Janitor	16.50
11210 - Laborer Grounds Maintenance	16.50
11240 - Maid or Houseman	12.55
11260 - Pruner	15.23
11270 - Tractor Operator	19.04
11330 - Trail Maintenance Worker	16.50
11360 - Window Cleaner	17.87
12000 - Health Occupations	
12010 - Ambulance Driver	17.90
12011 - Breath Alcohol Technician	23.59
12012 - Certified Occupational	32.36
Therapist Assistant	
12015 - Certified Physical Therapist	27.05
Assistant	
12020 - Dental Assistant	21.88
12025 - Dental Hygienist	35.31
12030 - EKG Technician	31.99
12035 - Electroneurodiagnostic	31.99
Technologist	
-	

12040 - Emergency Medical Technician	17.90
12071 - Licensed Practical Nurse I	21.09
12072 - Licensed Practical Nurse II	23.59
12073 - Licensed Practical Nurse III	26.30
12100 - Medical Assistant	17.51
12130 - Medical Laboratory	26.97
Technician	
12160 - Medical Record Clerk	21.84
12190 - Medical Record Technician	24.42
12195 - Medical Transcriptionist	20.31
12210 - Nuclear Medicine	40.81
Technologist	
12221 - Nursing Assistant I	13.18
12222 - Nursing Assistant II	14.83
12223 - Nursing Assistant III	16.18
12224 - Nursing Assistant IV	18.16
12235 - Optical Dispenser	19.36
12236 - Optical Technician	21.09
12250 - Pharmacy Technician	19.41
12280 - Phlebotomist	17.43
12305 - Radiologic Technologist	30.35
12311 - Registered Nurse I	29.83
12312 - Registered Nurse II	32.20
12313 - Registered Nurse II	32.20
Specialist	
12314 - Registered Nurse III	44.14
12315 - Registered Nurse III	44.14
Anesthetist	
12316 - Registered Nurse IV	52.92
12317 - Scheduler (Drug and Alcohol	29.23
Testing)	
12320 - Substance Abuse Treatment	32.01
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	24.77
13012 - Exhibits Specialist II	30.69
13013 - Exhibits Specialist III	37.54
13041 - Illustrator I	24.77
13042 - Illustrator II	30.69
13043 - Illustrator III	37.54
13047 - Librarian	33.99
13050 - Library Aide/Clerk	14.84
13054 - Library Information	30.69
Technology Systems	
Administrator	
13058 - Library Technician	21.86
13061 - Media Specialist I	22.16
13062 - Media Specialist II	24.77
13063 - Media Specialist III	27.61

13071 - Photographer I		20.04
13072 - Photographer II		22.61
13073 - Photographer III		29.56
13074 - Photographer IV		34.28
13075 - Photographer V		41.10
13090 - Technical Order Library		18.91
Clerk		
13110 - Video Teleconference		21.04
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.74
14042 - Computer Operator II		19.20
14043 - Computer Operator III		21.16
14044 - Computer Operator IV		23.46
14045 - Computer Operator V		25.61
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(500 1)	16.74
Operator		10./1
14160 - Personal Computer Support		23.46
Technician		23.40
14170 - System Support Specialist		31.29
15000 - Instructional Occupations		51.29
15010 - Aircrew Training Devices		33.48
Instructor (Non-Rated)		55.40
		40.52
15020 - Aircrew Training Devices		40.52
Instructor (Rated)		
15030 - Air Crew Training Devices		48.56
Instructor (Pilot)		2.2.4.0
15050 - Computer Based Training		33.48
Specialist / Instructor		
15060 - Educational Technologist		32.10
15070 - Flight Instructor (Pilot)		48.56
15080 - Graphic Artist		25.87
15085 - Maintenance Test Pilot Fixed		48.56
Jet/Prop		
15086 - Maintenance Test Pilot		48.56
Rotary Wing		
15088 - Non-Maintenance Test/Co-		48.56
Pilot		
15090 - Technical Instructor		24.59
15095 - Technical Instructor/Course		32.69
Developer		
15110 - Test Proctor		21.80

15100	01 00
15120 - Tutor	21.80
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	11.44
16030 - Counter Attendant	11.44
16040 - Dry Cleaner	15.35
16070 - Finisher Flatwork Machine	11.44
16090 - Presser Hand	11.44
16110 - Presser Machine Drycleaning	11.44
16130 - Presser Machine Shirts	11.44
16160 - Presser Machine Wearing	11.44
Apparel Laundry	TT • 11
16190 - Sewing Machine Operator	16.71
16220 - Tailor	18.01
16250 - Washer Machine	12.73
19000 - Machine Tool Operation And	12.75
Repair Occupations	
19010 - Machine-Tool Operator (Tool	27.32
Room)	21.52
19040 - Tool And Die Maker	31.33
21000 - Materials Handling And Packing	51.55
Occupations	
21020 - Forklift Operator	20.65
21020 - Material Coordinator	24.54
21040 - Material Expediter	24.54
21050 - Material Handling Laborer	15.24
21071 - Order Filler	15.25
21080 - Production Line Worker (Food	20.65
Processing)	20.00
21110 - Shipping Packer	18.76
21130 - Shipping/Receiving Clerk	18.76
21140 - Store Worker I	19.40
21150 - Stock Clerk	24.66
21210 - Tools And Parts Attendant	20.65
21410 - Warehouse Specialist	20.65
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	29.23
23019 - Aircraft Logs and Records	24.50
Technician	
23021 - Aircraft Mechanic I	28.27
23022 - Aircraft Mechanic II	29.23
23023 - Aircraft Mechanic III	30.16
23040 - Aircraft Mechanic Helper	21.67
23050 - Aircraft Painter	27.15
23060 - Aircraft Servicer	24.50
23070 - Aircraft Survival Flight	27.15
Equipment Technician	
23080 - Aircraft Worker	25.72

	05 70
23091 - Aircrew Life Support	25.72
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	28.27
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.50
23120 - Bicycle Repairer	25.89
23125 - Cable Splicer	37.15
23130 - Carpenter Maintenance	32.63
23140 - Carpet Layer	27.89
23160 - Electrician Maintenance	35.51
23181 - Electronics Technician	29.80
Maintenance I	
23182 - Electronics Technician	30.78
Maintenance II	
23183 - Electronics Technician	32.06
Maintenance III	
23260 - Fabric Worker	26.86
23290 - Fire Alarm System Mechanic	29.91
23310 - Fire Extinguisher Repairer	25.89
23311 - Fuel Distribution System	37.32
Mechanic	
23312 - Fuel Distribution System	32.20
Operator	
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment	28.27
Mechanic	
23381 - Ground Support Equipment	24.50
Servicer	
23382 - Ground Support Equipment	25.72
Worker	
23391 - Gunsmith I	25.89
23392 - Gunsmith II	27.89
23393 - Gunsmith III	30.01
23410 - Heating Ventilation And Air-	33.50
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	34.60
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	30.01
23440 - Heavy Equipment Operator	29.71
23460 - Instrument Mechanic	30.01
23465 - Laboratory/Shelter Mechanic	28.81
23470 - Laborer	16.69
23510 - Locksmith	28.81
23530 - Machinery Maintenance	28.66
Mechanic	
23550 - Machinist Maintenance	27.99

23580 - Maintenance Trades Helper	19.99
23591 - Metrology Technician I	30.01
23592 - Metrology Technician II	31.02
23593 - Metrology Technician III	32.08
23640 - Millwright	34.10
23710 - Office Appliance Repairer	27.24
23760 - Painter Maintenance	26.60
23790 - Pipefitter Maintenance	37.06
23810 - Plumber Maintenance	35.58
23820 - Pneudraulic Systems Mechanic	30.01
23850 - Rigger	30.01
23870 - Scale Mechanic	27.89
23890 - Sheet-Metal Worker	30.01
Maintenance	07.00
23910 - Small Engine Mechanic	27.89
23931 - Telecommunications Mechanic	30.01
I	21 00
23932 - Telecommunications Mechanic	31.02
23950 - Telephone Lineman	29.06
23960 - Welder Combination	26.46
Maintenance	20.01
23965 - Well Driller	30.01
23970 - Woodcraft Worker	30.01
23980 - Woodworker	25.89
24000 - Personal Needs Occupations	10 15
24550 - Case Manager	19.15
24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk	18.10
24610 - Chore Aide	11.70
24620 - Family Readiness And Support Services	19.15
Coordinator	
24630 - Homemaker	19.20
24030 - Homemaker 25000 - Plant And System Operations	19.20
Occupations	
25010 - Boiler Tender	34.55
25010 - Boller Tender 25040 - Sewage Plant Operator	27.56
25040 - Sewage Flant Operator 25070 - Stationary Engineer	34.55
25190 - Ventilation Equipment Tender	27.96
25210 - Water Treatment Plant	27.56
Operator	27.50
27000 - Protective Service Occupations	
27000 - Fiotective Service Occupations	25.52
27004 - Alarm Monitor 27007 - Baggage Inspector	15.48
27007 - Baggage Inspector 27008 - Corrections Officer	27.51
27008 - Corrections Officer 27010 - Court Security Officer	27.31
27010 - Court Security Officer 27030 - Detection Dog Handler	20.31
27030 - Detection Dog Handler 27040 - Detention Officer	27.51
27040 - Decention Officer 27070 - Firefighter	25.74
ZIVIV - FILELIGHUEL	23.14

27101 - Guard I			15.48
27102 - Guard II			20.31
27131 - Police Officer I			29.45
27132 - Police Officer II			32.73
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			15.05
28042 - Carnival Equipment Repairer			16.04
28043 - Carnival Worker			12.22
28210 - Gate Attendant/Gate Tender			15.65
28310 - Lifeguard			13.94
28350 - Park Attendant (Aide)			17.51
28510 - Recreation Aide/Health			12.28
Facility Attendant			
28515 - Recreation Specialist			19.60
28630 - Sports Official			13.94
28690 - Swimming Pool Operator			20.87
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			27.89
29020 - Hatch Tender			27.89
29030 - Line Handler			27.89
29041 - Stevedore I			26.86
29042 - Stevedore II			28.81
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	44.24
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	30.50
Specialist Station (HFO)			
30012 - Air Traffic Control			33.59
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			20.08
30022 - Archeological Technician II			22.47
30023 - Archeological Technician III			27.83
30030 - Cartographic Technician			27.83
30040 - Civil Engineering Technician			28.51
30051 - Cryogenic Technician I			28.56
30052 - Cryogenic Technician II			31.52
30061 - Drafter/CAD Operator I			20.08
30062 - Drafter/CAD Operator II			22.47
30063 - Drafter/CAD Operator III			25.05
30064 - Drafter/CAD Operator IV			30.82
30081 - Engineering Technician I			18.36
30082 - Engineering Technician II			21.64
30083 - Engineering Technician III			24.21
30084 - Engineering Technician IV			30.00
30085 - Engineering Technician V			36.70
30086 - Engineering Technician VI			44.38
30090 - Environmental Technician			28.63
30095 - Evidence Control Specialist			23.83
30210 - Laboratory Technician			22.21

30221 - Latent Fingerprint	28.56
Technician I	
30222 - Latent Fingerprint	31.52
Technician II	
30240 - Mathematical Technician	30.61
30361 - Paralegal/Legal Assistant I	20.88
30362 - Paralegal/Legal Assistant II	25.86
30363 - Paralegal/Legal Assistant	31.63
III	
30364 - Paralegal/Legal Assistant IV	38.28
30375 - Petroleum Supply Specialist	29.15
30390 - Photo-Optics Technician	28.08
30395 - Radiation Control Technician	29.15
30461 - Technical Writer I	27.70
30462 - Technical Writer II	33.89
30463 - Technical Writer III	41.01
30491 - Unexploded Ordnance (UXO)	28.11
Technician I	
30492 - Unexploded Ordnance (UXO)	34.01
Technician II	
30493 - Unexploded Ordnance (UXO)	40.77
Technician III	
30494 - Unexploded (UXO) Safety	28.11
Escort	
30495 - Unexploded (UXO) Sweep	28.11
Personnel	20.11
30501 - Weather Forecaster I	30.82
30502 - Weather Forecaster II	37.49
30620 - Weather Observer Combined (see 2)	
Upper Air Or	20.00
Surface Programs	
30621 - Weather Observer Senior (see 2)	27.55
31000 - Transportation/Mobile	27.00
Equipment Operation Occupations	
31010 - Airplane Pilot	34.01
	16.57
31020 - Bus Aldo	21.15
31020 - Bus Aide 31030 - Bus Driver	18.34
31030 - Bus Driver	
31030 - Bus Driver 31043 - Driver Courier	
31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant	14.67
31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver	18.55
31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver	18.55 16.46
<pre>31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light</pre>	18.55 16.46 19.55
<pre>31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium</pre>	18.55 16.46 19.55 20.29
<pre>31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy</pre>	18.55 16.46 19.55 20.29 21.96
<pre>31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer</pre>	18.55 16.46 19.55 20.29
<pre>31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations</pre>	18.55 16.46 19.55 20.29 21.96 21.96
<pre>31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>	18.55 16.46 19.55 20.29 21.96 21.96 16.58
<pre>31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier</pre>	18.55 16.46 19.55 20.29 21.96 21.96 16.58 11.59
<pre>31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>	18.55 16.46 19.55 20.29 21.96 21.96 16.58

99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker	15.15
I	
99252 - Laboratory Animal Caretaker	16.50
II	
99260 - Marketing Analyst	31.93
99310 - Mortician	28.35
99410 - Pest Controller	28.35
99510 - Photofinishing Worker	15.49
99710 - Recycling Laborer	21.23
99711 - Recycling Specialist	24.28
99730 - Refuse Collector	19.60
99810 - Sales Clerk	12.87
99820 - School Crossing Guard	14.42
99830 - Survey Party Chief	22.62
99831 - Surveying Aide	12.97
99832 - Surveying Technician	19.86
99840 - Vending Machine Attendant	26.41
99841 - Vending Machine Repairer	30.33
99842 - Vending Machine Repairer	26.41
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-4835
Daniel W. Simms Division of	Revision No.: 18
Director Wage Determination	ns 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.

State: Michigan

Area: Michigan County of Calhoun

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.68
01012 - Accounting Clerk II		17.61
01013 - Accounting Clerk III		19.69
01020 - Administrative Assistant		26.45
01035 - Court Reporter		18.68
01041 - Customer Service		13.83
Representative I		
01042 - Customer Service		15.56
Representative II		

01043 - Customer Service Representative III		16.97
01051 - Data Entry Operator I		14.62
01052 - Data Entry Operator II		15.95
01060 - Dispatcher Motor Vehicle		18.68
01070 - Document Preparation Clerk		14.96
01090 - Duplicating Machine Operator		14.96
01111 - General Clerk I		14.77
01112 - General Clerk II		16.11
01113 - General Clerk III		18.10
01120 - Housing Referral Assistant		20.82
01141 - Messenger Courier		12.42
01191 - Order Clerk I		14.99
01192 - Order Clerk II		16.36
01261 - Personnel Assistant		16.00
(Employment) I		10.00
01262 - Personnel Assistant		17.90
(Employment) II		17.90
01263 - Personnel Assistant		19.95
		19.95
(Employment) III		21 00
01270 - Production Control Clerk		21.09
01290 - Rental Clerk		15.64
01300 - Scheduler Maintenance		16.69
01311 - Secretary I		16.69
01312 - Secretary II		18.68
		~ ~ ~ ~ ~
01313 - Secretary III		20.82
01320 - Service Order Dispatcher		16.69
01320 - Service Order Dispatcher 01410 - Supply Technician		16.69 26.45
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker		16.69 26.45 17.43
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard		16.69 26.45
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		16.69 26.45 17.43 13.36
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		16.69 26.45 17.43 13.36 13.87
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		16.69 26.45 17.43 13.36 13.87 14.82
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		16.69 26.45 17.43 13.36 13.87 14.82 15.91
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		16.69 26.45 17.43 13.36 13.87 14.82 15.91 14.87
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II		16.69 26.45 17.43 13.36 13.87 14.82 15.91 14.87 16.69
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		16.69 26.45 17.43 13.36 13.87 14.82 15.91 14.87
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III		16.69 26.45 17.43 13.36 13.87 14.82 15.91 14.87 16.69 18.68
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer		16.69 26.45 17.43 13.36 13.87 14.82 15.91 14.87 16.69
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass		16.69 26.45 17.43 13.36 13.87 14.82 15.91 14.87 16.69 18.68
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	16.69 26.45 17.43 13.36 13.87 14.82 15.91 14.87 16.69 18.68 22.06 21.95
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer	Electrician	16.69 26.45 17.43 13.36 13.87 14.82 15.91 14.87 16.69 18.68 22.06 21.95 20.80
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	16.69 26.45 17.43 13.36 13.87 14.82 15.91 14.87 16.69 18.68 22.06 21.95 20.80 20.80
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	16.69 26.45 17.43 13.36 13.87 14.82 15.91 14.87 16.69 18.68 22.06 21.95 20.80 20.80 18.56
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	16.69 26.45 17.43 13.36 13.87 14.82 15.91 14.87 16.69 18.68 22.06 21.95 20.80 20.80
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	16.69 26.45 17.43 13.36 13.87 14.82 15.91 14.87 16.69 18.68 22.06 21.95 20.80 20.80 18.56 23.07
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	16.69 26.45 17.43 13.36 13.87 14.82 15.91 14.87 16.69 18.68 22.06 21.95 20.80 20.80 18.56
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	16.69 26.45 17.43 13.36 13.87 14.82 15.91 14.87 16.69 18.68 22.06 21.95 20.80 20.80 18.56 23.07
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	16.69 26.45 17.43 13.36 13.87 14.82 15.91 14.87 16.69 18.68 22.06 21.95 20.80 20.80 18.56 23.07

05250 - Motor Vehicle Upholstery	19.61
Worker	
05280 - Motor Vehicle Wrecker	20.80
05310 - Painter Automotive	21.95
05340 - Radiator Repair Specialist	20.80
05370 - Tire Repairer	17.62
05400 - Transmission Repair	23.07
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	17.67
07041 - Cook I	16.28
07042 - Cook II	17.67
07070 - Dishwasher	13.43
07130 - Food Service Worker	13.43
07210 - Meat Cutter	17.67
07260 - Waiter/Waitress	14.12
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	24.96
09040 - Furniture Handler	18.46
09080 - Furniture Refinisher	24.96
09090 - Furniture Refinisher Helper	20.94
09110 - Furniture Repairer Minor	23.07
09130 - Upholsterer	24.96
11000 - General Services And Support	24.90
Occupations	
11030 - Cleaner Vehicles	13.24
11060 - Elevator Operator	15.66
11090 - Gardener	16.35
11122 - Housekeeping Aide	15.66
11122 - Housekeeping Aide 11150 - Janitor	15.66
11210 - Laborer Grounds Maintenance	13.86
11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman	12.12
11240 - Maid or Houseman 11260 - Pruner	14.77
11270 - Tractor Operator 11330 - Trail Maintenance Worker	15.57
11350 - Trail Maintenance worker 11360 - Window Cleaner	13.86
	16.75
12000 - Health Occupations	01 07
12010 - Ambulance Driver	21.87
12011 - Breath Alcohol Technician	22.47
12012 - Certified Occupational	30.83
Therapist Assistant	0.0 6.2
12015 - Certified Physical Therapist	28.63
Assistant	10 64
12020 - Dental Assistant	18.64
12025 - Dental Hygienist	29.66
12030 - EKG Technician	34.06
12035 - Electroneurodiagnostic	34.06
Technologist	

12040 - Emergency Medical Technician	21.87
12071 - Licensed Practical Nurse I	20.10
12072 - Licensed Practical Nurse II	22.47
12073 - Licensed Practical Nurse III	25.05
12100 - Medical Assistant	16.85
12130 - Medical Laboratory	25.37
Technician	
12160 - Medical Record Clerk	17.09
12190 - Medical Record Technician	19.13
12195 - Medical Transcriptionist	20.10
12210 - Nuclear Medicine	49.39
Technologist	10 11
12221 - Nursing Assistant I	12.14
12222 - Nursing Assistant II	13.64
12223 - Nursing Assistant III	14.89
12224 - Nursing Assistant IV	16.73
12235 - Optical Dispenser	21.73
12236 - Optical Technician	20.10
12250 - Pharmacy Technician	16.28
12280 - Phlebotomist	20.10
12305 - Radiologic Technologist	29.79
12311 - Registered Nurse I	24.60
12312 - Registered Nurse II	30.09
12313 - Registered Nurse II	30.09
Specialist	
12314 - Registered Nurse III	36.40
12315 - Registered Nurse III	36.40
Anesthetist	
12316 - Registered Nurse IV	43.34
12317 - Scheduler (Drug and Alcohol	27.83
Testing)	
12320 - Substance Abuse Treatment	26.79
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	20.92
13012 - Exhibits Specialist II	25.91
13013 - Exhibits Specialist III	31.70
13041 - Illustrator I	20.92
13042 - Illustrator II	25.91
13043 - Illustrator III	31.70
13047 - Librarian	28.70
13050 - Library Aide/Clerk	16.38
13054 - Library Information	25.91
Technology Systems	
Administrator	
13058 - Library Technician	15.27
13061 - Media Specialist I	18.70
13062 - Media Specialist II	20.92
13063 - Media Specialist III	23.32

13071 - Photographer I		18.70
13072 - Photographer II		20.92
13073 - Photographer III		25.91
13074 - Photographer IV		31.38
13075 - Photographer V		37.68
13090 - Technical Order Library		19.04
Clerk		
13110 - Video Teleconference		18.70
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.12
14042 - Computer Operator II		19.15
14043 - Computer Operator III		21.36
14044 - Computer Operator IV		23.73
14045 - Computer Operator V		26.27
14071 - Computer Programmer I	(see 1)	21.24
14072 - Computer Programmer II	(see 1)	26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(17.12
Operator		-
14160 - Personal Computer Support		23.73
Technician		
14170 - System Support Specialist		26.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		29.44
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		35.62
Instructor (Rated)		00.01
15030 - Air Crew Training Devices		41.88
Instructor (Pilot)		11.00
15050 - Computer Based Training		29.44
Specialist / Instructor		
15060 - Educational Technologist		37.12
15070 - Flight Instructor (Pilot)		41.88
15080 - Graphic Artist		22.53
15085 - Maintenance Test Pilot Fixed		41.88
Jet/Prop		11.00
15086 - Maintenance Test Pilot		41.88
Rotary Wing		
15088 - Non-Maintenance Test/Co-		41.88
Pilot		11.00
15090 - Technical Instructor		24.30
15095 - Technical Instructor/Course		29.73
Developer		27.15
15110 - Test Proctor		19.97
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	10 07
15120 - Tutor	19.97
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 07
16010 - Assembler	11.37
16030 - Counter Attendant	11.37
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	1 6 0 0
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	27.32
Room)	
19040 - Tool And Die Maker	32.76
21000 - Materials Handling And Packing	
Occupations	0.1 0.5
21020 - Forklift Operator	21.07
21030 - Material Coordinator	23.20
21040 - Material Expediter	23.20
21050 - Material Handling Laborer	16.60
21071 - Order Filler	15.26
21080 - Production Line Worker (Food	21.07
Processing)	
21110 - Shipping Packer	18.87
21130 - Shipping/Receiving Clerk	18.87
21140 - Store Worker I	16.08
21150 - Stock Clerk	19.77
21210 - Tools And Parts Attendant	21.07
21410 - Warehouse Specialist	21.07
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	28.89
23019 - Aircraft Logs and Records	23.40
Technician	
23021 - Aircraft Mechanic I	27.53
23022 - Aircraft Mechanic II	28.89
23023 - Aircraft Mechanic III	30.16
23040 - Aircraft Mechanic Helper	20.94
23050 - Aircraft Painter	26.20
23060 - Aircraft Servicer	23.40
23070 - Aircraft Survival Flight	26.20
Equipment Technician	04 00
23080 - Aircraft Worker	24.82

	04 00
23091 - Aircrew Life Support	24.82
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	27.53
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	26.20
23120 - Bicycle Repairer	22.15
23125 - Cable Splicer	27.53
23130 - Carpenter Maintenance	23.01
23140 - Carpet Layer	24.82
23160 - Electrician Maintenance	33.22
23181 - Electronics Technician	24.82
Maintenance I	
23182 - Electronics Technician	26.20
Maintenance II	
23183 - Electronics Technician	27.53
Maintenance III	
23260 - Fabric Worker	23.40
23290 - Fire Alarm System Mechanic	27.53
23310 - Fire Extinguisher Repairer	22.15
23311 - Fuel Distribution System	27.34
Mechanic	
23312 - Fuel Distribution System	21.99
Operator	
23370 - General Maintenance Worker	20.26
23380 - Ground Support Equipment	27.53
Mechanic	
23381 - Ground Support Equipment	23.40
Servicer	
23382 - Ground Support Equipment	24.82
Worker	
23391 - Gunsmith I	22.15
23392 - Gunsmith II	24.82
23393 - Gunsmith III	27.53
23410 - Heating Ventilation And Air-	30.75
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	32.27
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.53
23440 - Heavy Equipment Operator	27.53
23460 - Instrument Mechanic	27.53
23465 - Laboratory/Shelter Mechanic	26.20
23470 - Laborer	16.60
23510 - Locksmith	26.20
23530 - Machinery Maintenance	29.05
Mechanic	
23550 - Machinist Maintenance	26.13
	20.10

23580 - Maintenance Trades Helper	20.94
23591 - Metrology Technician I	27.53
23592 - Metrology Technician II	28.89
23593 - Metrology Technician III	30.16
23640 - Millwright	29.94
23710 - Office Appliance Repairer	26.20
23760 - Painter Maintenance	26.20
23790 - Pipefitter Maintenance	28.24
23810 - Plumber Maintenance	26.87
23820 - Pneudraulic Systems Mechanic	27.53
23850 - Rigger	27.53
23870 - Scale Mechanic	24.82
23890 - Sheet-Metal Worker	32.30
Maintenance	
23910 - Small Engine Mechanic	24.82
23931 - Telecommunications Mechanic	27.53
I	
23932 - Telecommunications Mechanic	28.89
II	
23950 - Telephone Lineman	27.53
23960 - Welder Combination	21.46
Maintenance	
23965 - Well Driller	27.53
23970 - Woodcraft Worker	27.53
23980 - Woodworker	22.15
24000 - Personal Needs Occupations	
24550 - Case Manager	17.11
24570 - Child Care Attendant	11.59
24580 - Child Care Center Clerk	14.45
24610 - Chore Aide	12.62
24620 - Family Readiness And Support	17.11
Services	
Coordinator	
24630 - Homemaker	17.21
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.53
25040 - Sewage Plant Operator	23.17
25070 - Stationary Engineer	27.53
25190 - Ventilation Equipment Tender	20.80
25210 - Water Treatment Plant	23.17
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.28
27007 - Baggage Inspector	14.83
27008 - Corrections Officer	25.56
27010 - Court Security Officer	25.56
27030 - Detection Dog Handler	16.64
27040 - Detention Officer	25.56
27070 - Firefighter	25.85

27101 - Guard I	14.83
27102 - Guard II	16.64
27131 - Police Officer I	27.41
27132 - Police Officer II	30.47
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.15
28042 - Carnival Equipment Repairer	15.81
28043 - Carnival Worker	13.47
28210 - Gate Attendant/Gate Tender	15.92
28310 - Lifeguard	14.18
28350 - Park Attendant (Aide)	17.80
28510 - Recreation Aide/Health	12.99
Facility Attendant	
28515 - Recreation Specialist	22.06
28630 - Sports Official	14.18
28690 - Swimming Pool Operator	24.42
29000 - Stevedoring/Longshoremen	
Occupational Services	0.400
29010 - Blocker And Bracer	24.82
29020 - Hatch Tender	24.82
29030 - Line Handler	24.82
29041 - Stevedore I	23.74
29042 - Stevedore II	26.20
30000 - Technical Occupations	40.00
30010 - Air Traffic Control (see 2)	40.29
Specialist Center (HFO)	07 70
30011 - Air Traffic Control (see 2)	27.78
Specialist Station (HFO) 30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	50.59
30021 - Archeological Technician I	16.55
30022 - Archeological Technician II	18.51
30023 - Archeological Technician III	22.94
30030 - Cartographic Technician	22.94
30040 - Civil Engineering Technician	22.74
30051 - Cryogenic Technician I	25.18
30052 - Cryogenic Technician II	27.81
30061 - Drafter/CAD Operator I	16.55
30062 - Drafter/CAD Operator II	18.51
30063 - Drafter/CAD Operator III	20.65
30064 - Drafter/CAD Operator IV	25.40
30081 - Engineering Technician I	14.89
30082 - Engineering Technician II	16.55
30083 - Engineering Technician III	19.40
30084 - Engineering Technician IV	22.73
30085 - Engineering Technician V	27.81
30086 - Engineering Technician VI	33.65
30090 - Environmental Technician	
	22.73
30095 - Evidence Control Specialist	

30221 - Latent Fingerprint Technician I			25.18
			07 01
30222 - Latent Fingerprint Technician II			27.81
30240 - Mathematical Technician			22.94
			18.32
30361 - Paralegal/Legal Assistant I			
30362 - Paralegal/Legal Assistant II			21.59
30363 - Paralegal/Legal Assistant			26.41
III			
30364 - Paralegal/Legal Assistant IV			31.96
30375 - Petroleum Supply Specialist			27.81
30390 - Photo-Optics Technician			22.94
30395 - Radiation Control Technician			27.81
30461 - Technical Writer I			22.94
30462 - Technical Writer II			28.07
30463 - Technical Writer III			33.65
30491 - Unexploded Ordnance (UXO)			25.60
Technician I			
30492 - Unexploded Ordnance (UXO)			30.98
Technician II			
30493 - Unexploded Ordnance (UXO)			37.13
Technician III			0 / • ± 0
30494 - Unexploded (UXO) Safety			25.60
Escort			23.00
30495 - Unexploded (UXO) Sweep			25.60
Personnel 30501 - Weather Forecaster I			25.40
30502 - Weather Forecaster II	1	0.)	30.89
	(see	∠)	20.65
Upper Air Or			
Surface Programs	,	2 1	04 00
	(see	2)	24.08
31000 - Transportation/Mobile			
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			16.07
31030 - Bus Driver			20.37
31043 - Driver Courier			16.95
31260 - Parking and Lot Attendant			15.22
31290 - Shuttle Bus Driver			17.94
31310 - Taxi Driver			15.19
31361 - Truckdriver Light			17.94
31362 - Truckdriver Medium			18.95
31363 - Truckdriver Heavy			21.92
31364 - Truckdriver Tractor-Trailer			21.92
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			11.25
99050 - Desk Clerk			14.03
99090 - Desk Clerk 99095 - Embalmer			
32022 - Fundarmer			26.68

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.00
I	
99252 - Laboratory Animal Caretaker	15.87
II	
99260 - Marketing Analyst	41.23
99310 - Mortician	26.68
99410 - Pest Controller	23.49
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.53
99711 - Recycling Specialist	21.02
99730 - Refuse Collector	17.32
99810 - Sales Clerk	13.08
99820 - School Crossing Guard	17.32
99830 - Survey Party Chief	21.71
99831 - Surveying Aide	11.40
99832 - Surveying Technician	18.09
99840 - Vending Machine Attendant	21.02
99841 - Vending Machine Repairer	24.92
99842 - Vending Machine Repairer	21.02
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick 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 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-4837 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.

State: Michigan

Area: Michigan County of Bay

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.76
01012 - Accounting Clerk II		16.58
01013 - Accounting Clerk III		18.54
01020 - Administrative Assistant		25.49
01035 - Court Reporter		18.06
01041 - Customer Service		13.34
Representative I		
01042 - Customer Service		14.56
Representative II		

01043 - Customer Service Representative III		16.35
01051 - Data Entry Operator I		13.18
01052 - Data Entry Operator II		14.38
01060 - Dispatcher Motor Vehicle		19.70
01070 - Document Preparation Clerk		14.38
01090 - Duplicating Machine Operator		14.38
01111 - General Clerk I		13.48
01112 - General Clerk II		14.71
01113 - General Clerk III		16.51
01120 - Housing Referral Assistant		20.13
01141 - Messenger Courier		11.73
01191 - Order Clerk I		14.47
01192 - Order Clerk II		15.80
01261 - Personnel Assistant		16.72
(Employment) I		10.72
01262 - Personnel Assistant		18.70
(Employment) II		10.70
01263 - Personnel Assistant		20.86
(Employment) III		20.00
01270 - Production Control Clerk		22.01
01290 - Rental Clerk		14.54
01300 - Scheduler Maintenance		16.15
01311 - Secretary I		16.15
01312 - Secretary II		18.06
—		20.13
01313 - Secretary III 01320 - Secretary Dispetcher		17.61
01320 - Service Order Dispatcher		25.49
01410 - Supply Technician		
01420 - Survey Worker 01460 - Switchboard		18.06
		13.04
Operator/Receptionist 01531 - Travel Clerk I		14.13
01532 - Travel Clerk II 01533 - Travel Clerk III		15.27
01533 - Travel Clerk III 01611 - Word Processor I		16.55 14.38
01611 - Word Processor I 01612 - Word Processor II		
		16.15
01613 - Word Processor III		18.06
05000 - Automotive Service Occupations		22.12
05005 - Automobile Body Repairer		22.12
Fiberglass		00 1 4
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer 05070 - Automotive Worker		19.51
		19.51
05110 - Mobile Equipment Servicer		18.27
05130 - Motor Equipment Metal		20.76
Mechanic		10 51
05160 - Motor Equipment Metal Worker		19.51
05190 - Motor Vehicle Mechanic		20.76
05220 - Motor Vehicle Mechanic		17 75
Helper		17.65

05250 - Motor Vehicle Upholstery	18.89
Worker	10 51
05280 - Motor Vehicle Wrecker	19.51
05310 - Painter Automotive	20.14
05340 - Radiator Repair Specialist	19.51
05370 - Tire Repairer	16.81
05400 - Transmission Repair	20.76
Specialist	
07000 - Food Preparation And Service	
Occupations	15 01
07010 - Baker	15.31
07041 - Cook I	12.62
07042 - Cook II	13.83
07070 - Dishwasher	11.28
07130 - Food Service Worker	11.14
07210 - Meat Cutter	15.15
07260 - Waiter/Waitress	10.71
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	21.85
09040 - Furniture Handler	16.08
09080 - Furniture Refinisher	21.85
09090 - Furniture Refinisher Helper	18.19
09110 - Furniture Repairer Minor	20.26
09130 - Upholsterer	21.85
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.65
11060 - Elevator Operator	12.65
11090 - Gardener	18.16
11122 - Housekeeping Aide	12.65
11150 - Janitor	12.65
11210 - Laborer Grounds Maintenance	14.77
11240 - Maid or Houseman	13.19
11260 - Pruner	13.63
11270 - Tractor Operator	17.04
11330 - Trail Maintenance Worker	14.77
11360 - Window Cleaner	13.42
12000 - Health Occupations	
12010 - Ambulance Driver	20.81
12011 - Breath Alcohol Technician	20.81
12012 - Certified Occupational	28.54
Therapist Assistant	
12015 - Certified Physical Therapist	24.83
Assistant	
12020 - Dental Assistant	20.56
12025 - Dental Hygienist	33.02
12030 - EKG Technician	31.53
12035 - Electroneurodiagnostic	31.53
Technologist	

12071 - Licensed Practical Nurse II 18.61 12072 - Licensed Practical Nurse III 20.81 12073 - Licensed Practical Nurse III 23.19 12100 - Medical Assistant 14.55 12130 - Medical Laboratory 18.61 Technician 24.61 12160 - Medical Record Clerk 17.19 12190 - Medical Transcriptionist 18.61 12221 - Nursing Assistant I 12.15 12222 - Nursing Assistant II 13.66 12223 - Nursing Assistant II 13.66 12224 - Nursing Assistant IV 16.72 12224 - Nursing Assistant IV 16.72 12225 - Optical Dispenser 18.74 12236 - Optical Technician 18.61 12230 - Phalebotomist 18.61 12305 - Radiologic Technologist 31.53 12311 - Registered Nurse II 31.53 12312 - Registered Nurse III 38.15 12313 - Registered Nurse III 38.15 12314 - Registered Nurse III 38.15 12315 - Registered Nurse III 38.15 12316 - Registered Nurse III 26.90 Counselor 27.61 13000 - Information And A		
12072 - Licensed Practical Nurse II 20.81 12073 - Licensed Practical Nurse III 23.19 12100 - Medical Assistant 14.55 12130 - Medical Record Clerk 17.19 12160 - Medical Record Technician 24.61 12195 - Medical Record Technician 24.61 12190 - Nuclear Medicine 45.72 Technologist 12.15 12221 - Nursing Assistant I 12.15 12223 - Nursing Assistant II 13.66 12224 - Nursing Assistant IV 16.72 12235 - Optical Dispenser 18.61 12250 - Pharmacy Technician 15.83 12236 - Optical Technologist 31.53 12311 - Registered Nurse I 25.61 12312 - Registered Nurse II 31.53 12313 - Registered Nurse II 38.15 12314 - Registered Nurse III 38.15 12315 - Registered Nurse III 38.15 12317 - Scheduler (Drug and Alcohol 25.76 Testing) 12300 - Information And Arts Occupations 13011 - Exhibits Specialist I 20.10 13012 - Exhibits Specialist III 30.92	12040 - Emergency Medical Technician	20.81
12073 - Licensed Practical Nurse III 23.19 12100 - Medical Assistant 14.55 12130 - Medical Laboratory 18.61 Technician 12.160 - Medical Record Clerk 17.19 12190 - Medical Record Technician 24.61 12191 - Medical Transcriptionist 18.61 12210 - Nuclear Medicine 45.72 Technologist 12.215 12222 - Nursing Assistant II 13.66 12223 - Nursing Assistant IV 16.72 12235 - Optical Dispenser 18.74 12236 - Optical Technician 18.61 12230 - Phalebotomist 18.61 12230 - Philebotomist 18.61 12230 - Philebotomist 18.61 12305 - Radiologic Technologist 31.53 12311 - Registered Nurse II 31.53 12312 - Registered Nurse III 38.15 12313 - Registered Nurse IV 45.72 12314 - Registered Nurse IV 25.76 Testing) 12317 - Scheduler (Drug and Alcohol 25.76 Testing) 13011 - Exhibits Specialist II 20.10 13012 - Exhibits Specialist II 20.20 20.20 13013 - E		
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13041 - Illustrator I 18.61 13042 - Illustrator II 23.45 13043 - Illustrator III 30.92 13047 - Librarian 25.96 13050 - Library Aide/Clerk 13.43 13054 - Library Information 25.57 Technology Systems 16.93 13058 - Library Technician 16.32 13061 - Media Specialist II 18.25	13012 - Exhibits Specialist II	25.28
13042 - Illustrator II 23.45 13043 - Illustrator III 30.92 13047 - Librarian 25.96 13050 - Library Aide/Clerk 13.43 13054 - Library Information 25.57 Technology Systems 30.92 Administrator 16.93 13061 - Media Specialist I 16.32 13062 - Media Specialist II 18.25	13013 - Exhibits Specialist III	30.92
13043 - Illustrator III 30.92 13047 - Librarian 25.96 13050 - Library Aide/Clerk 13.43 13054 - Library Information 25.57 Technology Systems 25.57 Administrator 16.93 13061 - Media Specialist I 16.32 13062 - Media Specialist II 18.25		18.61
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13058 - Library Technician 16.93 13061 - Media Specialist I 16.32 13062 - Media Specialist II 18.25	Technology Systems	
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-	13061 - Media Specialist I	16.32
13063 - Media Specialist III 20.36	13062 - Media Specialist II	18.25
	13063 - Media Specialist III	20.36

13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.69
13075 - Photographer V		34.71
13090 - Technical Order Library		17.22
Clerk		
13110 - Video Teleconference		16.32
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		15.62
14042 - Computer Operator II		17.48
14043 - Computer Operator III		19.49
14044 - Computer Operator IV		21.66
14045 - Computer Operator V		23.98
14071 - Computer Programmer I	(see 1)	20.41
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	20.00
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.82
14102 - Computer Systems Analyst I 14102 - Computer Systems Analyst II	(see 1)	23.02
	(see 1)	
14103 - Computer Systems Analyst III	(see I)	14.91
14150 - Peripheral Equipment		14.91
Operator		01 66
14160 - Personal Computer Support		21.66
Technician		
14170 - System Support Specialist		23.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		24.93
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		30.15
Instructor (Rated)		
15030 - Air Crew Training Devices		34.38
Instructor (Pilot)		
15050 - Computer Based Training		24.93
Specialist / Instructor		
15060 - Educational Technologist		31.55
15070 - Flight Instructor (Pilot)		34.38
15080 - Graphic Artist		26.22
15085 - Maintenance Test Pilot Fixed		34.38
Jet/Prop		
15086 - Maintenance Test Pilot		34.38
Rotary Wing		
15088 - Non-Maintenance Test/Co-		34.38
Pilot		-
15090 - Technical Instructor		23.57
15095 - Technical Instructor/Course		28.84
Developer		
15110 - Test Proctor		19.03
		10.00

	10.00
15120 - Tutor	19.03
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 27
16010 - Assembler	11.37
16030 - Counter Attendant	11.37
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	16.00
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	26.59
Room)	
19040 - Tool And Die Maker	30.29
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	20.74
21030 - Material Coordinator	22.01
21040 - Material Expediter	22.01
21050 - Material Handling Laborer	15.24
21071 - Order Filler	15.88
21080 - Production Line Worker (Food	20.74
Processing)	
21110 - Shipping Packer	19.25
21130 - Shipping/Receiving Clerk	19.25
21140 - Store Worker I	18.74
21150 - Stock Clerk	23.83
21210 - Tools And Parts Attendant	20.74
21410 - Warehouse Specialist	20.74
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	26.36
23019 - Aircraft Logs and Records	22.49
Technician	
23021 - Aircraft Mechanic I	25.34
23022 - Aircraft Mechanic II	26.36
23023 - Aircraft Mechanic III	27.37
23040 - Aircraft Mechanic Helper	20.07
23050 - Aircraft Painter	25.66
23060 - Aircraft Servicer	22.49
23070 - Aircraft Survival Flight	25.66
Equipment Technician	
23080 - Aircraft Worker	23.45

	00.45
23091 - Aircrew Life Support	23.45
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	25.34
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.04
23120 - Bicycle Repairer	21.21
23125 - Cable Splicer	25.52
23130 - Carpenter Maintenance	23.21
23140 - Carpet Layer	23.24
23160 - Electrician Maintenance	29.53
23181 - Electronics Technician	23.28
Maintenance I	
23182 - Electronics Technician	24.25
Maintenance II	
23183 - Electronics Technician	25.34
Maintenance III	
23260 - Fabric Worker	22.29
23290 - Fire Alarm System Mechanic	25.30
23310 - Fire Extinguisher Repairer	21.21
23311 - Fuel Distribution System	25.52
Mechanic	20.02
23312 - Fuel Distribution System	21.39
Operator	21.00
23370 - General Maintenance Worker	18.59
23380 - Ground Support Equipment	25.34
Mechanic	20.01
23381 - Ground Support Equipment	22.49
Servicer	22.49
23382 - Ground Support Equipment	23.45
Worker	23.43
23391 - Gunsmith I	21.21
23392 - Gunsmith II	23.28
23392 - Gunsmith II 23393 - Gunsmith III	25.34
23410 - Heating Ventilation And Air-	25.14
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	25.88
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.30
23440 - Heavy Equipment Operator	27.95
23460 - Instrument Mechanic	25.34
23465 - Laboratory/Shelter Mechanic	24.25
23470 - Laborer	15.09
23510 - Locksmith	24.04
23530 - Machinery Maintenance	25.13
Mechanic	
23550 - Machinist Maintenance	23.04

23580 - Maintenance Trades Helper	19.89
23591 - Metrology Technician I	25.34
23592 - Metrology Technician II	26.36
23593 - Metrology Technician III	27.37
23640 - Millwright	32.40
23710 - Office Appliance Repairer	24.04
23760 - Painter Maintenance	24.04
23790 - Pipefitter Maintenance	32.77
23810 - Plumber Maintenance	31.14
23820 - Pneudraulic Systems Mechanic	25.34
23850 - Rigger	25.34
23870 - Scale Mechanic	23.28
23890 - Sheet-Metal Worker	26.85
Maintenance	
23910 - Small Engine Mechanic	23.28
23931 - Telecommunications Mechanic	25.34
I	
23932 - Telecommunications Mechanic	26.36
II	
23950 - Telephone Lineman	25.34
23960 - Welder Combination	22.10
Maintenance	
23965 - Well Driller	25.34
23970 - Woodcraft Worker	25.34
23980 - Woodworker	21.21
24000 - Personal Needs Occupations	
24550 - Case Manager	13.99
24570 - Child Care Attendant	10.10
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	11.79
24620 - Family Readiness And Support	13.99
Services	
Coordinator	
24630 - Homemaker	13.99
25000 - Plant And System Operations	
Occupations	_
25010 - Boiler Tender	25.52
25040 - Sewage Plant Operator	23.74
25070 - Stationary Engineer	25.52
25190 - Ventilation Equipment Tender	19.64
25210 - Water Treatment Plant	23.74
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.23
27007 - Baggage Inspector	14.34
27008 - Corrections Officer	22.48
27010 - Court Security Officer	22.84
27030 - Detection Dog Handler	17.54
27040 - Detention Officer	22.48
27070 - Firefighter	20.55

27101 - Guard I		14.34
27102 - Guard II		17.54
27131 - Police Officer I		28.01
27132 - Police Officer II		31.13
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.17
28042 - Carnival Equipment Repairer		15.11
28043 - Carnival Worker		11.34
28210 - Gate Attendant/Gate Tender		18.26
28310 - Lifeguard		13.78
28350 - Park Attendant (Aide)		20.43
28510 - Recreation Aide/Health		14.91
Facility Attendant		
28515 - Recreation Specialist		25.28
28630 - Sports Official		16.26
28690 - Swimming Pool Operator		19.46
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		23.45
29020 - Hatch Tender		23.45
29030 - Line Handler		23.45
29041 - Stevedore I		22.49
29042 - Stevedore II		24.25
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		17.25
30022 - Archeological Technician II		19.29
30023 - Archeological Technician III		23.43
30030 - Cartographic Technician		23.91
30040 - Civil Engineering Technician		22.19
30051 - Cryogenic Technician I		21.59
30052 - Cryogenic Technician II		23.85
30061 - Drafter/CAD Operator I		17.25
30062 - Drafter/CAD Operator II		19.29
30063 - Drafter/CAD Operator III		21.51
30064 - Drafter/CAD Operator IV		26.47
30081 - Engineering Technician I		16.36
30082 - Engineering Technician II		18.36
30083 - Engineering Technician III		20.53
30084 - Engineering Technician IV		25.45
30085 - Engineering Technician V		31.13
30086 - Engineering Technician VI		37.66
30090 - Environmental Technician		23.91
30095 - Evidence Control Specialist		19.49
30210 - Laboratory Technician		21.97

30221 - Latent Fingerprint			21.59
Technician I			
30222 - Latent Fingerprint			23.85
Technician II			
30240 - Mathematical Technician			23.91
30361 - Paralegal/Legal Assistant I			18.52
30362 - Paralegal/Legal Assistant II			22.93
30363 - Paralegal/Legal Assistant			28.06
III			
30364 - Paralegal/Legal Assistant IV			33.95
30375 - Petroleum Supply Specialist			23.85
30390 - Photo-Optics Technician			23.91
30395 - Radiation Control Technician			23.85
30461 - Technical Writer I			23.33
30462 - Technical Writer II			28.56
30463 - Technical Writer III			33.42
30491 - Unexploded Ordnance (UXO)			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			26.47
30502 - Weather Forecaster II			32.20
30620 - Weather Observer Combined	(see	2)	21.51
Upper Air Or	(500	<i>4</i> /	21.01
Surface Programs			
30621 - Weather Observer Senior	(see	2)	23.42
	(see	۷)	23.42
31000 - Transportation/Mobile			
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			14.90
31030 - Bus Driver			19.26
31043 - Driver Courier			14.35
31260 - Parking and Lot Attendant			13.75
31290 - Shuttle Bus Driver			14.99
31310 - Taxi Driver			17.18
31361 - Truckdriver Light			14.66
31362 - Truckdriver Medium			15.94
31363 - Truckdriver Heavy			22.09
31364 - Truckdriver Tractor-Trailer			22.09
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			11.39
99050 - Desk Clerk			11.69
			31.98
99095 - Embalmer			

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	21.43
I	
99252 - Laboratory Animal Caretaker	22.59
II	
99260 - Marketing Analyst	24.60
99310 - Mortician	31.98
99410 - Pest Controller	28.60
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	22.13
99711 - Recycling Specialist	25.52
99730 - Refuse Collector	20.42
99810 - Sales Clerk	12.16
99820 - School Crossing Guard	19.48
99830 - Survey Party Chief	20.05
99831 - Surveying Aide	11.46
99832 - Surveying Technician	17.13
99840 - Vending Machine Attendant	25.52
99841 - Vending Machine Repairer	29.82
99842 - Vending Machine Repairer	25.52
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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 fourteen 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 Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-4839
Daniel W. Simms Division of	Revision No.: 16
Director Wage Determination	ns 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.

State: Michigan

Area: Michigan County of Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.37
01012 - Accounting Clerk II		17.27
01013 - Accounting Clerk III		19.31
01020 - Administrative Assistant		29.39
01035 - Court Reporter		22.20
01041 - Customer Service		14.68
Representative I		
01042 - Customer Service		16.02
Representative II		

01043 - Customer Service Representative III		17.99
01051 - Data Entry Operator I		15.73
01052 - Data Entry Operator II		17.17
01060 - Dispatcher Motor Vehicle		21.98
01070 - Document Preparation Clerk		17.56
01090 - Duplicating Machine Operator		17.56
01111 - General Clerk I		14.31
01112 - General Clerk II		15.62
01113 - General Clerk III		17.54
01120 - Housing Referral Assistant		22.04
01141 - Messenger Courier		15.61
01191 - Order Clerk I		15.58
01192 - Order Clerk II		17.55
01261 - Personnel Assistant		18.01
(Employment) I		
01262 - Personnel Assistant		20.15
(Employment) II		20020
01263 - Personnel Assistant		22.46
(Employment) III		
01270 - Production Control Clerk		27.69
01290 - Rental Clerk		15.38
01300 - Scheduler Maintenance		17.50
01311 - Secretary I		17.50
01312 - Secretary II		19.58
01313 - Secretary III		22.04
01320 - Service Order Dispatcher		19.63
01410 - Supply Technician		29.39
01420 - Survey Worker		
01420 - Survey Worker 01460 - Switchboard		20.33
01460 - Switchboard		
01460 - Switchboard Operator/Receptionist		20.33 15.08
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		20.33 15.08 17.48
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		20.33 15.08 17.48 19.00
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		20.33 15.08 17.48 19.00 20.55
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		20.33 15.08 17.48 19.00 20.55 16.29
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II		20.33 15.08 17.48 19.00 20.55 16.29 18.29
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		20.33 15.08 17.48 19.00 20.55 16.29
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations		20.33 15.08 17.48 19.00 20.55 16.29 18.29 20.46
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer		20.33 15.08 17.48 19.00 20.55 16.29 18.29
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass	Electrician	20.33 15.08 17.48 19.00 20.55 16.29 18.29 20.46 26.78
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	20.33 15.08 17.48 19.00 20.55 16.29 18.29 20.46 26.78
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass	Electrician	20.33 15.08 17.48 19.00 20.55 16.29 18.29 20.46 26.78 22.58
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	20.33 15.08 17.48 19.00 20.55 16.29 18.29 20.46 26.78 22.58 21.84
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	20.33 15.08 17.48 19.00 20.55 16.29 18.29 20.46 20.46 22.58 21.84 21.84 20.43
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	20.33 15.08 17.48 19.00 20.55 16.29 18.29 20.46 26.78 22.58 21.84 21.84
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	20.33 15.08 17.48 19.00 20.55 16.29 18.29 20.46 20.46 22.58 21.84 21.84 20.43
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	20.33 15.08 17.48 19.00 20.55 16.29 18.29 20.46 26.78 22.58 21.84 21.84 20.43 23.31
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	20.33 15.08 17.48 19.00 20.55 16.29 18.29 20.46 20.46 22.58 21.84 21.84 20.43 23.31

05250 - Motor Vehicle Upholstery	21.12
Worker	01 04
05280 - Motor Vehicle Wrecker	21.84
05310 - Painter Automotive	22.58
05340 - Radiator Repair Specialist	21.84
05370 - Tire Repairer	19.58
05400 - Transmission Repair	23.31
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	18.55
07041 - Cook I	14.58
07042 - Cook II	15.71
07070 - Dishwasher	11.64
07130 - Food Service Worker	12.50
07210 - Meat Cutter	16.26
07260 - Waiter/Waitress	12.36
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	23.44
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	23.44
09090 - Furniture Refinisher Helper	20.50
09110 - Furniture Repairer Minor	21.98
09130 - Upholsterer	23.44
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.97
11060 - Elevator Operator	14.97
11090 - Gardener	18.57
11122 - Housekeeping Aide	13.41
11150 - Janitor	13.41
11210 - Laborer Grounds Maintenance	15.10
11240 - Maid or Houseman	12.43
11260 - Pruner	13.94
11270 - Tractor Operator	17.43
11330 - Trail Maintenance Worker	15.10
11360 - Window Cleaner	14.24
12000 - Health Occupations	
12010 - Ambulance Driver	19.69
12011 - Breath Alcohol Technician	24.23
12012 - Certified Occupational	26.48
Therapist Assistant	
12015 - Certified Physical Therapist	25.98
Assistant	
12020 - Dental Assistant	18.36
12025 - Dental Hygienist	35.60
12030 - EKG Technician	29.18
12035 - Electroneurodiagnostic	29.18
Technologist	
-	

12040 - Emergency Medical Technician	19.69
12071 - Licensed Practical Nurse I	21.67
12072 - Licensed Practical Nurse II	24.23
12073 - Licensed Practical Nurse III	27.01
12100 - Medical Assistant	17.25
12130 - Medical Laboratory	26.79
Technician	
12160 - Medical Record Clerk	18.66
12190 - Medical Record Technician	21.42
12195 - Medical Transcriptionist	18.11
12210 - Nuclear Medicine	36.26
Technologist	10 50
12221 - Nursing Assistant I	12.53
12222 - Nursing Assistant II	14.08
12223 - Nursing Assistant III	15.36
12224 - Nursing Assistant IV	17.25
12235 - Optical Dispenser	19.36
12236 - Optical Technician	21.31
12250 - Pharmacy Technician	17.78
12280 - Phlebotomist	16.69
12305 - Radiologic Technologist	29.21
12311 - Registered Nurse I	29.83
12312 - Registered Nurse II	32.20
12313 - Registered Nurse II	32.20
Specialist	
12314 - Registered Nurse III	44.14
12315 - Registered Nurse III	44.14
Anesthetist	
12316 - Registered Nurse IV	52.92
12317 - Scheduler (Drug and Alcohol	30.02
Testing)	
12320 - Substance Abuse Treatment	22.17
Counselor	
13000 - Information And Arts	
Occupations	01 48
13011 - Exhibits Specialist I	21.47
13012 - Exhibits Specialist II	26.61
13013 - Exhibits Specialist III	32.54
13041 - Illustrator I	27.51
13042 - Illustrator II	33.44
13043 - Illustrator III	39.40
13047 - Librarian	30.28
13050 - Library Aide/Clerk	13.49
13054 - Library Information	27.34
Technology Systems	
Administrator	10 50
13058 - Library Technician	18.56
13061 - Media Specialist I	18.54
13062 - Media Specialist II	20.75
13063 - Media Specialist III	23.13

13071 - Photographer I		19.42
13072 - Photographer II		22.83
13073 - Photographer III		29.56
13074 - Photographer IV		34.28
13075 - Photographer V		39.82
13090 - Technical Order Library		17.19
Clerk		
13110 - Video Teleconference		25.14
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.88
14042 - Computer Operator II		21.12
14043 - Computer Operator III		23.54
14044 - Computer Operator IV		26.15
14045 - Computer Operator V		28.96
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(18.88
Operator		
14160 - Personal Computer Support		26.15
Technician		20120
14170 - System Support Specialist		33.76
15000 - Instructional Occupations		00.70
15010 - Aircrew Training Devices		32.52
Instructor (Non-Rated)		02.02
15020 - Aircrew Training Devices		39.35
Instructor (Rated)		33.33
15030 - Air Crew Training Devices		50.79
Instructor (Pilot)		00.79
15050 - Computer Based Training		32.52
Specialist / Instructor		52.52
15060 - Educational Technologist		36.48
15070 - Flight Instructor (Pilot)		50.79
15080 - Graphic Artist		30.61
15085 - Maintenance Test Pilot Fixed		46.53
Jet/Prop		10.00
15086 - Maintenance Test Pilot		46.53
Rotary Wing		10.00
15088 - Non-Maintenance Test/Co-		46.53
Pilot		10.00
15090 - Technical Instructor		26.84
15095 - Technical Instructor/Course		32.69
Developer		52.09
15110 - Test Proctor		21.80
IJIIV - IESC FLOCIOL		21.00

15120 - Tutor	01 00
	21.80
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	11.44
16030 - Counter Attendant	11.44
16040 - Dry Cleaner	15.35
16070 - Finisher Flatwork Machine	11.44
16090 - Presser Hand	11.44
16110 - Presser Machine Drycleaning	11.44
16130 - Presser Machine Shirts	11.44
16160 - Presser Machine Wearing	11.44
Apparel Laundry	TT.11
16190 - Sewing Machine Operator	16.71
16220 - Tailor	18.01
16250 - Washer Machine	12.73
19000 - Machine Tool Operation And	12.75
Repair Occupations	
19010 - Machine-Tool Operator (Tool	27.86
Room)	27.00
19040 - Tool And Die Maker	31.64
21000 - Materials Handling And Packing	51.04
Occupations	
21020 - Forklift Operator	20.65
21020 - Material Coordinator	27.69
21040 - Material Expediter	27.69
21050 - Material Handling Laborer	18.05
21071 - Order Filler	16.69
21080 - Production Line Worker (Food	20.65
Processing)	20.00
21110 - Shipping Packer	17.40
21130 - Shipping/Receiving Clerk	17.40
21140 - Store Worker I	19.60
21150 - Stock Clerk	24.91
21210 - Tools And Parts Attendant	20.65
21410 - Warehouse Specialist	20.65
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	36.44
23019 - Aircraft Logs and Records	31.56
Technician	
23021 - Aircraft Mechanic I	35.25
23022 - Aircraft Mechanic II	36.44
23023 - Aircraft Mechanic III	37.68
23040 - Aircraft Mechanic Helper	28.53
23050 - Aircraft Painter	33.85
23060 - Aircraft Servicer	31.56
23070 - Aircraft Survival Flight	33.85
Equipment Technician	
23080 - Aircraft Worker	32.77

22001 Dimension Tife Command	
23091 - Aircrew Life Support	32.77
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	35.25
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.44
23120 - Bicycle Repairer	22.58
23125 - Cable Splicer	39.67
23130 - Carpenter Maintenance	28.05
23140 - Carpet Layer	25.41
23160 - Electrician Maintenance	33.31
23181 - Electronics Technician	29.23
Maintenance I	
23182 - Electronics Technician	30.19
Maintenance II	
23183 - Electronics Technician	31.44
Maintenance III	
23260 - Fabric Worker	26.05
23290 - Fire Alarm System Mechanic	25.31
23310 - Fire Extinguisher Repairer	25.11
23311 - Fuel Distribution System	37.10
Mechanic	
23312 - Fuel Distribution System	32.01
Operator	
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment	35.25
Mechanic	
23381 - Ground Support Equipment	31.56
Servicer	
23382 - Ground Support Equipment	32.77
Worker	
23391 - Gunsmith I	25.11
23392 - Gunsmith II	27.05
23393 - Gunsmith III	29.10
23410 - Heating Ventilation And Air-	25.96
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	26.71
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29.74
23440 - Heavy Equipment Operator	29.27
23460 - Instrument Mechanic	34.38
23465 - Laboratory/Shelter Mechanic	27.94
23470 - Laborer	16.69
23510 - Locksmith	28.97
23530 - Machinery Maintenance	28.66
Mechanic	
23550 - Machinist Maintenance	27.99
	<u> </u>

23580 - Maintenance Trades Helper	19.60
23591 - Metrology Technician I	34.38
23592 - Metrology Technician II	35.54
23593 - Metrology Technician III	36.74
23640 - Millwright	35.13
23710 - Office Appliance Repairer	24.76
23760 - Painter Maintenance	26.60
23790 - Pipefitter Maintenance	35.74
23810 - Plumber Maintenance	34.32
23820 - Pneudraulic Systems Mechanic	29.10
23850 - Rigger	31.00
23870 - Scale Mechanic	27.05
23890 - Sheet-Metal Worker	29.24
Maintenance	0.5.44
23910 - Small Engine Mechanic	25.41
23931 - Telecommunications Mechanic	31.93
I	
23932 - Telecommunications Mechanic	32.95
II	
23950 - Telephone Lineman	27.48
23960 - Welder Combination	26.46
Maintenance	0 - 1 0
23965 - Well Driller	27.48
23970 - Woodcraft Worker	29.10
23980 - Woodworker	25.11
24000 - Personal Needs Occupations	
24550 - Case Manager	16.37
24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk	18.10
24610 - Chore Aide	11.92
24620 - Family Readiness And Support	16.37
Services	
Coordinator	10.00
24630 - Homemaker	19.20
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	33.28
25040 - Sewage Plant Operator	25.78
25070 - Stationary Engineer	33.28
25190 - Ventilation Equipment Tender	26.93
25210 - Water Treatment Plant	25.78
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.64
27007 - Baggage Inspector	14.11
27008 - Corrections Officer	28.12
27010 - Court Security Officer	28.09
27030 - Detection Dog Handler	19.75
	00 10
27040 - Detention Officer 27070 - Firefighter	28.12 27.57

27101 - Guard I			
			14.11
27102 - Guard II			19.75
27131 - Police Officer I			28.25
27132 - Police Officer II			31.39
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			14.23
28042 - Carnival Equipment Repairer			15.17
28043 - Carnival Worker			12.22
28210 - Gate Attendant/Gate Tender			16.30
28310 - Lifeguard			13.00
28350 - Park Attendant (Aide)			18.24
28510 - Recreation Aide/Health			13.31
Facility Attendant			
28515 - Recreation Specialist			22.59
28630 - Sports Official			14.52
28690 - Swimming Pool Operator			20.87
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			26.55
29020 - Hatch Tender			26.55
29030 - Line Handler			26.55
29041 - Stevedore I			25.57
29042 - Stevedore II			27.42
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	44.24
Specialist Center (HFO)	、	,	-
30011 - Air Traffic Control	(see	2)	
		<u> </u>	30.50
Specialist Station (HFO)	(2)	30.50
Specialist Station (HFO) 30012 - Air Traffic Control	(2)	
30012 - Air Traffic Control	(2)	30.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	(2)	33.59
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I		27	33.59 20.08
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II		2)	33.5920.0822.47
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III		~)	33.59 20.08 22.47 27.83
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician		2)	33.59 20.08 22.47 27.83 27.83
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician			33.59 20.08 22.47 27.83 27.83 27.83
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I			33.59 20.08 22.47 27.83 27.83 27.83 30.00
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II			33.59 20.08 22.47 27.83 27.83 27.83 30.00 33.13
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I			33.59 20.08 22.47 27.83 27.83 27.83 30.00 33.13 20.08
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II			33.59 20.08 22.47 27.83 27.83 27.83 30.00 33.13 20.08 22.47
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III			33.59 20.08 22.47 27.83 27.83 27.83 30.00 33.13 20.08 22.47 25.05
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III			33.59 20.08 22.47 27.83 27.83 27.83 30.00 33.13 20.08 22.47 25.05 30.82
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I			33.59 20.08 22.47 27.83 27.83 30.00 33.13 20.08 22.47 25.05 30.82 18.36
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I			33.59 20.08 22.47 27.83 27.83 27.83 30.00 33.13 20.08 22.47 25.05 30.82 18.36 21.64
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II			33.59 20.08 22.47 27.83 27.83 27.83 30.00 33.13 20.08 22.47 25.05 30.82 18.36 21.64 25.16
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator III 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician II			33.59 20.08 22.47 27.83 27.83 27.83 30.00 33.13 20.08 22.47 25.05 30.82 18.36 21.64 25.16 31.16
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30062 - Drafter/CAD Operator I 30063 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician IV 30084 - Engineering Technician IV			33.59 20.08 22.47 27.83 27.83 30.00 33.13 20.08 22.47 25.05 30.82 18.36 21.64 25.16 31.16 36.70
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician II 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator III 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician II 30084 - Engineering Technician III 30085 - Engineering Technician V			33.59 20.08 22.47 27.83 27.83 27.83 30.00 33.13 20.08 22.47 25.05 30.82 18.36 21.64 25.16 31.16 36.70 44.38
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician II 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician II 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician V 30090 - Environmental Technician			33.59 20.08 22.47 27.83 27.83 30.00 33.13 20.08 22.47 25.05 30.82 18.36 21.64 25.16 31.16 36.70 44.38 26.39
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator III 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician II 30084 - Engineering Technician III 30085 - Engineering Technician V			33.59 20.08 22.47 27.83 27.83 27.83 30.00 33.13 20.08 22.47 25.05 30.82 18.36 21.64 25.16 31.16 36.70 44.38

30221 - Latent Fingerprint			30.32
Technician I			
30222 - Latent Fingerprint			33.48
Technician II			
30240 - Mathematical Technician			30.61
30361 - Paralegal/Legal Assistant I			20.88
30362 - Paralegal/Legal Assistant II			25.86
30363 - Paralegal/Legal Assistant			31.63
III			
30364 - Paralegal/Legal Assistant IV			38.28
30375 - Petroleum Supply Specialist			33.13
30390 - Photo-Optics Technician			27.83
30395 - Radiation Control Technician			33.13
30461 - Technical Writer I			26.68
30462 - Technical Writer II			32.63
30463 - Technical Writer III			39.49
30491 - Unexploded Ordnance (UXO)			28.11
Technician I			
30492 - Unexploded Ordnance (UXO)			34.01
Technician II			
30493 - Unexploded Ordnance (UXO)			40.77
Technician III			
30494 - Unexploded (UXO) Safety			28.11
Escort			
30495 - Unexploded (UXO) Sweep			28.11
Personnel			
30501 - Weather Forecaster I			30.00
30502 - Weather Forecaster II			36.49
30620 - Weather Observer Combined (s	see	2)	25.05
Upper Air Or		,	
Surface Programs			
_		2)	27.55
31000 - Transportation/Mobile		- /	2,.00
Equipment Operation Occupations			
31010 - Airplane Pilot			34.01
31020 - Bus Aide			15.19
31030 - Bus Driver			19.38
31030 - Bus Driver 31043 - Driver Courier			
			17.46
31260 - Parking and Lot Attendant			12.47
31290 - Shuttle Bus Driver			18.08
31310 - Taxi Driver			16.53
31361 - Truckdriver Light			18.61
31362 - Truckdriver Medium			19.61
31363 - Truckdriver Heavy			22.16
31364 - Truckdriver Tractor-Trailer			22.16
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			16.58
99030 - Cashier			11.50
99050 - Desk Clerk			11.62
99095 - Embalmer			33.88

99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker	13.63
I	
99252 - Laboratory Animal Caretaker	15.18
II	
99260 - Marketing Analyst	42.10
99310 - Mortician	33.88
99410 - Pest Controller	22.34
99510 - Photofinishing Worker	18.74
99710 - Recycling Laborer	24.74
99711 - Recycling Specialist	28.55
99730 - Refuse Collector	22.85
99810 - Sales Clerk	12.75
99820 - School Crossing Guard	12.22
99830 - Survey Party Chief	24.92
99831 - Surveying Aide	12.97
99832 - Surveying Technician	19.86
99840 - Vending Machine Attendant	22.81
99841 - Vending Machine Repairer	26.80
99842 - Vending Machine Repairer	22.81
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-4841 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.

State: Michigan

Area: Michigan County of Genesee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.50
01012 - Accounting Clerk II		17.40
01013 - Accounting Clerk III		19.47
01020 - Administrative Assistant		26.95
01035 - Court Reporter		19.80
01041 - Customer Service		13.88
Representative I		
01042 - Customer Service		15.43
Representative II		

01043 - Customer Service		17.04
Representative III		1 5 0 0
01051 - Data Entry Operator I		15.88
01052 - Data Entry Operator II		17.33
01060 - Dispatcher Motor Vehicle		21.98
01070 - Document Preparation Clerk		15.38
01090 - Duplicating Machine Operator		15.38
01111 - General Clerk I		14.58
01112 - General Clerk II		15.91
01113 - General Clerk III		17.85
01120 - Housing Referral Assistant		22.04
01141 - Messenger Courier		12.20
01191 - Order Clerk I		14.80
01192 - Order Clerk II		16.15
01261 - Personnel Assistant		17.30
(Employment) I		
01262 - Personnel Assistant		19.35
(Employment) II		
01263 - Personnel Assistant		21.57
(Employment) III		
01270 - Production Control Clerk		27.13
01290 - Rental Clerk		15.38
01300 - Scheduler Maintenance		17.30
01311 - Secretary I		17.30
01312 - Secretary II		19.35
01313 - Secretary III		22.04
01320 - Service Order Dispatcher		19.04
01410 - Supply Technician		26.95
01420 - Survey Worker		22.34
01460 - Switchboard		15.04
Operator/Receptionist		
01531 - Travel Clerk I		14.17
01532 - Travel Clerk II		15.31
01533 - Travel Clerk III		16.59
01611 - Word Processor I		16.13
01612 - Word Processor II		18.10
01613 - Word Processor III		20.25
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		23.66
Fiberglass		
05010 - Automotive		22 50
	Electrician	22.00
05040 - Automotive Glass Installer	Electrician	22.58
	Electrician	
05040 - Automotive Glass Installer	Electrician	21.84
05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	21.84 21.84
05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	21.84 21.84 20.43
05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	21.84 21.84 20.43
05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	21.84 21.84 20.43 23.31
05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	21.84 21.84 20.43 23.31 21.84

05250 - Motor Vehicle Upholstery	21.12
Worker	01 04
05280 - Motor Vehicle Wrecker	21.84
05310 - Painter Automotive	22.58
05340 - Radiator Repair Specialist	21.84
05370 - Tire Repairer	19.58
05400 - Transmission Repair	23.31
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	18.55
07041 - Cook I	14.36
07042 - Cook II	15.71
07070 - Dishwasher	12.24
07130 - Food Service Worker	13.21
07210 - Meat Cutter	19.59
07260 - Waiter/Waitress	12.36
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	24.28
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	24.28
09090 - Furniture Refinisher Helper	20.50
09110 - Furniture Repairer Minor	22.64
09130 - Upholsterer	24.28
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.97
11060 - Elevator Operator	14.97
11090 - Gardener	19.12
11122 - Housekeeping Aide	14.00
11150 - Janitor	14.00
11210 - Laborer Grounds Maintenance	15.84
11240 - Maid or Houseman	12.58
11260 - Pruner	14.62
11270 - Tractor Operator	17.47
11330 - Trail Maintenance Worker	15.84
11360 - Window Cleaner	14.90
12000 - Health Occupations	
12010 - Ambulance Driver	18.83
12011 - Breath Alcohol Technician	22.55
12012 - Certified Occupational	30.87
Therapist Assistant	
12015 - Certified Physical Therapist	27.30
Assistant	
12020 - Dental Assistant	19.17
12025 - Dental Hygienist	31.30
12030 - EKG Technician	31.33
12035 - Electroneurodiagnostic	31.33
Technologist	
-	

12040 - Emergency Medical Technician	18.83
12071 - Licensed Practical Nurse I	20.16
12072 - Licensed Practical Nurse II	22.55
12073 - Licensed Practical Nurse III	25.14
12100 - Medical Assistant	16.04
12130 - Medical Laboratory	27.81
Technician	
12160 - Medical Record Clerk	18.46
12190 - Medical Record Technician	20.89
12195 - Medical Transcriptionist	18.11
12210 - Nuclear Medicine	44.67
Technologist	10.00
12221 - Nursing Assistant I	12.36
12222 - Nursing Assistant II	13.90
12223 - Nursing Assistant III	15.17
12224 - Nursing Assistant IV	17.03
12235 - Optical Dispenser	19.36
12236 - Optical Technician	19.10
12250 - Pharmacy Technician	17.78
12280 - Phlebotomist	16.94
12305 - Radiologic Technologist	28.54
12311 - Registered Nurse I	29.83
12312 - Registered Nurse II	32.20
12313 - Registered Nurse II	32.20
Specialist	
12314 - Registered Nurse III	44.14
12315 - Registered Nurse III	44.14
Anesthetist	
12316 - Registered Nurse IV	52.92
12317 - Scheduler (Drug and Alcohol	27.93
Testing)	
12320 - Substance Abuse Treatment	28.10
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	21.47
13012 - Exhibits Specialist II	26.61
13013 - Exhibits Specialist III	32.54
13041 - Illustrator I	25.01
13042 - Illustrator II	30.40
13043 - Illustrator III	35.82
13047 - Librarian	30.28
13050 - Library Aide/Clerk	15.88
13054 - Library Information	27.34
Technology Systems	
Administrator	0.1 5 =
13058 - Library Technician	21.27
13061 - Media Specialist I	18.54
13062 - Media Specialist II	20.75
13063 - Media Specialist III	23.13

13071 - Photographer I		19.42
13072 - Photographer II		22.83
13073 - Photographer III		29.56
13074 - Photographer IV		34.28
13075 - Photographer V		39.82
13090 - Technical Order Library		20.42
Clerk		
13110 - Video Teleconference		23.14
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.66
14042 - Computer Operator II		19.75
14043 - Computer Operator III		22.02
14044 - Computer Operator IV		24.47
14045 - Computer Operator V		27.10
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(/	17.66
Operator		
14160 - Personal Computer Support		24.47
Technician		
14170 - System Support Specialist		25.73
15000 - Instructional Occupations		20.70
15010 - Aircrew Training Devices		32.52
Instructor (Non-Rated)		02.02
15020 - Aircrew Training Devices		39.35
Instructor (Rated)		00.00
15030 - Air Crew Training Devices		50.79
Instructor (Pilot)		00.79
15050 - Computer Based Training		32.52
Specialist / Instructor		02.02
15060 - Educational Technologist		35.02
15070 - Flight Instructor (Pilot)		50.79
15080 - Graphic Artist		30.61
15085 - Maintenance Test Pilot Fixed		44.66
Jet/Prop		11.00
15086 - Maintenance Test Pilot		44.66
Rotary Wing		11.00
15088 - Non-Maintenance Test/Co-		44.66
Pilot		11.00
15090 - Technical Instructor		26.84
15095 - Technical Instructor/Course		32.69
Developer		52.09
15110 - Test Proctor		21.80
IJIIV - IEST FLOCIOL		21.00

	01 00
15120 - Tutor	21.80
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	10 10
16010 - Assembler	12.19
16030 - Counter Attendant	12.19
16040 - Dry Cleaner	15.18
16070 - Finisher Flatwork Machine	12.19
16090 - Presser Hand	12.19
16110 - Presser Machine Drycleaning	12.19
16130 - Presser Machine Shirts	12.19
16160 - Presser Machine Wearing	12.19
Apparel Laundry	1 6 0 0
16190 - Sewing Machine Operator	16.22
16220 - Tailor	17.48
16250 - Washer Machine	13.58
19000 - Machine Tool Operation And	
Repair Occupations	0.6.1.0
19010 - Machine-Tool Operator (Tool	26.18
Room)	
19040 - Tool And Die Maker	29.03
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	25.90
21030 - Material Coordinator	27.13
21040 - Material Expediter	27.13
21050 - Material Handling Laborer	18.05
21071 - Order Filler	15.92
21080 - Production Line Worker (Food	25.90
Processing)	1 7 4 0
21110 - Shipping Packer	17.43
21130 - Shipping/Receiving Clerk	17.43
21140 - Store Worker I	19.40
21150 - Stock Clerk	24.66
21210 - Tools And Parts Attendant	25.90
21410 - Warehouse Specialist	25.90
23000 - Mechanics And Maintenance And	
Repair Occupations	20.20
23010 - Aerospace Structural Welder	29.30
23019 - Aircraft Logs and Records Technician	23.75
23021 - Aircraft Mechanic I	27.91
23022 - Aircraft Mechanic II	29.30
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III	30.84
23040 - Aircraft Mechanic Helper	21.31
23040 - Aircraft Mechanic Heiper 23050 - Aircraft Painter	21.31
23060 - Aircraft Servicer	23.98
23070 - Aircraft Survival Flight	25.98
Equipment Technician	20.90
23080 - Aircraft Worker	24.85
20000 AILCIAIC MOINCI	27.05

23091 - Aircrew Life Support	24.85
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	27.91
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.04
23120 - Bicycle Repairer	21.82
23125 - Cable Splicer	30.57
23130 - Carpenter Maintenance	25.15
23140 - Carpet Layer	24.10
23160 - Electrician Maintenance	32.95
23181 - Electronics Technician	26.20
Maintenance I	20.20
23182 - Electronics Technician	27.07
Maintenance II	27.07
23183 - Electronics Technician	21 21
23183 - Electronics Technician Maintenance III	31.31
23260 - Fabric Worker	23.20
23290 - Fire Alarm System Mechanic	24.83
23310 - Fire Extinguisher Repairer	22.37
23311 - Fuel Distribution System	25.62
Mechanic	
23312 - Fuel Distribution System	22.26
Operator	
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment	27.91
Mechanic	
23381 - Ground Support Equipment	23.75
Servicer	
23382 - Ground Support Equipment	24.85
Worker	
23391 - Gunsmith I	22.37
23392 - Gunsmith II	24.10
23393 - Gunsmith III	25.75
23410 - Heating Ventilation And Air-	25.96
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	26.71
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29.63
23440 - Heavy Equipment Operator	27.67
23460 - Instrument Mechanic	29.03
23465 - Laboratory/Shelter Mechanic	24.89
23470 - Laborar	16.69
23510 - Locksmith	24.28
23530 - Machinery Maintenance	30.34
Mechanic	50.54
23550 - Machinist Maintenance	27.99
25550 - Machinist Maintenance	21.99

23580 - Maintenance Trades Helper	20.47
23591 - Metrology Technician I	29.03
23592 - Metrology Technician II	29.96
23593 - Metrology Technician III	30.88
23640 - Millwright	34.10
23710 - Office Appliance Repairer	24.76
23760 - Painter Maintenance	26.60
23790 - Pipefitter Maintenance	35.47
23810 - Plumber Maintenance	34.06
23820 - Pneudraulic Systems Mechanic	25.75
23850 - Rigger	25.62
23870 - Scale Mechanic	24.10
23890 - Sheet-Metal Worker	32.16
Maintenance	
23910 - Small Engine Mechanic	23.98
23931 - Telecommunications Mechanic	26.62
I	
23932 - Telecommunications Mechanic	27.53
II	
23950 - Telephone Lineman	26.29
23960 - Welder Combination	26.46
Maintenance	
23965 - Well Driller	25.34
23970 - Woodcraft Worker	25.75
23980 - Woodworker	22.37
24000 - Personal Needs Occupations	1 1 1 1
24550 - Case Manager	17.11
24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk 24610 - Chore Aide	18.10
	12.46
24620 - Family Readiness And Support	17.11
Services Coordinator	
24630 - Homemaker	19.20
	19.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.00
25010 - Boller Tender 25040 - Sewage Plant Operator	25.78
25040 - Sewage Plant Operator 25070 - Stationary Engineer	28.00
25190 - Ventilation Equipment Tender	28.00
25210 - Water Treatment Plant	25.78
Operator	23.70
27000 - Protective Service Occupations	
27000 - Protective Service Occupations 27004 - Alarm Monitor	21.59
27004 - Alarm Monitor 27007 - Baggage Inspector	13.58
27007 - Baggage Inspector 27008 - Corrections Officer	23.65
27008 - Corrections Officer 27010 - Court Security Officer	23.03
27030 - Detection Dog Handler	19.75
27030 - Detection Dog handler 27040 - Detention Officer	23.65
27070 - Firefighter	21.92
21010 FILELIGHUEL	41.74

27101 - Guard I		13.58
27102 - Guard II		19.75
27131 - Police Officer I		27.65
27132 - Police Officer II		30.72
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.75
28042 - Carnival Equipment Repairer		15.72
28043 - Carnival Worker		12.28
28210 - Gate Attendant/Gate Tender		15.03
28310 - Lifeguard		13.00
28350 - Park Attendant (Aide)		16.80
28510 - Recreation Aide/Health		12.26
Facility Attendant		
28515 - Recreation Specialist		20.82
28630 - Sports Official		13.38
28690 - Swimming Pool Operator		20.87
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		25.86
29020 - Hatch Tender		25.86
29030 - Line Handler		25.86
29041 - Stevedore I		24.90
29042 - Stevedore II		26.71
30000 - Technical Occupations		
30010 - Air Traffic Control	(see 2)	43.80
Specialist Center (HFO)		
30011 - Air Traffic Control	(see 2)	30.20
Specialist Station (HFO)		
30012 - Air Traffic Control		33.26
Specialist Terminal (HFO) (see 2)		
30021 - Archeological Technician I		21.64
30022 - Archeological Technician II		24.72
30023 - Archeological Technician III		30.61
30030 - Cartographic Technician		30.61
30040 - Civil Engineering Technician		27.99
30051 - Cryogenic Technician I		28.29
30052 - Cryogenic Technician II		31.25
30061 - Drafter/CAD Operator I		20.08
30062 - Drafter/CAD Operator II		22.47
30063 - Drafter/CAD Operator III		25.05
30064 - Drafter/CAD Operator IV		30.82
30081 - Engineering Technician I		18.36
30082 - Engineering Technician II		21.64
30083 - Engineering Technician III		25.16
30084 - Engineering Technician IV		31.16
30085 - Engineering Technician V		36.70
30086 - Engineering Technician VI		44.38
30090 - Environmental Technician		26.48
30095 - Evidence Control Specialist		31.16
30210 - Laboratory Technician		22.19

30221 - Latent Fingerprint	28.29
Technician I	
30222 - Latent Fingerprint	31.25
Technician II	
30240 - Mathematical Technician	32.22
30361 - Paralegal/Legal Assistant I	22.42
30362 - Paralegal/Legal Assistant II	27.78
30363 - Paralegal/Legal Assistant	33.98
III	
30364 - Paralegal/Legal Assistant IV	41.11
30375 - Petroleum Supply Specialist	31.25
30390 - Photo-Optics Technician	30.61
30395 - Radiation Control Technician	31.25
30461 - Technical Writer I	27.78
30462 - Technical Writer II	30.90
30463 - Technical Writer III	36.19
30491 - Unexploded Ordnance (UXO)	27.84
Technician I	
30492 - Unexploded Ordnance (UXO)	33.68
Technician II	
30493 - Unexploded Ordnance (UXO)	40.37
Technician III	
30494 - Unexploded (UXO) Safety	27.84
Escort	
30495 - Unexploded (UXO) Sweep	27.84
Personnel	27.01
30501 - Weather Forecaster I	30.82
30502 - Weather Forecaster II	34.42
30620 - Weather Observer Combined (see 2)	25.16
Upper Air Or	20.10
Surface Programs	
builace libyrams	27.55
30621 - Weather Observer Senior (see 2)	
30621 - Weather Observer Senior (see 2)	2,.00
31000 - Transportation/Mobile	27.00
31000 - Transportation/Mobile Equipment Operation Occupations	
31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot	33.68
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide</pre>	33.68 15.02
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver</pre>	33.68 15.02 20.57
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier</pre>	33.68 15.02 20.57 17.03
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant</pre>	33.68 15.02 20.57 17.03 12.47
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver</pre>	33.68 15.02 20.57 17.03 12.47 18.12
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver</pre>	33.68 15.02 20.57 17.03 12.47 18.12 15.03
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light</pre>	33.68 15.02 20.57 17.03 12.47 18.12 15.03 18.08
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium</pre>	33.68 15.02 20.57 17.03 12.47 18.12 15.03 18.08 19.61
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy</pre>	33.68 15.02 20.57 17.03 12.47 18.12 15.03 18.08 19.61 21.82
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer</pre>	33.68 15.02 20.57 17.03 12.47 18.12 15.03 18.08 19.61
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations</pre>	33.68 15.02 20.57 17.03 12.47 18.12 15.03 18.08 19.61 21.82 21.85
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>	33.68 15.02 20.57 17.03 12.47 18.12 15.03 18.08 19.61 21.82 21.85 16.42
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier</pre>	33.68 15.02 20.57 17.03 12.47 18.12 15.03 18.08 19.61 21.82 21.85 16.42 11.99
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>	33.68 15.02 20.57 17.03 12.47 18.12 15.03 18.08 19.61 21.82 21.85 16.42

99130 - Flight Follower	27.84
99251 - Laboratory Animal Caretaker	14.68
I	
99252 - Laboratory Animal Caretaker	15.65
II	
99260 - Marketing Analyst	31.84
99310 - Mortician	34.73
99410 - Pest Controller	28.23
99510 - Photofinishing Worker	15.49
99710 - Recycling Laborer	19.14
99711 - Recycling Specialist	21.24
99730 - Refuse Collector	17.00
99810 - Sales Clerk	12.94
99820 - School Crossing Guard	14.78
99830 - Survey Party Chief	24.92
99831 - Surveying Aide	12.97
99832 - Surveying Technician	19.86
99840 - Vending Machine Attendant	26.41
99841 - Vending Machine Repairer	30.33
99842 - Vending Machine Repairer	26.41
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-4843
Daniel W. Simms Division of	Revision No.: 18
Director Wage Determination	ns 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.

State: Michigan

Area: Michigan County of Montcalm

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.25
01012 - Accounting Clerk II		17.13
01013 - Accounting Clerk III		19.15
01020 - Administrative Assistant		27.23
01035 - Court Reporter		20.56
01041 - Customer Service		14.28
Representative I		
01042 - Customer Service		15.68
Representative II		

01043 - Customer Service Representative III		17.50
01051 - Data Entry Operator I		17.14
01052 - Data Entry Operator II		18.70
01060 - Dispatcher Motor Vehicle		22.69
01070 - Document Preparation Clerk		18.94
01090 - Duplicating Machine Operator		18.94
01111 - General Clerk I		14.43
01112 - General Clerk II		15.75
01113 - General Clerk III		17.69
01120 - Housing Referral Assistant		20.45
01141 - Messenger Courier		14.20
01191 - Order Clerk I		17.51
01192 - Order Clerk II		19.12
01261 - Personnel Assistant		16.72
(Employment) I		1000
01262 - Personnel Assistant		18.70
(Employment) II		200000
01263 - Personnel Assistant		20.86
(Employment) III		
01270 - Production Control Clerk		23.06
01290 - Rental Clerk		14.54
01300 - Scheduler Maintenance		16.41
01311 - Secretary I		16.41
01312 - Secretary II		18.35
01313 - Secretary III		20.45
01320 - Service Order Dispatcher		20.28
01410 - Supply Technician		27.23
01420 - Survey Worker		
		13.93
01460 - Switchboard		15.93
01460 - Switchboard Operator/Receptionist		
Operator/Receptionist		14.99
Operator/Receptionist 01531 - Travel Clerk I		14.99 17.55
Operator/Receptionist		14.99
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		14.99 17.55 19.06 20.64
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		14.99 17.55 19.06 20.64 16.81
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		14.99 17.55 19.06 20.64 16.81 18.86
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		14.99 17.55 19.06 20.64 16.81
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations		14.99 17.55 19.06 20.64 16.81 18.86
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer		14.99 17.55 19.06 20.64 16.81 18.86 21.11
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations	Electrician	14.99 17.55 19.06 20.64 16.81 18.86 21.11 22.12
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass	Electrician	14.99 17.55 19.06 20.64 16.81 18.86 21.11 22.12
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	14.99 17.55 19.06 20.64 16.81 18.86 21.11 22.12 20.14
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	14.99 17.55 19.06 20.64 16.81 18.86 21.11 22.12 20.14 19.51
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	14.99 17.55 19.06 20.64 16.81 18.86 21.11 22.12 20.14 19.51 19.51
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	14.99 17.55 19.06 20.64 16.81 18.86 21.11 22.12 20.14 19.51 19.51 18.27
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	14.99 17.55 19.06 20.64 16.81 18.86 21.11 22.12 20.14 19.51 19.51 18.27
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	14.99 17.55 19.06 20.64 16.81 18.86 21.11 22.12 20.14 19.51 19.51 18.27 21.04
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	14.99 17.55 19.06 20.64 16.81 18.86 21.11 22.12 20.14 19.51 19.51 18.27 21.04

05250 - Motor Vehicle Upholstery	18.89
Worker	10 51
05280 - Motor Vehicle Wrecker	19.51
05310 - Painter Automotive	20.14
05340 - Radiator Repair Specialist	19.51
05370 - Tire Repairer	16.81
05400 - Transmission Repair	21.04
Specialist	
07000 - Food Preparation And Service	
Occupations	10.00
07010 - Baker	13.26
07041 - Cook I	14.47
07042 - Cook II	16.21
07070 - Dishwasher	10.95
07130 - Food Service Worker	12.22
07210 - Meat Cutter	14.56
07260 - Waiter/Waitress	12.59
09000 - Furniture Maintenance And	
Repair Occupations	0.1 . 1 0
09010 - Electrostatic Spray Painter	21.10
09040 - Furniture Handler	16.08
09080 - Furniture Refinisher	21.35
09090 - Furniture Refinisher Helper	18.19
09110 - Furniture Repairer Minor	19.79
09130 - Upholsterer	21.10
11000 - General Services And Support	
Occupations	10 10
11030 - Cleaner Vehicles	12.40
11060 - Elevator Operator	13.40
11090 - Gardener	19.77
11122 - Housekeeping Aide	13.40
11150 - Janitor	13.40
11210 - Laborer Grounds Maintenance	16.47
11240 - Maid or Houseman	13.12
11260 - Pruner	15.39
11270 - Tractor Operator	18.68
11330 - Trail Maintenance Worker	16.47
11360 - Window Cleaner	14.34
12000 - Health Occupations	10 40
12010 - Ambulance Driver	19.40
12011 - Breath Alcohol Technician	20.85
12012 - Certified Occupational	24.47
Therapist Assistant	
12015 - Certified Physical Therapist	25.64
Assistant	01 00
12020 - Dental Assistant	21.23
12025 - Dental Hygienist	35.05
12030 - EKG Technician	28.96
	$\sim \sim \sim \sim$
12035 - Electroneurodiagnostic Technologist	28.96

12040 - Emergency Medical Technician	19.40
12071 - Licensed Practical Nurse I	18.65
12072 - Licensed Practical Nurse II	20.85
12073 - Licensed Practical Nurse III	23.24
12100 - Medical Assistant	17.05
12130 - Medical Laboratory	20.66
Technician	
12160 - Medical Record Clerk	17.19
12190 - Medical Record Technician	19.38
12195 - Medical Transcriptionist	17.01
12210 - Nuclear Medicine	35.03
Technologist	44 54
12221 - Nursing Assistant I	11.71
12222 - Nursing Assistant II	13.16
12223 - Nursing Assistant III	14.36
12224 - Nursing Assistant IV	16.13
12235 - Optical Dispenser	17.40
12236 - Optical Technician	18.01
12250 - Pharmacy Technician	16.11
12280 - Phlebotomist	17.18
12305 - Radiologic Technologist	26.88
12311 - Registered Nurse I	23.28
12312 - Registered Nurse II	29.25
12313 - Registered Nurse II	29.25
Specialist	
12314 - Registered Nurse III	34.84
12315 - Registered Nurse III	34.84
Anesthetist	
12316 - Registered Nurse IV	41.76
12317 - Scheduler (Drug and Alcohol	25.83
Testing)	
12320 - Substance Abuse Treatment	24.54
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	20.79
13012 - Exhibits Specialist II	25.75
13013 - Exhibits Specialist III	31.50
13041 - Illustrator I	20.79
13042 - Illustrator II	25.75
13043 - Illustrator III	31.50
13047 - Librarian	28.52
13050 - Library Aide/Clerk	14.01
13054 - Library Information	25.75
Technology Systems	
Administrator	
13058 - Library Technician	17.30
13061 - Media Specialist I	18.58
13062 - Media Specialist II	20.79
13063 - Media Specialist III	23.18

13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.69
13075 - Photographer V		34.71
13090 - Technical Order Library		17.60
Clerk		
13110 - Video Teleconference		21.42
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.26
14042 - Computer Operator II		18.19
14043 - Computer Operator III		20.27
14044 - Computer Operator IV		22.53
14045 - Computer Operator V		24.95
14071 - Computer Programmer I	(see 1)	20.41
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(200 1)	16.26
Operator		20120
14160 - Personal Computer Support		22.53
Technician		22.00
14170 - System Support Specialist		26.49
15000 - Instructional Occupations		20.19
15010 - Aircrew Training Devices		29.57
Instructor (Non-Rated)		23.37
15020 - Aircrew Training Devices		35.76
Instructor (Rated)		00.70
15030 - Air Crew Training Devices		42.87
Instructor (Pilot)		42.07
15050 - Computer Based Training		29.57
Specialist / Instructor		23.57
15060 - Educational Technologist		35.27
15070 - Flight Instructor (Pilot)		42.87
15080 - Graphic Artist		23.85
15085 - Maintenance Test Pilot Fixed		42.87
Jet/Prop		72.07
15086 - Maintenance Test Pilot		42.87
Rotary Wing		72.07
15088 - Non-Maintenance Test/Co-		42.87
Pilot		72.01
15090 - Technical Instructor		21.14
15090 - Technical Instructor 15095 - Technical Instructor/Course		21.14
		23.00
Developer 15110 - Test Proctor		17.07
LITTU - LEST Program		±/.U/

	1
15120 - Tutor	17.07
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 07
16010 - Assembler	11.37
16030 - Counter Attendant	11.37
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	1 6 0 0
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	22.79
Room)	
19040 - Tool And Die Maker	27.33
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	20.74
21030 - Material Coordinator	23.06
21040 - Material Expediter	23.06
21050 - Material Handling Laborer	15.24
21071 - Order Filler	15.88
21080 - Production Line Worker (Food	20.74
Processing)	
21110 - Shipping Packer	19.25
21130 - Shipping/Receiving Clerk	19.25
21140 - Store Worker I	16.08
21150 - Stock Clerk	19.77
21210 - Tools And Parts Attendant	20.74
21410 - Warehouse Specialist	20.74
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	28.23
23019 - Aircraft Logs and Records	23.01
Technician	
23021 - Aircraft Mechanic I	26.90
23022 - Aircraft Mechanic II	28.23
23023 - Aircraft Mechanic III	29.47
23040 - Aircraft Mechanic Helper	21.51
23050 - Aircraft Painter	28.23
23060 - Aircraft Servicer	23.01
23070 - Aircraft Survival Flight	28.23
Equipment Technician	
23080 - Aircraft Worker	24.24

22001 Dimension Life Company	
23091 - Aircrew Life Support	24.24
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	26.90
Equipment (ALSE) Mechanic	
II	01 10
23110 - Appliance Mechanic	21.10
23120 - Bicycle Repairer	19.18
23125 - Cable Splicer	40.94
23130 - Carpenter Maintenance	23.21
23140 - Carpet Layer	20.44
23160 - Electrician Maintenance	29.53
23181 - Electronics Technician	25.25
Maintenance I	
23182 - Electronics Technician	26.64
Maintenance II	
23183 - Electronics Technician	28.01
Maintenance III	
23260 - Fabric Worker	21.70
23290 - Fire Alarm System Mechanic	23.85
23310 - Fire Extinguisher Repairer	20.55
23311 - Fuel Distribution System	33.30
Mechanic	
23312 - Fuel Distribution System	27.70
Operator	
23370 - General Maintenance Worker	18.64
23380 - Ground Support Equipment	26.90
Mechanic	
23381 - Ground Support Equipment	23.01
Servicer	
23382 - Ground Support Equipment	24.24
Worker	
23391 - Gunsmith I	20.55
23392 - Gunsmith II	23.03
23393 - Gunsmith III	25.54
23410 - Heating Ventilation And Air-	27.06
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	28.36
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.64
23440 - Heavy Equipment Operator	22.59
23460 - Instrument Mechanic	25.54
23465 - Laboratory/Shelter Mechanic	24.30
23470 - Laborer	15.09
23510 - Locksmith	23.09
23530 - Machinery Maintenance	25.13
Mechanic	
23550 - Machinist Maintenance	23.04
	20.01

23580 - Maintenance Trades Helper	17.01
23591 - Metrology Technician I	25.54
23592 - Metrology Technician II	26.80
23593 - Metrology Technician III	27.98
23640 - Millwright	32.62
23710 - Office Appliance Repairer	19.95
23760 - Painter Maintenance	22.03
23790 - Pipefitter Maintenance	28.95
23810 - Plumber Maintenance	25.41
23820 - Pneudraulic Systems Mechanic	25.54
23850 - Rigger	25.54
23870 - Scale Mechanic	23.03
23890 - Sheet-Metal Worker	24.41
Maintenance	
23910 - Small Engine Mechanic	21.16
23931 - Telecommunications Mechanic	25.26
I	
23932 - Telecommunications Mechanic	26.42
II	
23950 - Telephone Lineman	23.04
23960 - Welder Combination	22.10
Maintenance	
23965 - Well Driller	26.90
23970 - Woodcraft Worker	25.54
23980 - Woodworker	20.55
24000 - Personal Needs Occupations	
24550 - Case Manager	14.75
24570 - Child Care Attendant	11.64
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	12.26
24620 - Family Readiness And Support	14.75
Services	
Coordinator	
24630 - Homemaker	14.75
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	28.71
25040 - Sewage Plant Operator	24.67
25070 - Stationary Engineer	28.71
25190 - Ventilation Equipment Tender	21.90
25210 - Water Treatment Plant	24.67
Operator	
27000 - Protective Service Occupations	0100
27004 - Alarm Monitor	21.07
27007 - Baggage Inspector	12.87
27008 - Corrections Officer	28.22
27010 - Court Security Officer	25.92
27030 - Detection Dog Handler	17.04
27040 - Detention Officer	28.22
27070 - Firefighter	23.62

27101 - Guard I	12.87
27102 - Guard II	17.04
27131 - Police Officer I	29.78
27132 - Police Officer II	33.10
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.62
28042 - Carnival Equipment Repairer	14.41
28043 - Carnival Worker	11.22
28210 - Gate Attendant/Gate Tender	17.72
28310 - Lifeguard	11.56
28350 - Park Attendant (Aide)	19.83
28510 - Recreation Aide/Health	14.55
Facility Attendant	
28515 - Recreation Specialist	24.56
28630 - Sports Official	15.80
28690 - Swimming Pool Operator	19.46
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	25.28
29020 - Hatch Tender	25.28
29030 - Line Handler	25.28
29041 - Stevedore I	23.83
29042 - Stevedore II	26.68
30000 - Technical Occupations	
30010 - Air Traffic Control	40.29
Specialist Center (HFO)	
30011 - Air Traffic Control	27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO)	
30021 - Archeological Technician I	18.98
30022 - Archeological Technician II	21.22
30023 - Archeological Technician III	25.77
30030 - Cartographic Technician	26.30
30040 - Civil Engineering Technician	26.63
30051 - Cryogenic Technician I	26.91
30052 - Cryogenic Technician II	29.72
30061 - Drafter/CAD Operator I	18.98
30062 - Drafter/CAD Operator II	21.22
30063 - Drafter/CAD Operator III	23.66
30064 - Drafter/CAD Operator IV	29.12
30081 - Engineering Technician I	16.36
30082 - Engineering Technician II	18.36
30083 - Engineering Technician III	20.53
30084 - Engineering Technician IV	25.45
30085 - Engineering Technician V	31.13
30086 - Engineering Technician VI	37.66
30090 - Environmental Technician	23.91
30095 - Evidence Control Specialist	24.30
30210 - Laboratory Technician	21.97

30221 - Latent Fingerprint	33.83
Technician I	
30222 - Latent Fingerprint	37.37
Technician II	
30240 - Mathematical Technician	28.93
30361 - Paralegal/Legal Assistant I	19.53
30362 - Paralegal/Legal Assistant II	24.19
30363 - Paralegal/Legal Assistant	29.58
III	
30364 - Paralegal/Legal Assistant IV	35.80
30375 - Petroleum Supply Specialist	29.72
30390 - Photo-Optics Technician	26.30
30395 - Radiation Control Technician	29.72
30461 - Technical Writer I	24.38
30462 - Technical Writer II	29.82
30463 - Technical Writer III	36.09
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	20.00
30495 - Unexploded (UXO) Sweep	25.60
Personnel	20.00
30501 - Weather Forecaster I	29.12
30502 - Weather Forecaster II	35.42
30620 - Weather Observer Combined	23.66
Upper Air Or	23.00
Surface Programs	
30621 - Weather Observer Senior	25.76
31000 - Transportation/Mobile	23.70
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	16.09
31030 - Bus Driver	20.40
31043 - Driver Courier	17.52
31260 - Parking and Lot Attendant	11.66
31290 - Shuttle Bus Driver	17.28
31310 - Taxi Driver	17.09
31361 - Truckdriver Light	18.54
31362 - Truckdriver Medium	19.58
31363 - Truckdriver Heavy	22.28
31364 - Truckdriver Tractor-Trailer	22.28
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.46
99050 - Desk Clerk	12.01
99095 - Embalmer	34.25

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	12.91
I	
99252 - Laboratory Animal Caretaker	13.66
II	
99260 - Marketing Analyst	27.58
99310 - Mortician	34.25
99410 - Pest Controller	20.50
99510 - Photofinishing Worker	14.47
99710 - Recycling Laborer	24.30
99711 - Recycling Specialist	27.56
99730 - Refuse Collector	22.71
99810 - Sales Clerk	12.88
99820 - School Crossing Guard	13.65
99830 - Survey Party Chief	22.84
99831 - Surveying Aide	13.05
99832 - Surveying Technician	19.51
99840 - Vending Machine Attendant	17.70
99841 - Vending Machine Repairer	19.46
99842 - Vending Machine Repairer	17.70
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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 fourteen 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 Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-4845 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.

State: Michigan

Area: Michigan County of Barry

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.25
01012 - Accounting Clerk II		17.13
01013 - Accounting Clerk III		19.15
01020 - Administrative Assistant		27.23
01035 - Court Reporter		20.52
01041 - Customer Service		14.28
Representative I		
01042 - Customer Service		15.68
Representative II		

01043 - Customer Service Representative III		17.50
01051 - Data Entry Operator I		17.14
01052 - Data Entry Operator II		18.70
01060 - Dispatcher Motor Vehicle		22.69
01070 - Document Preparation Clerk		19.69
01090 - Duplicating Machine Operator		19.69
01111 - General Clerk I		14.43
01112 - General Clerk II		15.75
01113 - General Clerk III		17.69
01120 - Housing Referral Assistant		20.45
01141 - Messenger Courier		14.20
01191 - Order Clerk I		16.49
01192 - Order Clerk II		18.00
01261 - Personnel Assistant		15.86
(Employment) I		20.00
01262 - Personnel Assistant		17.74
(Employment) II		
01263 - Personnel Assistant		19.78
(Employment) III		
01270 - Production Control Clerk		23.06
01290 - Rental Clerk		14.44
01300 - Scheduler Maintenance		16.41
01311 - Secretary I		16.41
01312 - Secretary II		18.35
01313 - Secretary III		20.45
01320 - Service Order Dispatcher		20.28
01410 - Supply Technician		27.23
		21.23
		18.52
01420 - Survey Worker 01460 - Switchboard		
01420 - Survey Worker		18.52
01420 - Survey Worker 01460 - Switchboard		18.52
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		18.52 14.99
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		18.52 14.99 17.55
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		18.52 14.99 17.55 19.06
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		18.52 14.99 17.55 19.06 20.64
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		18.52 14.99 17.55 19.06 20.64 16.81
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II		18.52 14.99 17.55 19.06 20.64 16.81 18.86
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		18.52 14.99 17.55 19.06 20.64 16.81 18.86
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III		18.52 14.99 17.55 19.06 20.64 16.81 18.86 21.11
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer	Electrician	18.52 14.99 17.55 19.06 20.64 16.81 18.86 21.11 22.06
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer	Electrician	18.52 14.99 17.55 19.06 20.64 16.81 18.86 21.11 22.06
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	18.52 14.99 17.55 19.06 20.64 16.81 18.86 21.11 22.06 21.05
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer	Electrician	18.52 14.99 17.55 19.06 20.64 16.81 18.86 21.11 22.06 21.05 20.05
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	18.52 14.99 17.55 19.06 20.64 16.81 18.86 21.11 22.06 21.05 20.05 20.05
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	18.52 14.99 17.55 19.06 20.64 16.81 18.86 21.11 22.06 21.05 20.05 18.05
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	18.52 14.99 17.55 19.06 20.64 16.81 18.86 21.11 22.06 21.05 20.05 18.05
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	18.52 14.99 17.55 19.06 20.64 16.81 18.86 21.11 22.06 21.05 20.05 18.05 22.06
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	18.52 14.99 17.55 19.06 20.64 16.81 18.86 21.11 22.06 21.05 20.05 18.05 22.06 20.05

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05250 - Motor Vehicle Upholstery	19.05
Worker	00.05
05280 - Motor Vehicle Wrecker	20.05
05310 - Painter Automotive	21.05
05340 - Radiator Repair Specialist	20.05
05370 - Tire Repairer	16.02
05400 - Transmission Repair	22.06
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	17.67
07041 - Cook I	16.28
07042 - Cook II	17.67
07070 - Dishwasher	13.43
07130 - Food Service Worker	13.43
07210 - Meat Cutter	17.67
07260 - Waiter/Waitress	14.12
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.63
09040 - Furniture Handler	15.88
09080 - Furniture Refinisher	21.35
09090 - Furniture Refinisher Helper	17.43
09110 - Furniture Repairer Minor	19.07
09130 - Upholsterer	20.63
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.95
11060 - Elevator Operator	13.40
11090 - Gardener	19.77
11122 - Housekeeping Aide	13.40
11150 - Janitor	13.40
11210 - Laborer Grounds Maintenance	16.47
11240 - Maid or Houseman	13.12
11260 - Pruner	15.39
11270 - Tractor Operator	18.68
11330 - Trail Maintenance Worker	16.47
11360 - Window Cleaner	14.34
12000 - Health Occupations	
12010 - Ambulance Driver	19.26
12011 - Breath Alcohol Technician	20.85
12012 - Certified Occupational	24.47
Therapist Assistant	
12015 - Certified Physical Therapist	25.64
Assistant	
12020 - Dental Assistant	21.23
12025 - Dental Hygienist	35.05
12030 - EKG Technician	28.96
12035 - Electroneurodiagnostic	28.96
Technologist	
-	

	1000
12040 - Emergency Medical Technician	19.26
12071 - Licensed Practical Nurse I	18.65
12072 - Licensed Practical Nurse II	20.85
12073 - Licensed Practical Nurse III	23.24
12100 - Medical Assistant	17.05
12130 - Medical Laboratory	20.66
Technician	
12160 - Medical Record Clerk	17.05
12190 - Medical Record Technician	19.38
12195 - Medical Transcriptionist	17.01
12210 - Nuclear Medicine	35.03
Technologist	
12221 - Nursing Assistant I	11.71
12222 - Nursing Assistant II	13.16
12223 - Nursing Assistant III	14.36
12224 - Nursing Assistant IV	16.13
12235 - Optical Dispenser	17.40
12236 - Optical Technician	18.01
12250 - Pharmacy Technician	16.28
12280 - Phlebotomist	17.18
12305 - Radiologic Technologist	26.88
12311 - Registered Nurse I	24.60
12312 - Registered Nurse II	30.09
12313 - Registered Nurse II	30.09
Specialist	
12314 - Registered Nurse III	36.40
12315 - Registered Nurse III	36.40
Anesthetist	
12316 - Registered Nurse IV	43.34
12317 - Scheduler (Drug and Alcohol	25.83
Testing)	
12320 - Substance Abuse Treatment	24.54
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	20.79
13012 - Exhibits Specialist II	25.75
13013 - Exhibits Specialist III	31.50
13041 - Illustrator I	20.79
13042 - Illustrator II	25.75
13043 - Illustrator III	31.50
13047 - Librarian	28.52
13050 - Library Aide/Clerk	14.01
13054 - Library Information	25.75
Technology Systems	
Administrator	
13058 - Library Technician	17.23
13061 - Media Specialist I	18.58
13062 - Media Specialist II	20.79
13063 - Media Specialist III	23.18

13071 - Photographer I		16.52
13072 - Photographer II		18.49
13073 - Photographer III		22.90
13074 - Photographer IV		28.01
13075 - Photographer V		33.89
13090 - Technical Order Library		17.60
Clerk		
13110 - Video Teleconference		21.42
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.12
14042 - Computer Operator II		19.15
14043 - Computer Operator III		21.36
14044 - Computer Operator IV		23.73
14045 - Computer Operator V		26.27
14071 - Computer Programmer I	(see 1)	21.24
14072 - Computer Programmer II	(see 1)	26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	()	17.12
Operator		-
14160 - Personal Computer Support		23.73
Technician		
14170 - System Support Specialist		26.49
15000 - Instructional Occupations		20010
15010 - Aircrew Training Devices		30.35
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		36.73
Instructor (Rated)		
15030 - Air Crew Training Devices		43.10
Instructor (Pilot)		10,110
15050 - Computer Based Training		30.35
Specialist / Instructor		00.00
15060 - Educational Technologist		35.27
15070 - Flight Instructor (Pilot)		43.10
15080 - Graphic Artist		23.85
15085 - Maintenance Test Pilot Fixed		42.87
Jet/Prop		
15086 - Maintenance Test Pilot		42.87
Rotary Wing		
15088 - Non-Maintenance Test/Co-		42.87
Pilot		12.01
15090 - Technical Instructor		24.30
15095 - Technical Instructor/Course		29.73
Developer		27.15
15110 - Test Proctor		19.97
TOTIV TESC FINCHNI		19.91

	1007
15120 - Tutor	19.97
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 27
16010 - Assembler	11.37 11.37
16030 - Counter Attendant	
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	1 6 0 0
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	22.79
Room)	
19040 - Tool And Die Maker	27.33
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	16.87
21030 - Material Coordinator	23.06
21040 - Material Expediter	23.06
21050 - Material Handling Laborer	14.39
21071 - Order Filler	15.26
21080 - Production Line Worker (Food	20.02
Processing)	
21110 - Shipping Packer	16.59
21130 - Shipping/Receiving Clerk	16.59
21140 - Store Worker I	16.08
21150 - Stock Clerk	19.77
21210 - Tools And Parts Attendant	17.80
21410 - Warehouse Specialist	19.79
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	28.23
23019 - Aircraft Logs and Records	22.85
Technician	
23021 - Aircraft Mechanic I	26.90
23022 - Aircraft Mechanic II	28.23
23023 - Aircraft Mechanic III	29.47
23040 - Aircraft Mechanic Helper	20.45
23050 - Aircraft Painter	25.59
23060 - Aircraft Servicer	22.85
23070 - Aircraft Survival Flight	25.59
Equipment Technician	
23080 - Aircraft Worker	24.24

23091 - AirCrew Life Support 24.44 Equipment (ALSE) Mechanic 26.90 Equipment (ALSE) Mechanic 22.21 23100 - Appliance Mechanic 22.21 23120 - Bicycle Repairer 19.18 23125 - Cable Splicer 41.63 23140 - Carpet Layer 21.72 23160 - Electrician Maintenance 24.76 23181 - Electronics Technician 26.64 Maintenance I 23.318 23182 - Electronics Technician 28.01 Maintenance II 23.32 23260 - Fabric Worker 21.70 23200 - Fire Alarm System Mechanic 23.83 23310 - Fire Extinguisher Repairer 20.55 23311 - Fuel Distribution System 26.29 Operator 23.380 - Ground Support Equipment 22.85 Servicer 23.381 - Ground Support Equipment 24.24 Worker 23.391 - Gunsmith I 20.05 23391 - Gunsmith II 20.05 23.393 23392 - Gunsmith III 23.03 23.393 23393 - Gunsmith III 23.03 23.393 23391 - Gunsmith I 20.05 23.446	22001 Discours Tife Summert	
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23092 - Aircrew Life Support 26.90 Equipment (LISE) Mechanic 22.21 23110 - Appliance Mechanic 22.21 23120 - Bicycle Repairer 19.18 23125 - Cable Splicer 41.63 23130 - Carpenter Maintenance 21.40 23140 - Carpet Layer 21.72 23160 - Electrician Maintenance 24.76 23181 - Electronics Technician 25.25 Maintenance I 23.183 - Electronics Technician 28.01 Maintenance II 23.183 - Electronics Technician 28.01 Maintenance II 23.2310 - Fire Alarm System Mechanic 23.85 23310 - Fire Extinguisher Repairer 20.55 23311 - Fuel Distribution System 26.29 Operator 23.80 Ground Support Equipment 24.24 Worker 23.391 - Ground Support Equipment 22.85 Servicer 23.392 - Ground Support Equipment 24.24 Worker 23.393 - Gunsmith II 23.03 23.393 - Gunsmith II 23.03 23.54 23.393 - Gunsmith III 23.03 23.393 - Gunsmith II		
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23110 - Appliance Mechanic22.2123120 - Bicycle Repairer19.1823125 - Cable Splicer41.6323130 - Carpenter Maintenance21.4023140 - Carpet Layer21.7223160 - Electrician Maintenance24.7623181 - Electronics Technician25.25Maintenance I23183 - Electronics Technician23183 - Electronics Technician28.01Maintenance III23260 - Fabric Worker23310 - Fire Extinguisher Repairer20.5523311 - Fuel Distribution System32.15Mechanic23370 - General Maintenance Worker19.0623380 - Ground Support Equipment24.24Worker23393 - Gunsmith I20.5523311 - Fuel Distribution System26.29Operator23381 - Ground Support Equipment24.2423382 - Ground Support Equipment24.24Worker23393 - Gunsmith I23.0323393 - Gunsmith II23.0323393 - Gunsmith III25.5423410 - Heating Ventilation And Air-27.11Conditioning24.24Worker23400 - Heavy Equipment Mechanic24.642340 - Heavy Equipment Mechanic25.5423410 - Heating Ventilation And Air-27.11Conditioning25.542340 - Heavy Equipment Mechanic25.542340 - Heavy Equipment Mechanic25.542340 - Heavy Equipment Mechanic25.542340 - Heavy Equipment Mechanic25.592340 - Heavy Equipment Mechanic25.592340 - Laborer14.39 </th <th></th> <th></th>		
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23530 - Machinery Maintenance 24.23 Mechanic		
Mechanic		
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23550 - Machinist Maintenance21.59		04 = 5
	23550 - Machinist Maintenance	21.59

23580 - Maintenance Trades Helper	17.35
23591 - Metrology Technician I	25.54
23592 - Metrology Technician II	26.80
23593 - Metrology Technician III	27.98
23640 - Millwright	32.62
23710 - Office Appliance Repairer	20.96
23760 - Painter Maintenance	22.03
23790 - Pipefitter Maintenance	26.41
23810 - Plumber Maintenance	24.71
23820 - Pneudraulic Systems Mechanic	25.54
23850 - Rigger	25.54
23870 - Scale Mechanic	23.03
23890 - Sheet-Metal Worker	27.51
Maintenance	
23910 - Small Engine Mechanic	19.84
23931 - Telecommunications Mechanic	25.28
I	
23932 - Telecommunications Mechanic	26.15
II	
23950 - Telephone Lineman	23.24
23960 - Welder Combination	21.46
Maintenance	
23965 - Well Driller	26.90
23970 - Woodcraft Worker	25.54
23980 - Woodworker	20.55
24000 - Personal Needs Occupations	
24550 - Case Manager	14.75
24570 - Child Care Attendant	11.64
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	12.62
24620 - Family Readiness And Support	14.75
Services	
Coordinator	
24630 - Homemaker	16.05
25000 - Plant And System Operations	
Occupations	_
25010 - Boiler Tender	28.71
25040 - Sewage Plant Operator	24.67
25070 - Stationary Engineer	28.71
25190 - Ventilation Equipment Tender	21.90
25210 - Water Treatment Plant	24.67
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.07
27007 - Baggage Inspector	12.61
27008 - Corrections Officer	28.22
27010 - Court Security Officer	25.92
27030 - Detection Dog Handler	16.64
27040 - Detention Officer	28.22
27070 - Firefighter	23.62

27101 - Guard I	12.61
27102 - Guard II	16.64
27131 - Police Officer I	29.78
27132 - Police Officer II	33.10
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.15
28042 - Carnival Equipment Repairer	15.81
28043 - Carnival Worker	13.47
28210 - Gate Attendant/Gate Tender	17.72
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	19.83
28510 - Recreation Aide/Health	14.48
Facility Attendant	
28515 - Recreation Specialist	24.56
28630 - Sports Official	15.80
28690 - Swimming Pool Operator	20.18
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	25.28
29020 - Hatch Tender	25.28
29030 - Line Handler	25.28
29041 - Stevedore I	23.83
29042 - Stevedore II	26.68
30000 - Technical Occupations	40.00
30010 - Air Traffic Control (see 2)	40.29
Specialist Center (HFO)	07 70
30011 - Air Traffic Control (see 2)	27.78
Specialist Station (HFO) 30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	30.39
30021 - Archeological Technician I	18.21
30022 - Archeological Technician II	20.36
30023 - Archeological Technician III	25.23
30030 - Cartographic Technician	25.23
30040 - Civil Engineering Technician	26.63
30051 - Cryogenic Technician I	26.91
30052 - Cryogenic Technician II	29.72
30061 - Drafter/CAD Operator I	18.21
30062 - Drafter/CAD Operator II	20.36
30063 - Drafter/CAD Operator III	22.72
30064 - Drafter/CAD Operator IV	27.94
30081 - Engineering Technician I	14.89
30082 - Engineering Technician II	16.55
30083 - Engineering Technician III	19.40
30084 - Engineering Technician IV	21.81
30085 - Engineering Technician V	26.61
30086 - Engineering Technician VI	32.20
30090 - Environmental Technician	22.83
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30095 - Evidence Control Specialist	24.30

30221 - Latent Fingerprint 33.83 Technician I 37.37 30222 - Latent Fingerprint 37.37 30240 - Mathematical Technician 27.75 30361 - Paralegal/Legal Assistant I 19.53 30362 - Paralegal/Legal Assistant II 24.19 30363 - Paralegal/Legal Assistant IV 35.80 30364 - Paralegal/Legal Assistant IV 35.80 30365 - Petroleum Supply Specialist 29.72 30361 - Technical Miter I 29.83 30362 - Technical Writer I 29.82 30461 - Technical Writer II 29.82 30462 - Technical Writer III 29.82 30463 - Technical Writer III 36.09 30491 - Unexploded Ordnance (UXO) 30.98 Technician II 30493 30493 - Unexploded Ordnance (UXO) 37.13 Technician III 30.494 30493 - Unexploded Ordnance (UXO) 37.13 Technician II 29.12 30502 - Weather Forecaster I 29.12 30502 - Weather Forecaster I 29.12 30502 - Weather Observer Senior (see 2) 26.49 3		
30222 - Latent Fingerprint 37.37 Technician II 30240 - Mathematical Technician 27.75 30361 - Paralegal/Legal Assistant I 19.53 30362 - Paralegal/Legal Assistant II 24.19 30363 - Paralegal/Legal Assistant II 24.19 30364 - Paralegal/Legal Assistant IV 35.80 30375 - Petroleum Supply Specialist 29.72 30361 - Technical Writer I 24.38 30461 - Technical Writer I 24.38 30462 - Technical Writer II 29.72 30463 - Technical Writer II 29.72 30461 - Technical Writer II 29.72 30462 - Technical Writer II 29.72 30463 - Technical Writer II 29.72 30463 - Technical Writer III 36.09 30491 - Unexploded Ordnance (UXO) 30.98 Technician II 30492 30492 - Unexploded Ordnance (UXO) 30.98 Technician II 30495 30495 - Unexploded (UXO) Sweep 25.60 Personnel 30620 - Weather Forecaster I 29.12 30501 - Weather Observer Senior (see 2) 26.49 31000 - Transportation/Mobile 29.12 Equip		33.83
Technician II 27.75 30361 - Paralegal/Legal Assistant I 19.53 30362 - Paralegal/Legal Assistant II 24.19 30363 - Paralegal/Legal Assistant II 24.19 30364 - Paralegal/Legal Assistant IV 35.80 30375 - Petroleum Supply Specialist 29.72 30390 - Photo-Optics Technician 29.72 30395 - Radiation Control Technician 29.72 30461 - Technical Writer I 24.38 30462 - Technical Writer II 29.82 30463 - Technical Writer III 36.09 30491 - Unexploded Ordnance (UXO) 30.98 Technician II 30.493 30493 - Unexploded Ordnance (UXO) 30.98 Technician II 30.495 30495 - Unexploded (UXO) Safety 25.60 Escort 29.12 30501 - Weather Forecaster I 29.12 30502 - Weather Observer Combined (see 2) 22.72 Upper Air Or 30.98 31010 - Airplane Pilot 30.98 31020 - Bus Aide 15.95 31030 - Bus Driver 20.22 31010 - Airplane Ailot Attendant <th></th> <th>27 27</th>		27 27
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99095 - Embalmer 34.25		

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.39
I	
99252 - Laboratory Animal Caretaker	14.18
II	
99260 - Marketing Analyst	27.58
99310 - Mortician	34.25
99410 - Pest Controller	17.86
99510 - Photofinishing Worker	14.47
99710 - Recycling Laborer	24.30
99711 - Recycling Specialist	27.56
99730 - Refuse Collector	22.71
99810 - Sales Clerk	12.88
99820 - School Crossing Guard	13.65
99830 - Survey Party Chief	23.88
99831 - Surveying Aide	12.54
99832 - Surveying Technician	19.90
99840 - Vending Machine Attendant	16.81
99841 - Vending Machine Repairer	21.13
99842 - Vending Machine Repairer	16.81
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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 fourteen 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 Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	 Wage Determination No.: 2015-4847 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.

State: Michigan

Area: Michigan Counties of Kent Ottawa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.25
01012 - Accounting Clerk II		17.13
01013 - Accounting Clerk III		19.15
01020 - Administrative Assistant		27.23
01035 - Court Reporter		22.30
01041 - Customer Service		14.28
Representative I		
01042 - Customer Service		15.68
Representative II		

Representative III 17.14 01051 - Data Entry Operator I 17.14 01052 - Data Entry Operator II 18.70 01060 - Dispatcher Motor Vehicle 22.69 01070 - Document Preparation Clerk 19.31 01111 - General Clerk I 14.43 01112 - General Clerk II 15.75 01113 - General Clerk III 17.92 01120 - Housing Referral Assistant 20.45 01141 - Messenger Courier 14.20 01192 - Order Clerk II 17.92 01261 - Personnel Assistant 15.86 (Employment) II 01262 - Personnel Assistant 20.25 (Employment) III 01263 - Personnel Assistant 20.25 (Employment) III 01263 - Personnel Assistant 20.25 (Employment) III 01270 - Production Control Clerk 23.06 01300 - Scheduler Maintenance 16.41 01311 - Secretary II 16.41 01312 - Secretary III 20.45 01400 - Supply Technician 27.23 01410 - Supply Technician 27.23 01420 - Survey Worker 18.55	01043 - Customer Service		17.50
01052 - Data Entry Operator II 18.70 01060 - Dispatcher Motor Vehicle 22.69 01070 - Document Preparation Clerk 19.31 01090 - Duplicating Machine Operator 19.31 01111 - General Clerk I 14.43 01112 - General Clerk II 17.69 01120 - Housing Referral Assistant 20.45 01141 - Messenger Courier 14.20 01192 - Order Clerk II 17.92 01261 - Personnel Assistant 15.86 (Employment) I 01262 - Personnel Assistant 20.25 (Employment) III 01263 - Personnel Assistant 20.25 (Employment) III 01270 - Production Control Clerk 23.06 01300 - Scheduler Maintenance 16.41 01311 - Secretary I 16.41 01312 - Secretary III 20.28 01410 - Supply Technician 27.23 01420 - Survey Worker 18.52 01320 - Service Order Dispatcher 20.28 01410 - Supply Technician 27.23 01420 - Survey Worker 18.52 01321 - Travel Clerk II 19.06 01533 - Travel	-		17 1 /
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01410 - Supply Technician 27.23 01420 - Survey Worker 18.52 01460 - Switchboard 14.99 Operator/Receptionist 14.99 Operator/Receptionist 17.55 01531 - Travel Clerk I 19.06 01533 - Travel Clerk III 20.64 01611 - Word Processor I 16.81 01612 - Word Processor III 21.11 05000 - Automotive Service Occupations 22.64 Fiberglass 22.64 Fiberglass 20.63 05010 - Automotive Glass Installer 19.84 05070 - Automotive Glass Installer 19.84 05110 - Mobile Equipment Servicer 18.24 05130 - Motor Equipment Metal 21.75 Mechanic 19.84	01313 - Secretary III		20.45
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05070 - Automotive Worker 19.84 05110 - Mobile Equipment Servicer 18.24 05130 - Motor Equipment Metal 21.75 Mechanic 19.84			
05110 - Mobile Equipment Servicer18.2405130 - Motor Equipment Metal21.75Mechanic19.84			
05130 - Motor Equipment Metal21.75Mechanic19.84			
Mechanic 05160 - Motor Equipment Metal Worker 19.84			
05160 - Motor Equipment Metal Worker 19.84			
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05220 - Motor Vehicle Mechanic 17.48			
	Helper		
	uerber.		

05250 - Motor Vehicle Upholstery	19.06
Worker	10.04
05280 - Motor Vehicle Wrecker	19.84
05310 - Painter Automotive	20.63
05340 - Radiator Repair Specialist	19.84
05370 - Tire Repairer	16.02
05400 - Transmission Repair	21.46
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	16.72
07041 - Cook I	15.04
07042 - Cook II	16.72
07070 - Dishwasher	12.21
07130 - Food Service Worker	12.22
07210 - Meat Cutter	16.72
07260 - Waiter/Waitress	12.84
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.43
09040 - Furniture Handler	15.04
09080 - Furniture Refinisher	21.35
09090 - Furniture Refinisher Helper	17.06
09110 - Furniture Repairer Minor	19.07
09130 - Upholsterer	19.43
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.40
11060 - Elevator Operator	14.00
11090 - Gardener	19.77
11122 - Housekeeping Aide	14.00
11150 - Janitor	14.00
11210 - Laborer Grounds Maintenance	16.47
11240 - Maid or Houseman	13.12
11260 - Pruner	15.39
11270 - Tractor Operator	18.68
11330 - Trail Maintenance Worker	16.47
11360 - Window Cleaner	14.89
12000 - Health Occupations	
12010 - Ambulance Driver	18.58
12011 - Breath Alcohol Technician	20.85
12012 - Certified Occupational	24.47
Therapist Assistant	
12015 - Certified Physical Therapist	25.64
Assistant	
12020 - Dental Assistant	21.23
12025 - Dental Hygienist	35.05
12030 - EKG Technician	29.13
12035 - Electroneurodiagnostic	29.13
Technologist	
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12040 - Emergency Medical Technician	18.58
12071 - Licensed Practical Nurse I	18.65
12072 - Licensed Practical Nurse II	20.85
12073 - Licensed Practical Nurse III	23.24
12100 - Medical Assistant	17.05
12130 - Medical Laboratory	20.66
Technician	
12160 - Medical Record Clerk	17.05
12190 - Medical Record Technician	19.38
12195 - Medical Transcriptionist	17.01
12210 - Nuclear Medicine	35.03
Technologist	44 54
12221 - Nursing Assistant I	11.71
12222 - Nursing Assistant II	13.16
12223 - Nursing Assistant III	14.36
12224 - Nursing Assistant IV	16.13
12235 - Optical Dispenser	17.40
12236 - Optical Technician	18.01
12250 - Pharmacy Technician	16.11
12280 - Phlebotomist	16.68
12305 - Radiologic Technologist	26.88
12311 - Registered Nurse I	23.88
12312 - Registered Nurse II	28.48
12313 - Registered Nurse II	28.48
Specialist	
12314 - Registered Nurse III	34.45
12315 - Registered Nurse III	34.45
Anesthetist	11 00
12316 - Registered Nurse IV	41.29
12317 - Scheduler (Drug and Alcohol	25.83
Testing)	
12320 - Substance Abuse Treatment	24.54
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	20.79
13012 - Exhibits Specialist II	25.75
13013 - Exhibits Specialist III	31.50
13041 - Illustrator I	20.79
13042 - Illustrator II	25.75
13043 - Illustrator III	31.50
13047 - Librarian	28.52
13050 - Library Aide/Clerk	14.01
13054 - Library Information	25.75
Technology Systems	
Administrator	1
13058 - Library Technician	17.23
13061 - Media Specialist I	18.58
13062 - Media Specialist II	20.79
13063 - Media Specialist III	23.18

13071 - Photographer I		16.52
13072 - Photographer II		18.49
13073 - Photographer III		22.90
13074 - Photographer IV		28.01
13075 - Photographer V		33.89
13090 - Technical Order Library		17.60
Clerk		
13110 - Video Teleconference		21.42
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.26
14042 - Computer Operator II		18.19
14043 - Computer Operator III		20.27
14044 - Computer Operator IV		22.53
14045 - Computer Operator V		24.95
14071 - Computer Programmer I	(see 1)	20.78
14072 - Computer Programmer II	(see 1)	25.74
14073 - Computer Programmer III	(see 1)	20.11
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(500 1)	16.26
Operator		10.20
14160 - Personal Computer Support		22.53
Technician		22.55
14170 - System Support Specialist		26.49
15000 - Instructional Occupations		20.49
15010 - Aircrew Training Devices		33.21
Instructor (Non-Rated)		55.21
		40.15
15020 - Aircrew Training Devices		40.15
Instructor (Rated)		
15030 - Air Crew Training Devices		45.01
Instructor (Pilot)		22.01
15050 - Computer Based Training		33.21
Specialist / Instructor		
15060 - Educational Technologist		35.27
15070 - Flight Instructor (Pilot)		45.01
15080 - Graphic Artist		23.85
15085 - Maintenance Test Pilot Fixed		42.87
Jet/Prop		
15086 - Maintenance Test Pilot		42.87
Rotary Wing		
15088 - Non-Maintenance Test/Co-		42.87
Pilot		
15090 - Technical Instructor		21.14
15095 - Technical Instructor/Course		25.86
Developer		
15110 - Test Proctor		17.07

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15120 - Tutor	17.07
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 07
16010 - Assembler	11.37
16030 - Counter Attendant	11.37
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	1 6 0 0
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	22.79
Room)	
19040 - Tool And Die Maker	27.33
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	17.06
21030 - Material Coordinator	23.06
21040 - Material Expediter	23.06
21050 - Material Handling Laborer	14.86
21071 - Order Filler	15.02
21080 - Production Line Worker (Food	19.79
Processing)	
21110 - Shipping Packer	16.59
21130 - Shipping/Receiving Clerk	16.59
21140 - Store Worker I	16.08
21150 - Stock Clerk	19.77
21210 - Tools And Parts Attendant	17.80
21410 - Warehouse Specialist	19.79
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	28.23
23019 - Aircraft Logs and Records	22.85
Technician	
23021 - Aircraft Mechanic I	26.90
23022 - Aircraft Mechanic II	28.23
23023 - Aircraft Mechanic III	29.47
23040 - Aircraft Mechanic Helper	20.82
23050 - Aircraft Painter	29.51
23060 - Aircraft Servicer	22.85
23070 - Aircraft Survival Flight	29.51
Equipment Technician	
23080 - Aircraft Worker	24.24

22001 - Dimensu Life Support	24.24
23091 - Aircrew Life Support	24.24
Equipment (ALSE) Mechanic	
I 22002 Dimension Life Summent	
23092 - Aircrew Life Support	26.90
Equipment (ALSE) Mechanic	
II	0.0 . 6.1
23110 - Appliance Mechanic	22.61
23120 - Bicycle Repairer	19.18
23125 - Cable Splicer	41.63
23130 - Carpenter Maintenance	21.40
23140 - Carpet Layer	19.06
23160 - Electrician Maintenance	24.76
23181 - Electronics Technician	25.25
Maintenance I	
23182 - Electronics Technician	26.64
Maintenance II	
23183 - Electronics Technician	28.01
Maintenance III	
23260 - Fabric Worker	21.70
23290 - Fire Alarm System Mechanic	23.85
23310 - Fire Extinguisher Repairer	20.55
23311 - Fuel Distribution System	32.10
Mechanic	
23312 - Fuel Distribution System	25.93
Operator	
23370 - General Maintenance Worker	18.64
23380 - Ground Support Equipment	26.90
Mechanic	
23381 - Ground Support Equipment	22.85
Servicer	
23382 - Ground Support Equipment	24.24
Worker	
23391 - Gunsmith I	20.55
23392 - Gunsmith II	23.03
23393 - Gunsmith III	25.54
23410 - Heating Ventilation And Air-	27.06
Conditioning	2,.00
Mechanic	
23411 - Heating Ventilation And Air	28.36
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.64
23440 - Heavy Equipment Operator	22.59
23460 - Instrument Mechanic	25.54
23465 - Laboratory/Shelter Mechanic	23.34
23405 - Laborarory/Sherter Mechanic	14.39
23510 - Locksmith	23.09
	23.09
23530 - Machinery Maintenance Mechanic	24.23
23550 - Machinist Maintenance	20 00
25550 - Machinist Maintenance	20.88

23580 - Maintenance Trades Helper	17.74
23591 - Metrology Technician I	25.54
23592 - Metrology Technician II	26.80
23593 - Metrology Technician III	27.98
23640 - Millwright	32.62
23710 - Office Appliance Repairer	19.70
23760 - Painter Maintenance	21.92
23790 - Pipefitter Maintenance	25.55
23810 - Plumber Maintenance	24.31
23820 - Pneudraulic Systems Mechanic	25.54
23850 - Rigger	25.54
23870 - Scale Mechanic	23.03
23890 - Sheet-Metal Worker	22.95
Maintenance	
23910 - Small Engine Mechanic	19.22
23931 - Telecommunications Mechanic	25.67
I	
23932 - Telecommunications Mechanic	26.95
II	
23950 - Telephone Lineman	24.90
23960 - Welder Combination	20.88
Maintenance	
23965 - Well Driller	26.06
23970 - Woodcraft Worker	25.54
23980 - Woodworker	20.55
24000 - Personal Needs Occupations	
24550 - Case Manager	14.75
24570 - Child Care Attendant	12.09
24580 - Child Care Center Clerk	15.07
24610 - Chore Aide	12.26
24620 - Family Readiness And Support	14.75
Services	
Coordinator	
24630 - Homemaker	16.74
25000 - Plant And System Operations	
Occupations	00 54
25010 - Boiler Tender	28.71
25040 - Sewage Plant Operator	24.67
25070 - Stationary Engineer	28.71
25190 - Ventilation Equipment Tender	21.69
25210 - Water Treatment Plant	24.67
Operator	
27000 - Protective Service Occupations	00 07
27004 - Alarm Monitor	20.97
27007 - Baggage Inspector	12.61
27008 - Corrections Officer	28.22
27010 - Court Security Officer	25.92
27030 - Detection Dog Handler	17.25
27040 - Detention Officer	28.22
27070 - Firefighter	23.62

27101 - Guard I		12.61
27102 - Guard II		17.25
27131 - Police Officer I		29.78
27132 - Police Officer II		33.10
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.12
28042 - Carnival Equipment Repairer		14.73
28043 - Carnival Worker		12.21
28210 - Gate Attendant/Gate Tender		17.72
28310 - Lifeguard		12.53
28350 - Park Attendant (Aide)		19.83
28510 - Recreation Aide/Health		14.48
Facility Attendant		
28515 - Recreation Specialist		24.56
28630 - Sports Official		15.80
28690 - Swimming Pool Operator		18.63
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		25.92
29020 - Hatch Tender		25.92
29030 - Line Handler		25.92
29041 - Stevedore I		24.62
29042 - Stevedore II		27.21
30000 - Technical Occupations		
30010 - Air Traffic Control	(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		19.39
30022 - Archeological Technician II		21.69
30023 - Archeological Technician III		26.87
30030 - Cartographic Technician		26.87
30040 - Civil Engineering Technician		26.63
30051 - Cryogenic Technician I		26.91
30052 - Cryogenic Technician II		29.72
30061 - Drafter/CAD Operator I		19.39
30062 - Drafter/CAD Operator II		21.69
30063 - Drafter/CAD Operator III		24.17
30064 - Drafter/CAD Operator IV		29.76
30081 - Engineering Technician I		16.30
30082 - Engineering Technician II		18.29
30083 - Engineering Technician III		20.46
30084 - Engineering Technician IV		25.37
30085 - Engineering Technician V		31.05
30086 - Engineering Technician VI		37.54
30090 - Environmental Technician		23.31
30095 - Evidence Control Specialist		24.30
30210 - Laboratory Technician		21.29

	33.83
Technician I	
J	37.37
Technician II	
30240 - Mathematical Technician	29.56
30361 - Paralegal/Legal Assistant I	19.53
30362 - Paralegal/Legal Assistant II	24.19
30363 - Paralegal/Legal Assistant	29.58
III	
30364 - Paralegal/Legal Assistant IV	35.80
	29.72
	26.87
-	29.72
	24.38
	29.82
	36.09
1	25.60
Technician I	
± , , , ,	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	29.12
30502 - Weather Forecaster II	35.42
30620 - Weather Observer Combined (see 2)	24.17
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	26.87
31000 - Transportation/Mobile	
Equipment Operation Occupations	
	30.98
-	16.09
	20.40
	17.52
	11.95
-	17.36
	17.09
	18.54
	19.58
	22.28
	22.28
99000 - Miscellaneous Occupations	
	15.10
	11.46
99050 - Desk Clerk	12.01
	34.25

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.39
I	
99252 - Laboratory Animal Caretaker	14.19
II	
99260 - Marketing Analyst	27.58
99310 - Mortician	34.25
99410 - Pest Controller	19.93
99510 - Photofinishing Worker	16.25
99710 - Recycling Laborer	24.30
99711 - Recycling Specialist	27.56
99730 - Refuse Collector	22.71
99810 - Sales Clerk	12.88
99820 - School Crossing Guard	13.65
99830 - Survey Party Chief	23.19
99831 - Surveying Aide	12.79
99832 - Surveying Technician	19.51
99840 - Vending Machine Attendant	14.34
99841 - Vending Machine Repairer	18.40
99842 - Vending Machine Repairer	14.34
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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 fourteen 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 Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor WAGE AND HOUR DIVISION WASHINGTON D.C. 20210	
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-4851 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.

State: Michigan

Area: Michigan County of Jackson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.56
01012 - Accounting Clerk II		16.34
01013 - Accounting Clerk III		18.29
01020 - Administrative Assistant		28.69
01035 - Court Reporter		17.63
01041 - Customer Service		13.77
Representative I		
01042 - Customer Service		15.48
Representative II		

01043 - Customer Service		16.90
Representative III		
01051 - Data Entry Operator I		16.10
01052 - Data Entry Operator II		17.56
01060 - Dispatcher Motor Vehicle		22.11
01070 - Document Preparation Clerk		14.96
01090 - Duplicating Machine Operator		14.96
01111 - General Clerk I		13.77
01112 - General Clerk II		15.03
01113 - General Clerk III		16.88
01120 - Housing Referral Assistant		19.65
01141 - Messenger Courier		12.42
01191 - Order Clerk I		14.99
01192 - Order Clerk II		16.36
01261 - Personnel Assistant		16.84
(Employment) I		
01262 - Personnel Assistant		18.85
(Employment) II		
01263 - Personnel Assistant		21.01
(Employment) III		
01270 - Production Control Clerk		23.08
01290 - Rental Clerk		15.81
01300 - Scheduler Maintenance		15.77
01311 - Secretary I		15.77
01312 - Secretary II		17.63
01313 - Secretary III		19.65
01320 - Service Order Dispatcher		19.76
01410 - Supply Technician		28.69
01420 - Survey Worker		18.40
01460 - Switchboard		14.42
Operator/Receptionist		
01531 - Travel Clerk I		14.13
01532 - Travel Clerk II		15.27
01533 - Travel Clerk III		16.55
01611 - Word Processor I		14.53
01612 - Word Processor II		17.58
01613 - Word Processor III		19.90
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		22.06
Fiberglass		
05010 - Automotive	Electrician	21.05
05040 - Automotive Glass Installer		20.05
05070 - Automotive Worker		20.05
05110 - Mobile Equipment Servicer		18.05
05130 - Motor Equipment Metal		22.06
Mechanic		
05160 - Motor Equipment Metal Worker		20.05
05190 - Motor Vehicle Mechanic		22.06
05220 - Motor Vehicle Mechanic		17.04

05250 - Motor Vehicle Upholstery	19.05
Worker	0.0.05
05280 - Motor Vehicle Wrecker	20.05
05310 - Painter Automotive	21.05
05340 - Radiator Repair Specialist	20.05
05370 - Tire Repairer	16.02
05400 - Transmission Repair	22.06
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	17.67
07041 - Cook I	16.28
07042 - Cook II	17.99
07070 - Dishwasher	13.43
07130 - Food Service Worker	13.43
07210 - Meat Cutter	17.67
07260 - Waiter/Waitress	14.12
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.48
09040 - Furniture Handler	15.88
09080 - Furniture Refinisher	22.48
09090 - Furniture Refinisher Helper	17.98
09110 - Furniture Repairer Minor	20.08
09130 - Upholsterer	22.48
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.95
11060 - Elevator Operator	12.95
11090 - Gardener	16.66
11122 - Housekeeping Aide	12.95
11150 - Janitor	12.95
11210 - Laborer Grounds Maintenance	13.88
11240 - Maid or Houseman	12.02
11260 - Pruner	14.77
11270 - Tractor Operator	15.75
11330 - Trail Maintenance Worker	13.88
11360 - Window Cleaner	13.86
12000 - Health Occupations	
12010 - Ambulance Driver	23.79
12011 - Breath Alcohol Technician	23.79
12012 - Certified Occupational	32.64
Therapist Assistant	
12015 - Certified Physical Therapist	28.04
Assistant	
12020 - Dental Assistant	19.20
12025 - Dental Hygienist	33.17
12030 - EKG Technician	36.06
12035 - Electroneurodiagnostic	36.06
Technologist	

12040 - Emergency Medical Technician	23.79
12071 - Licensed Practical Nurse I	21.28
12072 - Licensed Practical Nurse II	23.79
12073 - Licensed Practical Nurse III	26.52
12100 - Medical Assistant	17.53
12130 - Medical Laboratory	21.48
Technician	
12160 - Medical Record Clerk	19.83
12190 - Medical Record Technician	24.96
12195 - Medical Transcriptionist	21.28
12210 - Nuclear Medicine	52.29
Technologist	10 10
12221 - Nursing Assistant I	12.18
12222 - Nursing Assistant II	13.70
12223 - Nursing Assistant III	14.94
12224 - Nursing Assistant IV	16.77
12235 - Optical Dispenser	23.79
12236 - Optical Technician	21.28
12250 - Pharmacy Technician	16.49
12280 - Phlebotomist	21.02
12305 - Radiologic Technologist	32.40
12311 - Registered Nurse I	24.60
12312 - Registered Nurse II	30.09
12313 - Registered Nurse II	30.09
Specialist	
12314 - Registered Nurse III	36.40
12315 - Registered Nurse III	36.40
Anesthetist	
12316 - Registered Nurse IV	43.34
12317 - Scheduler (Drug and Alcohol	29.48
Testing)	
12320 - Substance Abuse Treatment	25.18
Counselor	
13000 - Information And Arts	
Occupations	10 66
13011 - Exhibits Specialist I	18.66
13012 - Exhibits Specialist II	23.12
13013 - Exhibits Specialist III	28.28
13041 - Illustrator I	18.66
13042 - Illustrator II	23.12
13043 - Illustrator III	28.28
13047 - Librarian	25.60
13050 - Library Aide/Clerk	14.86
13054 - Library Information	23.12
Technology Systems	
Administrator	14 05
13058 - Library Technician	14.95
13061 - Media Specialist I	16.69
13062 - Media Specialist II	18.66
13063 - Media Specialist III	20.80

13071 - Photographer I		16.62
13072 - Photographer II		18.66
13073 - Photographer III		23.02
13074 - Photographer IV		28.18
13075 - Photographer V		34.09
13090 - Technical Order Library		18.40
Clerk		
13110 - Video Teleconference		16.69
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.88
14042 - Computer Operator II		20.01
14043 - Computer Operator III		22.30
14044 - Computer Operator IV		24.78
14045 - Computer Operator V		27.45
14071 - Computer Programmer I	(see 1)	21.24
14072 - Computer Programmer II	(see 1)	26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(000 1)	17.88
Operator		17.00
14160 - Personal Computer Support		24.78
Technician		21.70
14170 - System Support Specialist		27.45
15000 - Instructional Occupations		27.10
15010 - Aircrew Training Devices		32.33
Instructor (Non-Rated)		52.55
15020 - Aircrew Training Devices		39.12
Instructor (Rated)		57.12
15030 - Air Crew Training Devices		46.90
Instructor (Pilot)		40.90
		32.33
15050 - Computer Based Training		32.33
Specialist / Instructor		37.85
15060 - Educational Technologist		46.90
15070 - Flight Instructor (Pilot)		
15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed		25.72 46.90
Jet/Prop		40.90
·		10 00
15086 - Maintenance Test Pilot		46.90
Rotary Wing		16 00
15088 - Non-Maintenance Test/Co-		46.90
Pilot		
15090 - Technical Instructor		26.73
15095 - Technical Instructor/Course		32.70
Developer		01 05
15110 - Test Proctor		21.97

	01 07
15120 - Tutor	21.97
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 27
16010 - Assembler	11.37
16030 - Counter Attendant	11.37
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	1 6 0 0
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	21.99
Room)	
19040 - Tool And Die Maker	26.37
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	16.03
21030 - Material Coordinator	23.08
21040 - Material Expediter	23.08
21050 - Material Handling Laborer	17.01
21071 - Order Filler	15.26
21080 - Production Line Worker (Food	20.02
Processing)	
21110 - Shipping Packer	17.81
21130 - Shipping/Receiving Clerk	17.81
21140 - Store Worker I	16.08
21150 - Stock Clerk	19.77
21210 - Tools And Parts Attendant	17.80
21410 - Warehouse Specialist	19.79
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	26.44
23019 - Aircraft Logs and Records	21.41
Technician	
23021 - Aircraft Mechanic I	25.19
23022 - Aircraft Mechanic II	26.44
23023 - Aircraft Mechanic III	27.60
23040 - Aircraft Mechanic Helper	19.16
23050 - Aircraft Painter	23.97
23060 - Aircraft Servicer	21.41
23070 - Aircraft Survival Flight	23.97
Equipment Technician	
23080 - Aircraft Worker	22.71

23031 - AirCrew Life Support 22.71 Equipment (ALSE) Mechanic 23.19 Equipment (ALSE) Mechanic 23.36 II 23.10 Appliance Mechanic 23.36 23120 - Bicycle Repairer 20.26 23.125 23120 - Carpent Repairer 22.63 23140 - Carpet Layer 22.71 23160 - Electrician Maintenance 27.80 23181 - Electronics Technician 24.73 Maintenance I 23.56 Maintenance II 23.56 23182 - Electronics Technician 25.90 Maintenance II 22.62 23290 - Fire Alarm System Mechanic 25.19 23310 - Fire Extinguisher Repairer 20.26 23311 - Fuel Distribution System 20.26 Operator 23.370 - General Maintenance Worker 19.06 23380 - Ground Support Equipment 21.41 Servicer 23.391 - Gunsmith I 20.26 23391 - Gunsmith I 22.71 23382 - Ground Support Equipment 22.71 Worker 23.39 23.91 23391 - Gunsmith II 22.71 Worker 23.92 <	23091 - Aircrew Life Support	22.71
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23092 - Aircrew Life Support 25.19 Equipment (ALSE) Mechanic 23.36 II 23110 - Appliance Mechanic 23.36 23120 - Bicycle Repairer 20.26 23125 - Cable Splicer 26.31 23130 - Carpenter Maintenance 22.85 23140 - Carpet Layer 22.71 23160 - Electrician Maintenance 27.80 23181 - Electronics Technician 23.56 Maintenance II 23.83 23183 - Electronics Technician 25.90 Maintenance II 23.260 23260 - Fabric Worker 21.41 23200 - Fire Alarm System Mechanic 25.19 23310 - Fire Extinguisher Repairer 20.26 Coperator 20.26 23380 - Ground Support Equipment 25.19 Mechanic 23.39 23391 - Guund Support Equipment 21.41 Servicer 23.39 23391 - Guund Support Equipment 21.41 Servicer 23.39 23391 - Guund Support Equipment 25.19 Maintenanic 24.71 23393 - Guun		
Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23125 - Cable Splicer 23125 - Cable Splicer 23130 - Carpenter Maintenance 22140 - Carpet Layer 23140 - Electrician Maintenance 23183 - Electronics Technician Maintenance I 23183 - Electronics Technician Maintenance II 23183 - Electronics Technician 23183 - Electronics Technician 23260 - Fabric Worker 2311 - Fuel Distribution System 20.26 23311 - Fuel Distribution System 20.26 23312 - Fuel Distribution System 20.26 23380 - Ground Support Equipment 23380 - Ground Support Equipment 23381 - Ground Support Equipment 23381 - Ground Support Equipment 23392 - Ground Support Equipment 23391 - Gunsmith II 23393 - Gunsmith II 23394 - Heating Ventilation And Air- 23410 - Heavy Equipment Operator 24519 23410 - Heavy Equipment Mechanic 23519 23410 - Laborer 23510 - Locksnith 23570 - Za570 - Machinery Maintenance	-	0E 10
II 23.10 Appliance Mechanic 23.36 23120 Bicycle Repairer 20.26 23125 Cable Splicer 26.31 23130 Carpenter Maintenance 22.85 23140 Carpet Layer 22.71 23160 Electrician Maintenance 27.80 23181 Electronics Technician 23.56 Maintenance I 23.83 24.73 Maintenance III 23.260 Fabric Worker 21.41 23260 Fire Alarn System Mechanic 25.90 Maintenance III 23.260 Fire Alarn System Mechanic 25.19 23310 Fire Extinguisher Repairer 20.26 23311 Fuel Distribution System 20.26 23312 Fuel Distribution System 20.26 23370 General Maintenance Worker 19.06 23380 Ground Support Equipment 21.41 Servicer 23311 20.26 23381 Ground Support Equipment 21.41 Servicer 23391 Gunsmith I 20.26 23392 Gunsmith II 22.71 23393 <td></td> <td>25.19</td>		25.19
23110 - Appliance Mechanic 23.36 23120 - Bicycle Repairer 20.26 23125 - Cable Splicer 26.31 23130 - Carpenter Maintenance 22.85 23140 - Carpet Layer 22.71 23160 - Electrician Maintenance 27.80 23181 - Electronics Technician 23.56 Maintenance I 23.36 23183 - Electronics Technician 24.73 Maintenance II 23.50 23260 - Fabric Worker 21.41 23200 - Fire Alarm System Mechanic 25.19 23310 - Fire Extinguisher Repairer 20.26 23311 - Fuel Distribution System 25.19 Mechanic 20.26 23380 - Ground Support Equipment 21.41 Servicer 23.391 23381 - Ground Support Equipment 21.41 Servicer 23.391 23391 - Gunsmith I 20.26 23392 - Gunsmith II 22.71 Worker 23.91 23391 - Gunsmith I 22.71 Worker 23.91 23410 - Heating Ventilation And Air 24.42		
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Mechanic		
	-	26.35
23550 - Machinist Maintenance21.59		
	23550 - Machinist Maintenance	21.59

23580 - Maintenance Trades Helper	19.16
23591 - Metrology Technician I	25.19
23592 - Metrology Technician II	26.44
23593 - Metrology Technician III	27.60
23640 - Millwright	32.21
23710 - Office Appliance Repairer	23.36
23760 - Painter Maintenance	23.97
23790 - Pipefitter Maintenance	28.96
23810 - Plumber Maintenance	27.54
23820 - Pneudraulic Systems Mechanic	25.19
23850 - Rigger	25.19
23870 - Scale Mechanic	22.71
23890 - Sheet-Metal Worker	27.51
Maintenance	
23910 - Small Engine Mechanic	21.31
23931 - Telecommunications Mechanic	25.28
I	
23932 - Telecommunications Mechanic	26.15
II	
23950 - Telephone Lineman	25.19
23960 - Welder Combination	21.46
Maintenance	
23965 - Well Driller	25.19
23970 - Woodcraft Worker	25.19
23980 - Woodworker	20.26
24000 - Personal Needs Occupations	
24550 - Case Manager	18.69
24570 - Child Care Attendant	11.59
24580 - Child Care Center Clerk	14.45
24610 - Chore Aide	12.62
24620 - Family Readiness And Support	18.69
Services	
Coordinator	
24630 - Homemaker	18.69
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.19
25040 - Sewage Plant Operator	23.78
25070 - Stationary Engineer	25.19
25190 - Ventilation Equipment Tender	19.77
25210 - Water Treatment Plant	23.78
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.72
27007 - Baggage Inspector	14.64
27008 - Corrections Officer	22.90
27010 - Court Security Officer	23.03
27030 - Detection Dog Handler	17.11
27040 - Detention Officer	22.90
27070 - Firefighter	22.85

27101 - Guard I			14.64
27102 - Guard II			17.11
27131 - Police Officer I			26.52
27132 - Police Officer II			29.46
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			15.15
28042 - Carnival Equipment Repairer			15.81
28043 - Carnival Worker			13.47
28210 - Gate Attendant/Gate Tender			16.67
28310 - Lifeguard			13.53
28350 - Park Attendant (Aide)			18.64
28510 - Recreation Aide/Health			13.60
Facility Attendant			
28515 - Recreation Specialist			23.09
28630 - Sports Official			14.84
28690 - Swimming Pool Operator			20.18
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			24.73
29020 - Hatch Tender			24.73
29030 - Line Handler			24.73
29041 - Stevedore I			23.74
29042 - Stevedore II			25.96
30000 - Technical Occupations			
30010 - Air Traffic Control	(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			20.90
30022 - Archeological Technician II			23.38
30023 - Archeological Technician III			28.95
30030 - Cartographic Technician			28.95
30040 - Civil Engineering Technician			30.78
30051 - Cryogenic Technician I			30.00
30052 - Cryogenic Technician II			33.14
30061 - Drafter/CAD Operator I			20.90
30062 - Drafter/CAD Operator II			23.38
30063 - Drafter/CAD Operator III			26.05
30064 - Drafter/CAD Operator IV			32.08
30081 - Engineering Technician I			15.38
30082 - Engineering Technician II			17.27
30083 - Engineering Technician III			19.40
30084 - Engineering Technician IV			23.93
30085 - Engineering Technician V			28.40
30086 - Engineering Technician VI			34.36
30090 - Environmental Technician			28.95
30095 - Evidence Control Specialist			27.09
30210 - Laboratory Technician			26.05

30221 - Latent Fingerprint	30.00
Technician I	00.14
30222 - Latent Fingerprint	33.14
Technician II	
30240 - Mathematical Technician	28.95
30361 - Paralegal/Legal Assistant I	20.03
30362 - Paralegal/Legal Assistant II	24.79
30363 - Paralegal/Legal Assistant	30.34
III	
30364 - Paralegal/Legal Assistant IV	36.70
30375 - Petroleum Supply Specialist	33.14
30390 - Photo-Optics Technician	28.95
30395 - Radiation Control Technician	33.14
30461 - Technical Writer I	28.95
30462 - Technical Writer II	35.43
30463 - Technical Writer III	42.46
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	23.00
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	30.90
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	32.08
30502 - Weather Forecaster II	39.01
30620 - Weather Observer Combined (see 2)	26.05
Upper Air Or	
Surface Programs	
Suitace Flograms	
30621 - Weather Observer Senior (see 2)	29.14
	29.14
30621 - Weather Observer Senior (see 2)	29.14
30621 - Weather Observer Senior(see 2)31000 - Transportation/Mobile	29.14 30.98
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations	
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot	30.98
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide	30.98 15.78 20.01
30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier	30.98 15.78 20.01 15.94
30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant	30.98 15.78 20.01 15.94 14.75
30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver	30.98 15.78 20.01 15.94 14.75 17.65
30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver	30.98 15.78 20.01 15.94 14.75 17.65 17.65
30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light	30.98 15.78 20.01 15.94 14.75 17.65 17.65 16.87
30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium	30.98 15.78 20.01 15.94 14.75 17.65 17.65 16.87 17.81
30621 - Weather Observer Senior (See 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy	30.98 15.78 20.01 15.94 14.75 17.65 17.65 16.87 17.81 24.09
30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer	30.98 15.78 20.01 15.94 14.75 17.65 17.65 16.87 17.81
30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations	30.98 15.78 20.01 15.94 14.75 17.65 17.65 16.87 17.81 24.09 24.09
30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	30.98 15.78 20.01 15.94 14.75 17.65 17.65 16.87 17.81 24.09 24.09 15.10
30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier	30.98 15.78 20.01 15.94 14.75 17.65 17.65 16.87 17.81 24.09 24.09 15.10 11.35
30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	30.98 15.78 20.01 15.94 14.75 17.65 17.65 16.87 17.81 24.09 24.09 15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.53
I	
99252 - Laboratory Animal Caretaker	16.42
II	
99260 - Marketing Analyst	37.19
99310 - Mortician	26.68
99410 - Pest Controller	23.49
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.53
99711 - Recycling Specialist	21.02
99730 - Refuse Collector	17.32
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	17.32
99830 - Survey Party Chief	21.71
99831 - Surveying Aide	11.40
99832 - Surveying Technician	18.09
99840 - Vending Machine Attendant	21.02
99841 - Vending Machine Repairer	24.92
99842 - Vending Machine Repairer	21.02
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick 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 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-4853
Daniel W. Simms Division of	Revision No.: 16
Director Wage Determination	ns 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.

State: Michigan

Area: Michigan Counties of Kalamazoo Van Buren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.40
01012 - Accounting Clerk II		17.30
01013 - Accounting Clerk III		19.34
01020 - Administrative Assistant		28.71
01035 - Court Reporter		18.40
01041 - Customer Service		13.18
Representative I		
01042 - Customer Service		14.47
Representative II		

01043 - Customer Service Representative III		16.16
01051 - Data Entry Operator I		13.98
01052 - Data Entry Operator II		15.25
01060 - Dispatcher Motor Vehicle		22.78
01070 - Document Preparation Clerk		14.96
01090 - Duplicating Machine Operator		14.96
01111 - General Clerk I		14.08
01112 - General Clerk II		15.37
01113 - General Clerk III		17.26
01120 - Housing Referral Assistant		20.51
01141 - Messenger Courier		14.75
01191 - Order Clerk I		16.27
01192 - Order Clerk II		17.76
01261 - Personnel Assistant		16.20
(Employment) I		
01262 - Personnel Assistant		18.12
(Employment) II		
01263 - Personnel Assistant		20.20
(Employment) III		
01270 - Production Control Clerk		27.24
01290 - Rental Clerk		14.99
01300 - Scheduler Maintenance		16.44
01311 - Secretary I		16.44
01312 - Secretary II		18.40
01313 - Secretary III		20.51
01320 - Service Order Dispatcher		20.36
01410 - Supply Technician		28.71
01420 - Survey Worker		19.75
01460 - Switchboard		14.42
Operator/Receptionist		
01531 - Travel Clerk I		14.35
01532 - Travel Clerk II		15.58
01533 - Travel Clerk III		16.87
01611 - Word Processor I		15.62
01612 - Word Processor II		17.54
01613 - Word Processor III		19.62
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		25.84
Fiberglass		
05010 - Automotive	Electrician	21.05
05040 - Automotive Glass Installer		20.05
05070 - Automotive Worker		20.05
05110 - Mobile Equipment Servicer		18.05
05130 - Motor Equipment Metal		22.06
Mechanic		
05160 - Motor Equipment Metal Worker		20.05
		20.05 22.06
05160 - Motor Equipment Metal Worker		

05250 - Motor Vehicle Upholstery	19.05
Worker	00.05
05280 - Motor Vehicle Wrecker	20.05
05310 - Painter Automotive	21.05
05340 - Radiator Repair Specialist	20.05
05370 - Tire Repairer	16.13
05400 - Transmission Repair	22.06
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	17.67
07041 - Cook I	16.28
07042 - Cook II	17.67
07070 - Dishwasher	13.43
07130 - Food Service Worker	13.43
07210 - Meat Cutter	17.67
07260 - Waiter/Waitress	14.12
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.63
09040 - Furniture Handler	15.88
09080 - Furniture Refinisher	20.63
09090 - Furniture Refinisher Helper	17.43
09110 - Furniture Repairer Minor	19.06
09130 - Upholsterer	20.63
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.95
11060 - Elevator Operator	14.05
11090 - Gardener	16.27
11122 - Housekeeping Aide	14.05
11150 - Janitor	14.05
11210 - Laborer Grounds Maintenance	13.86
11240 - Maid or Houseman	12.92
11260 - Pruner	14.77
11270 - Tractor Operator	15.57
11330 - Trail Maintenance Worker	13.86
11360 - Window Cleaner	15.03
12000 - Health Occupations	
12010 - Ambulance Driver	22.55
12011 - Breath Alcohol Technician	22.55
12012 - Certified Occupational	30.15
Therapist Assistant	
12015 - Certified Physical Therapist	29.64
Assistant	
12020 - Dental Assistant	18.92
12025 - Dental Hygienist	32.96
12030 - EKG Technician	33.72
12035 - Electroneurodiagnostic	33.72
Technologist	

	00 55
12040 - Emergency Medical Technician	22.55
12071 - Licensed Practical Nurse I	20.16
12072 - Licensed Practical Nurse II	22.55
12073 - Licensed Practical Nurse III	25.13
12100 - Medical Assistant	16.89
12130 - Medical Laboratory	26.77
Technician	
12160 - Medical Record Clerk	17.28
12190 - Medical Record Technician	19.34
12195 - Medical Transcriptionist	20.16
12210 - Nuclear Medicine	49.55
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	17.38
12236 - Optical Technician	20.16
12250 - Pharmacy Technician	16.28
12280 - Phlebotomist	16.35
12305 - Radiologic Technologist	32.06
12311 - Registered Nurse I	24.60
12312 - Registered Nurse II	30.09
12313 - Registered Nurse II	30.09
Specialist	
12314 - Registered Nurse III	36.40
12315 - Registered Nurse III	36.40
Anesthetist	
12316 - Registered Nurse IV	43.34
12317 - Scheduler (Drug and Alcohol	27.93
Testing)	
12320 - Substance Abuse Treatment	22.69
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	17.85
13012 - Exhibits Specialist II	22.12
13013 - Exhibits Specialist III	27.06
13041 - Illustrator I	17.85
13042 - Illustrator II	22.12
13043 - Illustrator III	27.06
13047 - Librarian	24.50
13050 - Library Aide/Clerk	13.88
13054 - Library Information	22.12
Technology Systems	
Administrator	
13058 - Library Technician	13.81
13061 - Media Specialist I	15.96
13062 - Media Specialist II	17.85
13063 - Media Specialist III	19.90

13071 - Photographer I		15.58
13072 - Photographer II		17.43
13073 - Photographer III		21.59
13074 - Photographer IV		25.94
13075 - Photographer V		31.14
13090 - Technical Order Library		17.43
Clerk		
13110 - Video Teleconference		16.65
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.37
14042 - Computer Operator II		20.54
14042 - Computer Operator III		22.89
14044 - Computer Operator IV		25.45
14045 - Computer Operator V		28.18
14071 - Computer Programmer I	(see 1)	21.24
14072 - Computer Programmer II	(see 1)	26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		18.37
Operator		
14160 - Personal Computer Support		25.45
Technician		
14170 - System Support Specialist		28.18
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		30.35
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		36.73
Instructor (Rated)		50.75
15030 - Air Crew Training Devices		44.02
Instructor (Pilot)		44.02
· · ·		20.25
15050 - Computer Based Training		30.35
Specialist / Instructor		00.14
15060 - Educational Technologist		33.14
15070 - Flight Instructor (Pilot)		44.02
15080 - Graphic Artist		24.22
15085 - Maintenance Test Pilot Fixed		44.02
Jet/Prop		
15086 - Maintenance Test Pilot		44.02
Rotary Wing		
15088 - Non-Maintenance Test/Co-		44.02
Pilot		
15090 - Technical Instructor		24.86
15095 - Technical Instructor/Course		30.41
Developer		
15110 - Test Proctor		20.07
		20.07

15120 - Tutor	20.07
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 07
16010 - Assembler	11.37
16030 - Counter Attendant	11.37
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	1 6 0 0
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	22.55
Room)	
19040 - Tool And Die Maker	26.95
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	17.55
21030 - Material Coordinator	27.24
21040 - Material Expediter	27.24
21050 - Material Handling Laborer	15.89
21071 - Order Filler	15.26
21080 - Production Line Worker (Food	20.02
Processing)	
21110 - Shipping Packer	16.33
21130 - Shipping/Receiving Clerk	16.33
21140 - Store Worker I	16.08
21150 - Stock Clerk	19.77
21210 - Tools And Parts Attendant	17.80
21410 - Warehouse Specialist	19.79
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	27.45
23019 - Aircraft Logs and Records	22.22
Technician	
23021 - Aircraft Mechanic I	26.15
23022 - Aircraft Mechanic II	27.45
23023 - Aircraft Mechanic III	28.65
23040 - Aircraft Mechanic Helper	19.89
23050 - Aircraft Painter	24.88
23060 - Aircraft Servicer	22.22
23070 - Aircraft Survival Flight	24.88
Equipment Technician	
23080 - Aircraft Worker	23.58

23091 - Aircrew Life Support	23.58
Equipment (ALSE) Mechanic	
I	06.15
23092 - Aircrew Life Support	26.15
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.88
23120 - Bicycle Repairer	21.04
23125 - Cable Splicer	26.31
23130 - Carpenter Maintenance	21.28
23140 - Carpet Layer	23.58
23160 - Electrician Maintenance	29.48
23181 - Electronics Technician	28.51
Maintenance I	
23182 - Electronics Technician	29.92
Maintenance II	
23183 - Electronics Technician	31.34
Maintenance III	
23260 - Fabric Worker	22.22
23290 - Fire Alarm System Mechanic	26.15
23310 - Fire Extinguisher Repairer	21.04
23311 - Fuel Distribution System	26.15
Mechanic	
23312 - Fuel Distribution System	21.04
Operator	
23370 - General Maintenance Worker	19.06
23380 - Ground Support Equipment	26.15
Mechanic	
23381 - Ground Support Equipment	22.22
Servicer	
23382 - Ground Support Equipment	23.58
Worker	
23391 - Gunsmith I	21.04
23392 - Gunsmith II	23.58
23393 - Gunsmith III	26.15
23410 - Heating Ventilation And Air-	30.46
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	31.97
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.42
23440 - Heavy Equipment Operator	24.17
23460 - Instrument Mechanic	26.15
23465 - Laboratory/Shelter Mechanic	24.88
23470 - Laborer	15.89
23510 - Locksmith	24.88
23530 - Machinery Maintenance	23.96
Mechanic	
23550 - Machinist Maintenance	21.59

23580 - Maintenance Trades Helper	19.89
23591 - Metrology Technician I	26.15
23592 - Metrology Technician II	27.45
23593 - Metrology Technician III	28.65
23640 - Millwright	29.28
23710 - Office Appliance Repairer	21.26
23760 - Painter Maintenance	20.63
23790 - Pipefitter Maintenance	34.92
23810 - Plumber Maintenance	33.01
23820 - Pneudraulic Systems Mechanic	26.15
23850 - Rigger	26.15
23870 - Scale Mechanic	23.58
23890 - Sheet-Metal Worker	33.22
Maintenance	
23910 - Small Engine Mechanic	21.93
23931 - Telecommunications Mechanic	31.02
I	
23932 - Telecommunications Mechanic	32.45
II	
23950 - Telephone Lineman	26.15
23960 - Welder Combination	21.46
Maintenance	
23965 - Well Driller	26.15
23970 - Woodcraft Worker	26.15
23980 - Woodworker	21.04
24000 - Personal Needs Occupations	
24550 - Case Manager	16.07
24570 - Child Care Attendant	11.59
24580 - Child Care Center Clerk	14.45
24610 - Chore Aide	12.62
24620 - Family Readiness And Support	16.07
Services	
Coordinator	
24630 - Homemaker	16.07
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	26.15
25040 - Sewage Plant Operator	21.30
25070 - Stationary Engineer	26.15
25190 - Ventilation Equipment Tender	19.89
25210 - Water Treatment Plant	21.30
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.96
27007 - Baggage Inspector	13.31
27008 - Corrections Officer	23.83
27010 - Court Security Officer	22.29
27030 - Detection Dog Handler	16.64
27040 - Detention Officer	23.83
27070 - Firefighter	19.42

27101 - Guard I			13.31
27102 - Guard II			16.64
27131 - Police Officer I			27.42
27132 - Police Officer II			30.46
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			15.79
28042 - Carnival Equipment Repairer			16.71
28043 - Carnival Worker			13.47
28210 - Gate Attendant/Gate Tender			14.91
28310 - Lifequard			12.57
28350 - Park Attendant (Aide)			16.69
28510 - Recreation Aide/Health			12.18
Facility Attendant			
28515 - Recreation Specialist			20.67
28630 - Sports Official			13.29
28690 - Swimming Pool Operator			20.18
29000 - Stevedoring/Longshoremen			20.10
Occupational Services			
29010 - Blocker And Bracer			24.73
29010 - Blocker And Bracer 29020 - Hatch Tender			24.73
29020 - Hatth Tender 29030 - Line Handler			
			24.73
29041 - Stevedore I			23.74
29042 - Stevedore II			25.96
30000 - Technical Occupations		<u></u>	
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			17.98
30022 - Archeological Technician II			20.12
30023 - Archeological Technician III			24.92
30030 - Cartographic Technician			24.92
30040 - Civil Engineering Technician			28.33
30051 - Cryogenic Technician I			27.48
30052 - Cryogenic Technician II			30.35
30061 - Drafter/CAD Operator I			17.98
30062 - Drafter/CAD Operator II			20.12
30063 - Drafter/CAD Operator III			22.43
30064 - Drafter/CAD Operator IV			27.60
30081 - Engineering Technician I			16.02
30082 - Engineering Technician II			17.98
30083 - Engineering Technician III			20.12
30084 - Engineering Technician IV			23.99
30085 - Engineering Technician V			29.01
30086 - Engineering Technician VI			35.09
30090 - Environmental Technician			22.55
30095 - Evidence Control Specialist			24.81
30210 - Laboratory Technician			22.35
JULIN - HADOLALOLY LECHIILCLAII			22.JJ

30221 - Latent Fingerprint			27.48
Technician I			
30222 - Latent Fingerprint			30.35
Technician II			
30240 - Mathematical Technician			27.41
30361 - Paralegal/Legal Assistant I			19.99
30362 - Paralegal/Legal Assistant II			24.35
30363 - Paralegal/Legal Assistant			29.79
III			
30364 - Paralegal/Legal Assistant IV			36.05
30375 - Petroleum Supply Specialist			30.35
30390 - Photo-Optics Technician			22.94
30395 - Radiation Control Technician			30.35
30461 - Technical Writer I			22.94
30462 - Technical Writer II			28.07
30463 - Technical Writer III			32.73
30491 - Unexploded Ordnance (UXO)			25.60
Technician I			20.00
			30.98
30492 - Unexploded Ordnance (UXO)			30.90
Technician II			07 10
30493 - Unexploded Ordnance (UXO)			37.13
Technician III			0 - 00
30494 - Unexploded (UXO) Safety			25.60
Escort			
30495 - Unexploded (UXO) Sweep			25.60
Personnel			
30501 - Weather Forecaster I			27.60
30502 - Weather Forecaster II			33.58
	(see	2)	22.43
Upper Air Or			
Surface Programs			
30621 - Weather Observer Senior	(see	2)	24.92
31000 - Transportation/Mobile			
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			14.59
31030 - Bus Driver			18.49
31043 - Driver Courier			17.53
31260 - Parking and Lot Attendant			13.63
31290 - Shuttle Bus Driver			16.87
31310 - Taxi Driver			15.19
			18.56
			10,.10
31361 - Truckdriver Light			
31361 - Truckdriver Light 31362 - Truckdriver Medium			19.59
31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy			19.59 21.92
31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer			19.59
<pre>31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations</pre>			19.59 21.92 21.92
<pre>31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>			19.59 21.92 21.92 15.10
<pre>31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier</pre>			19.59 21.92 21.92 15.10 11.61
<pre>31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>			19.59 21.92 21.92 15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.39
I	
99252 - Laboratory Animal Caretaker	14.18
II	
99260 - Marketing Analyst	24.22
99310 - Mortician	27.48
99410 - Pest Controller	23.49
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.07
99711 - Recycling Specialist	21.64
99730 - Refuse Collector	17.82
99810 - Sales Clerk	13.01
99820 - School Crossing Guard	17.32
99830 - Survey Party Chief	21.71
99831 - Surveying Aide	11.40
99832 - Surveying Technician	18.09
99840 - Vending Machine Attendant	21.02
99841 - Vending Machine Repairer	24.92
99842 - Vending Machine Repairer	21.02
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick 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 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-4855
Daniel W. Simms Division of	Revision No.: 18
Director Wage Determination	s 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.

State: Michigan

Area: Michigan County of Clinton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.98
01012 - Accounting Clerk II		17.95
01013 - Accounting Clerk III		20.07
01020 - Administrative Assistant		28.44
01035 - Court Reporter		20.56
01041 - Customer Service		13.92
Representative I		
01042 - Customer Service		15.19
Representative II		

01043 - Customer Service Representative III		17.06
01051 - Data Entry Operator I		13.43
01052 - Data Entry Operator II		14.97
01060 - Dispatcher Motor Vehicle		18.73
01070 - Document Preparation Clerk		16.93
01090 - Duplicating Machine Operator		16.93
01111 - General Clerk I		13.96
01112 - General Clerk II		15.23
01113 - General Clerk III		17.11
01120 - Housing Referral Assistant		21.24
01141 - Messenger Courier		14.12
01191 - Order Clerk I		15.43
01192 - Order Clerk II		16.84
01261 - Personnel Assistant		16.72
(Employment) I		
01262 - Personnel Assistant		18.70
(Employment) II		20170
01263 - Personnel Assistant		20.86
(Employment) III		
01270 - Production Control Clerk		22.94
01290 - Rental Clerk		15.43
01300 - Scheduler Maintenance		17.04
01311 - Secretary I		17.04
01312 - Secretary II		19.06
01313 - Secretary III		21.24
01320 - Service Order Dispatcher		16.74
01410 - Supply Technician		28.44
01420 - Survey Worker		17.36
01460 - Switchboard		14.68
Operator/Receptionist		
01531 - Travel Clerk I		16.59
01532 - Travel Clerk II		18.02
01533 - Travel Clerk III		19.51
01611 - Word Processor I		17.51
01612 - Word Processor II		19.67
01613 - Word Processor III		21.98
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		26.20
Fiberglass		
05010 - Automotive	Electrician	21.80
05040 - Automotive Glass Installer		21.08
05070 - Automotive Worker		21.08
05110 - Mobile Equipment Servicer		19.24
05130 - Motor Equipment Metal		22.84
05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker		21.08
05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		21.08 22.84
05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker		21.08

05250 - Motor Vehicle Upholstery	20.22
Worker	01 00
05280 - Motor Vehicle Wrecker	21.08
05310 - Painter Automotive	21.80
05340 - Radiator Repair Specialist	21.08
05370 - Tire Repairer	17.07
05400 - Transmission Repair	22.84
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.65
07041 - Cook I	15.58
07042 - Cook II	17.08
07070 - Dishwasher	11.30
07130 - Food Service Worker	11.46
07210 - Meat Cutter	15.12
07260 - Waiter/Waitress	10.61
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	25.53
09040 - Furniture Handler	18.68
09080 - Furniture Refinisher	25.53
09090 - Furniture Refinisher Helper	21.55
09110 - Furniture Repairer Minor	23.95
09130 - Upholsterer	25.53
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.31
11060 - Elevator Operator	12.97
11090 - Gardener	19.13
11122 - Housekeeping Aide	12.97
11150 - Janitor	12.97
11210 - Laborer Grounds Maintenance	15.56
11240 - Maid or Houseman	11.95
11260 - Pruner	14.36
11270 - Tractor Operator	17.94
11330 - Trail Maintenance Worker	15.56
11360 - Window Cleaner	14.06
12000 - Health Occupations	
12010 - Ambulance Driver	19.50
12011 - Breath Alcohol Technician	23.08
12012 - Certified Occupational	30.77
Therapist Assistant	
12015 - Certified Physical Therapist	27.39
Assistant	
12020 - Dental Assistant	19.84
12025 - Dental Hygienist	33.00
12030 - EKG Technician	32.03
12035 - Electroneurodiagnostic	32.03
Technologist	
-	

12040 - Emergency Medical Technician	19.50
12071 - Licensed Practical Nurse I	20.63
12072 - Licensed Practical Nurse II	23.08
12073 - Licensed Practical Nurse III	25.73
12100 - Medical Assistant	16.29
12130 - Medical Laboratory	26.92
Technician	
12160 - Medical Record Clerk	18.24
12190 - Medical Record Technician	23.54
12195 - Medical Transcriptionist	17.47
12210 - Nuclear Medicine	49.29
Technologist	
12221 - Nursing Assistant I	11.43
12222 - Nursing Assistant II	12.85
12223 - Nursing Assistant III	14.02
12224 - Nursing Assistant IV	15.74
12235 - Optical Dispenser	18.91
12236 - Optical Technician	18.69
12250 - Pharmacy Technician	14.68
12280 - Phlebotomist	18.12
12305 - Radiologic Technologist	27.91
12311 - Registered Nurse I	24.39
12312 - Registered Nurse II	29.84
12313 - Registered Nurse II	29.84
Specialist	
12314 - Registered Nurse III	36.11
12315 - Registered Nurse III	36.11
Anesthetist	
12316 - Registered Nurse IV	43.27
12317 - Scheduler (Drug and Alcohol	28.59
Testing)	
12320 - Substance Abuse Treatment	26.84
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	22.16
13012 - Exhibits Specialist II	27.45
13013 - Exhibits Specialist III	33.58
13041 - Illustrator I	22.16
13042 - Illustrator II	27.45
13043 - Illustrator III	33.58
13047 - Librarian	30.40
13050 - Library Aide/Clerk	12.34
13054 - Library Information	27.45
Technology Systems	
Administrator	
13058 - Library Technician	19.83
13061 - Media Specialist I	19.82
13062 - Media Specialist II	22.16
13063 - Media Specialist III	24.70

13071 - Photographer I		18.87
13072 - Photographer II		21.11
13073 - Photographer III		26.14
13074 - Photographer IV		31.98
13075 - Photographer V		38.69
13090 - Technical Order Library		15.50
Clerk		
13110 - Video Teleconference		24.18
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		15.90
14042 - Computer Operator II		17.78
14043 - Computer Operator III		19.82
14044 - Computer Operator IV		22.03
14045 - Computer Operator V		24.40
14071 - Computer Programmer I	(see 1)	21.17
14072 - Computer Programmer II	(see 1)	26.22
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		15.90
Operator		
14160 - Personal Computer Support		22.03
Technician		
14170 - System Support Specialist		25.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		29.26
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		35.40
Instructor (Rated)		
15030 - Air Crew Training Devices		42.43
Instructor (Pilot)		
15050 - Computer Based Training		29.26
Specialist / Instructor		25 01
15060 - Educational Technologist		35.81
15070 - Flight Instructor (Pilot)		42.43
15080 - Graphic Artist		22.82
15085 - Maintenance Test Pilot Fixed		42.43
Jet/Prop		10 10
15086 - Maintenance Test Pilot		42.43
Rotary Wing		10 10
15088 - Non-Maintenance Test/Co-		42.43
Pilot 15090 - Technical Instructor		2/ 10
15090 - Technical Instructor 15095 - Technical Instructor/Course		24.12
15095 - Technical Instructor/Course		29.50
Developer		
Developer 15110 - Test Proctor		19.47

	10 47
15120 - Tutor	19.47
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 07
16010 - Assembler	11.37
16030 - Counter Attendant	11.37
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	1.6.00
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	24.01
Room)	
19040 - Tool And Die Maker	27.88
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	20.74
21030 - Material Coordinator	22.94
21040 - Material Expediter	22.94
21050 - Material Handling Laborer	15.35
21071 - Order Filler	17.24
21080 - Production Line Worker (Food	20.74
Processing)	
21110 - Shipping Packer	19.25
21130 - Shipping/Receiving Clerk	19.25
21140 - Store Worker I	18.93
21150 - Stock Clerk	24.07
21210 - Tools And Parts Attendant	20.74
21410 - Warehouse Specialist	20.74
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	31.73
23019 - Aircraft Logs and Records	27.06
Technician	
23021 - Aircraft Mechanic I	30.66
23022 - Aircraft Mechanic II	31.73
23023 - Aircraft Mechanic III	32.93
23040 - Aircraft Mechanic Helper	24.15
23050 - Aircraft Painter	29.54
23060 - Aircraft Servicer	27.06
23070 - Aircraft Survival Flight	29.54
Equipment Technician	
23080 - Aircraft Worker	28.21

	0.0.01
23091 - Aircrew Life Support	28.21
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	30.66
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.53
23120 - Bicycle Repairer	25.71
23125 - Cable Splicer	30.66
23130 - Carpenter Maintenance	23.42
23140 - Carpet Layer	28.17
23160 - Electrician Maintenance	34.34
23181 - Electronics Technician	33.54
Maintenance I	
23182 - Electronics Technician	34.69
Maintenance II	
23183 - Electronics Technician	36.50
Maintenance III	
23260 - Fabric Worker	27.02
23290 - Fire Alarm System Mechanic	25.97
23310 - Fire Extinguisher Repairer	25.71
23311 - Fuel Distribution System	38.37
Mechanic	
23312 - Fuel Distribution System	32.18
Operator	
23370 - General Maintenance Worker	19.46
23380 - Ground Support Equipment	30.66
Mechanic	
23381 - Ground Support Equipment	27.06
Servicer	
23382 - Ground Support Equipment	28.21
Worker	
23391 - Gunsmith I	25.71
23392 - Gunsmith II	28.17
23393 - Gunsmith III	30.66
23410 - Heating Ventilation And Air-	28.13
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	29.07
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	31.37
23440 - Heavy Equipment Operator	28.43
23460 - Instrument Mechanic	30.66
23465 - Laboratory/Shelter Mechanic	29.13
23470 - Laborer	15.35
23510 - Locksmith	29.13
23530 - Machinery Maintenance	26.32
Mechanic	20.02
23550 - Machinist Maintenance	25.11
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23580 - Maintenance Trades Helper	19.65
23591 - Metrology Technician I	30.66
23592 - Metrology Technician II	31.67
23593 - Metrology Technician III	32.88
23640 - Millwright	35.06
23710 - Office Appliance Repairer	20.88
23760 - Painter Maintenance	25.27
23790 - Pipefitter Maintenance	35.98
23810 - Plumber Maintenance	34.19
23820 - Pneudraulic Systems Mechanic	30.66
23850 - Rigger	30.66
23870 - Scale Mechanic	28.17
23890 - Sheet-Metal Worker	30.66
Maintenance	
23910 - Small Engine Mechanic	21.16
23931 - Telecommunications Mechanic	31.50
I	
23932 - Telecommunications Mechanic	32.55
II	
23950 - Telephone Lineman	25.60
23960 - Welder Combination	22.39
Maintenance	
23965 - Well Driller	30.66
23970 - Woodcraft Worker	30.66
23980 - Woodworker	25.71
24000 - Personal Needs Occupations	
24550 - Case Manager	15.91
24570 - Child Care Attendant	11.30
24580 - Child Care Center Clerk	14.08
24610 - Chore Aide	11.49
24620 - Family Readiness And Support	15.91
Services	
Coordinator	
24630 - Homemaker	15.91
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	30.70
25040 - Sewage Plant Operator	27.51
25070 - Stationary Engineer	30.70
25190 - Ventilation Equipment Tender	24.15
25210 - Water Treatment Plant	27.51
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.63
27007 - Baggage Inspector	15.05
27008 - Corrections Officer	24.73
27010 - Court Security Officer	21.75
27030 - Detection Dog Handler	18.29
27040 - Detention Officer	24.73
27070 - Firefighter	23.50

27101 - Guard I			15.05
27102 - Guard II			18.29
27131 - Police Officer I			28.24
27132 - Police Officer II			31.39
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			14.48
28042 - Carnival Equipment Repairer			15.44
28043 - Carnival Worker			11.59
28210 - Gate Attendant/Gate Tender			15.40
28310 - Lifeguard			11.56
28350 - Park Attendant (Aide)			17.23
28510 - Recreation Aide/Health			13.43
Facility Attendant			
28515 - Recreation Specialist			20.51
28630 - Sports Official			13.72
28690 - Swimming Pool Operator			19.46
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			28.17
29020 - Hatch Tender			28.17
29030 - Line Handler			28.17
29041 - Stevedore I			27.02
29042 - Stevedore II			29.13
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			18.04
30022 - Archeological Technician II			20.19
30023 - Archeological Technician III			25.01
30030 - Cartographic Technician			25.01
30040 - Civil Engineering Technician			32.76
30051 - Cryogenic Technician I			27.51
30052 - Cryogenic Technician II			30.39
30061 - Drafter/CAD Operator I			18.04
30062 - Drafter/CAD Operator II			20.19
30063 - Drafter/CAD Operator III			22.51
30064 - Drafter/CAD Operator IV			27.70
30081 - Engineering Technician I			16.36
30082 - Engineering Technician II			18.36
30083 - Engineering Technician III			20.53
30084 - Engineering Technician IV			25.45
30085 - Engineering Technician V			31.13
30086 - Engineering Technician VI			37.66
30090 - Environmental Technician			26.71
30095 - Evidence Control Specialist			24.84
30210 - Laboratory Technician			21.97

30221 - Latent Fingerprint Technician I			33.29
30222 - Latent Fingerprint			36.77
Technician II			
30240 - Mathematical Technician			27.51
30361 - Paralegal/Legal Assistant I			19.94
30362 - Paralegal/Legal Assistant II			24.69
30363 - Paralegal/Legal Assistant			30.21
III			
30364 - Paralegal/Legal Assistant IV			36.55
30375 - Petroleum Supply Specialist			30.39
30390 - Photo-Optics Technician			23.91
30395 - Radiation Control Technician			30.39
30461 - Technical Writer I			25.01
30462 - Technical Writer II			30.60
30463 - Technical Writer III			37.02
30491 - Unexploded Ordnance (UXO)			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			27.51
30502 - Weather Forecaster II			33.46
30620 - Weather Observer Combined (see	2)	22.51
Upper Air Or		,	
Surface Programs			
-	see	2)	25.01
31000 - Transportation/Mobile	DCC	27	20.01
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			16.11
31030 - Bus Driver			20.81
31043 - Driver Courier			15.84
31260 - Parking and Lot Attendant			13.05
31290 - Shuttle Bus Driver			15.35
31310 - Taxi Driver			15.35
31361 - Truckdriver Light			16.89
31361 - Truckdriver Light 31362 - Truckdriver Medium			16.89 17.75
-			
31362 - Truckdriver Medium			17.75
31362 - Truckdriver Medium 31363 - Truckdriver Heavy			17.75 22.87
31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations			17.75 22.87
<pre>31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>			17.75 22.87 22.87 15.10
<pre>31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier</pre>			17.75 22.87 22.87 15.10 11.54
<pre>31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>			17.75 22.87 22.87 15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.51
I	
99252 - Laboratory Animal Caretaker	15.47
II	
99260 - Marketing Analyst	26.50
99310 - Mortician	31.98
99410 - Pest Controller	24.81
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	24.55
99711 - Recycling Specialist	28.30
99730 - Refuse Collector	22.65
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	14.64
99830 - Survey Party Chief	23.50
99831 - Surveying Aide	13.43
99832 - Surveying Technician	20.08
99840 - Vending Machine Attendant	25.78
99841 - Vending Machine Repairer	30.12
99842 - Vending Machine Repairer	25.78
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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 fourteen 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 Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	 Wage Determination No.: 2015-4857 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.

State: Michigan

Area: Michigan Counties of Eaton Ingham

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.98
01012 - Accounting Clerk II		17.95
01013 - Accounting Clerk III		20.07
01020 - Administrative Assistant		28.44
01035 - Court Reporter		20.56
01041 - Customer Service		13.92
Representative I		
01042 - Customer Service		15.19
Representative II		

01043 - Customer Service		17.06
Representative III		
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.68
01060 - Dispatcher Motor Vehicle		18.73
01070 - Document Preparation Clerk		18.11
01090 - Duplicating Machine Operator		18.11
01111 - General Clerk I		13.96
01112 - General Clerk II		15.23
01113 - General Clerk III		17.11
01120 - Housing Referral Assistant		21.24
01141 – Messenger Courier		15.03
01191 - Order Clerk I		14.99
01192 - Order Clerk II		16.36
01261 - Personnel Assistant		16.68
(Employment) I		
01262 - Personnel Assistant		18.65
(Employment) II		
01263 - Personnel Assistant		20.79
(Employment) III		
01270 - Production Control Clerk		22.94
01290 - Rental Clerk		15.43
01300 - Scheduler Maintenance		17.04
01311 - Secretary I		17.04
01312 - Secretary II		19.06
01313 - Secretary III		21.24
01320 - Service Order Dispatcher		16.74
01410 - Supply Technician		28.44
01420 - Survey Worker		17.36
01460 - Switchboard		14.68
Operator/Receptionist		
01531 - Travel Clerk I		16.59
01532 - Travel Clerk II		18.02
01533 - Travel Clerk III		19.51
01611 - Word Processor I		17.58
01612 - Word Processor II		19.83
01613 - Word Processor III		22.19
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		26.20
Fiberglass		
05010 - Automotive	Electrician	21.80
05040 - Automotive Glass Installer		21.08
05070 - Automotive Worker		21.08
05110 - Mobile Equipment Servicer		19.24
05130 - Motor Equipment Metal		22.94
Mechanic		
05160 - Motor Equipment Metal Worker		21.08
05190 - Motor Vehicle Mechanic		22.94
05000 Natan Mahiala Nachania		
05220 - Motor Vehicle Mechanic		18.04

05250 - Motor Vehicle Upholstery	20.22
Worker	01 00
05280 - Motor Vehicle Wrecker	21.08
05310 - Painter Automotive	21.80
05340 - Radiator Repair Specialist	21.08
05370 - Tire Repairer	17.07
05400 - Transmission Repair	22.94
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	17.67
07041 - Cook I	16.28
07042 - Cook II	17.67
07070 - Dishwasher	13.43
07130 - Food Service Worker	13.43
07210 - Meat Cutter	17.67
07260 - Waiter/Waitress	14.12
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	24.96
09040 - Furniture Handler	18.68
09080 - Furniture Refinisher	24.96
09090 - Furniture Refinisher Helper	21.09
09110 - Furniture Repairer Minor	23.07
09130 - Upholsterer	24.96
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.95
11060 - Elevator Operator	12.97
11090 - Gardener	19.13
11122 - Housekeeping Aide	12.97
11150 - Janitor	12.97
11210 - Laborer Grounds Maintenance	15.56
11240 - Maid or Houseman	12.02
11260 - Pruner	14.77
11270 - Tractor Operator	17.94
11330 - Trail Maintenance Worker	15.56
11360 - Window Cleaner	14.06
12000 - Health Occupations	
12010 - Ambulance Driver	19.50
12011 - Breath Alcohol Technician	23.08
12012 - Certified Occupational	30.77
Therapist Assistant	
12015 - Certified Physical Therapist	27.39
Assistant	10 01
12020 - Dental Assistant	19.84
12020 - Dental Assistant 12025 - Dental Hygienist	33.00
12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician	33.00 32.03
12020 - Dental Assistant 12025 - Dental Hygienist	33.00

	10 50
12040 - Emergency Medical Technician	19.50
12071 - Licensed Practical Nurse I	20.63
12072 - Licensed Practical Nurse II	23.08
12073 - Licensed Practical Nurse III	25.73
12100 - Medical Assistant	16.29
12130 - Medical Laboratory	26.92
Technician	
12160 - Medical Record Clerk	18.24
12190 - Medical Record Technician	23.54
12195 - Medical Transcriptionist	17.47
12210 - Nuclear Medicine	49.20
Technologist	
12221 - Nursing Assistant I	11.02
12222 - Nursing Assistant II	12.38
12223 - Nursing Assistant III	13.51
12224 - Nursing Assistant IV	15.18
12235 - Optical Dispenser	18.91
12236 - Optical Technician	18.69
12250 - Pharmacy Technician	16.28
12280 - Phlebotomist	18.12
12305 - Radiologic Technologist	28.60
12311 - Registered Nurse I	24.60
12312 - Registered Nurse II	30.09
12313 - Registered Nurse II	30.09
Specialist	
12314 - Registered Nurse III	36.40
12315 - Registered Nurse III	36.40
Anesthetist	
12316 - Registered Nurse IV	43.34
12317 - Scheduler (Drug and Alcohol	28.59
Testing)	
12320 - Substance Abuse Treatment	26.84
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	22.16
13012 - Exhibits Specialist II	27.45
13013 - Exhibits Specialist III	33.58
13041 - Illustrator I	22.16
13042 - Illustrator II	27.45
13043 - Illustrator III	33.58
13047 - Librarian	30.40
13050 - Library Aide/Clerk	13.54
13054 - Library Information	27.45
Technology Systems	
Administrator	
13058 - Library Technician	19.83
13061 - Media Specialist I	19.82
13062 - Media Specialist II	22.16
13063 - Media Specialist III	24.70

13071 - Photographer I		18.87
13072 - Photographer II		21.11
13073 - Photographer III		26.14
13074 - Photographer IV		31.38
13075 - Photographer V		37.68
13090 - Technical Order Library		15.50
Clerk		
13110 - Video Teleconference		24.18
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.12
14042 - Computer Operator II		19.15
14043 - Computer Operator III		21.36
14044 - Computer Operator IV		23.73
14045 - Computer Operator V		26.27
14071 - Computer Programmer I	(see 1)	21.24
14072 - Computer Programmer II	(see 1)	26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		17.12
Operator		
14160 - Personal Computer Support		23.73
Technician		
14170 - System Support Specialist		26.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		29.44
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		35.62
Instructor (Rated)		
15030 - Air Crew Training Devices		42.43
Instructor (Pilot)		
15050 - Computer Based Training		29.44
Specialist / Instructor		
15060 - Educational Technologist		35.81
15070 - Flight Instructor (Pilot)		42.43
15080 - Graphic Artist		22.82
15085 - Maintenance Test Pilot Fixed		42.43
Jet/Prop		
15086 - Maintenance Test Pilot		42.43
Rotary Wing		
15088 - Non-Maintenance Test/Co-		42.43
Pilot		
15090 - Technical Instructor		24.30
15095 - Technical Instructor/Course		29.73
Developer		
15110 - Test Proctor		19.97

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15120 - Tutor	19.97
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 27
16010 - Assembler	11.37
16030 - Counter Attendant	11.37
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	1 6 0 0
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	24.01
Room)	
19040 - Tool And Die Maker	27.88
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.46
21030 - Material Coordinator	22.94
21040 - Material Expediter	22.94
21050 - Material Handling Laborer	15.35
21071 - Order Filler	16.79
21080 - Production Line Worker (Food	20.02
Processing)	
21110 - Shipping Packer	17.06
21130 - Shipping/Receiving Clerk	17.06
21140 - Store Worker I	18.93
21150 - Stock Clerk	24.07
21210 - Tools And Parts Attendant	18.46
21410 - Warehouse Specialist	19.79
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	31.67
23019 - Aircraft Logs and Records	27.02
Technician	
23021 - Aircraft Mechanic I	30.66
23022 - Aircraft Mechanic II	31.67
23023 - Aircraft Mechanic III	32.88
23040 - Aircraft Mechanic Helper	24.15
23050 - Aircraft Painter	29.13
23060 - Aircraft Servicer	27.02
23070 - Aircraft Survival Flight	29.13
Equipment Technician	
23080 - Aircraft Worker	28.17

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23091 - Aircrew Life Support	28.17
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	30.66
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	26.87
23120 - Bicycle Repairer	25.71
23125 - Cable Splicer	30.66
23130 - Carpenter Maintenance	23.42
23140 - Carpet Layer	28.17
23160 - Electrician Maintenance	34.34
23181 - Electronics Technician	33.54
Maintenance I	
23182 - Electronics Technician	34.69
Maintenance II	
23183 - Electronics Technician	36.50
Maintenance III	
23260 - Fabric Worker	27.02
23290 - Fire Alarm System Mechanic	25.97
23310 - Fire Extinguisher Repairer	25.71
23311 - Fuel Distribution System	38.37
Mechanic	
23312 - Fuel Distribution System	32.18
Operator	
23370 - General Maintenance Worker	19.46
23380 - Ground Support Equipment	30.66
Mechanic	
23381 - Ground Support Equipment	27.02
Servicer	
23382 - Ground Support Equipment	28.17
Worker	
23391 - Gunsmith I	25.71
23392 - Gunsmith II	28.17
23393 - Gunsmith III	30.66
23410 - Heating Ventilation And Air-	28.14
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	29.41
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	31.37
23440 - Heavy Equipment Operator	28.43
23460 - Instrument Mechanic	30.66
23465 - Laboratory/Shelter Mechanic	29.13
23470 - Laborer	15.35
23510 - Locksmith	29.13
23530 - Machinery Maintenance	25.49
Mechanic	
23550 - Machinist Maintenance	24.87
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23580 - Maintenance Trades Helper	19.65
23591 - Metrology Technician I	30.66
23592 - Metrology Technician II	31.67
23593 - Metrology Technician III	32.88
23640 - Millwright	32.21
23710 - Office Appliance Repairer	20.96
23760 - Painter Maintenance	25.05
23790 - Pipefitter Maintenance	35.98
23810 - Plumber Maintenance	34.19
23820 - Pneudraulic Systems Mechanic	30.66
23850 - Rigger	30.66
23870 - Scale Mechanic	28.17
23890 - Sheet-Metal Worker	30.66
Maintenance	10.04
23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic	19.84 31.50
	51.50
I 23932 - Telecommunications Mechanic	32.55
	32.55
II 23950 - Telephone Lineman	25.60
23960 - Welder Combination	22.39
Maintenance	22.39
23965 - Well Driller	30.66
23970 - Woodcraft Worker	30.66
23980 - Woodworker	25.71
24000 - Personal Needs Occupations	23.11
24550 - Case Manager	16.09
24570 - Child Care Attendant	11.59
24580 - Child Care Center Clerk	14.45
24610 - Chore Aide	12.62
24620 - Family Readiness And Support	16.09
Services	10.00
Coordinator	
24630 - Homemaker	16.09
25000 - Plant And System Operations	20.00
Occupations	
25010 - Boiler Tender	30.70
25040 - Sewage Plant Operator	27.51
25070 - Stationary Engineer	30.70
25190 - Ventilation Equipment Tender	24.15
25210 - Water Treatment Plant	27.51
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.63
27007 - Baggage Inspector	14.64
27008 - Corrections Officer	25.13
27010 - Court Security Officer	21.75
27030 - Detection Dog Handler	18.29
27040 - Detention Officer	25.13
27070 - Firefighter	23.50

27101 - Guard I			14.64
27102 - Guard II			18.29
27131 - Police Officer I			28.24
27132 - Police Officer II			31.39
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			15.15
28042 - Carnival Equipment Repairer			15.81
28043 - Carnival Worker			13.47
28210 - Gate Attendant/Gate Tender			14.81
28310 - Lifequard			11.48
28350 - Park Attendant (Aide)			16.56
28510 - Recreation Aide/Health			12.08
Facility Attendant			
28515 - Recreation Specialist			20.51
28630 - Sports Official			13.18
28690 - Swimming Pool Operator			20.18
29000 - Stevedoring/Longshoremen			20120
Occupational Services			
29010 - Blocker And Bracer			28.17
29020 - Hatch Tender			28.17
29030 - Line Handler			28.17
29041 - Stevedore I			27.02
29041 - Stevedore I 29042 - Stevedore II			29.13
			29.13
30000 - Technical Occupations	1	2.)	10 00
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	1	2)	07 70
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)			00 50
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			1004
30021 - Archeological Technician I			18.04
30022 - Archeological Technician II			20.19
30023 - Archeological Technician III			25.01
30030 - Cartographic Technician			25.01
30040 - Civil Engineering Technician			32.76
30051 - Cryogenic Technician I			27.51
30052 - Cryogenic Technician II			30.39
30061 - Drafter/CAD Operator I			18.04
30062 - Drafter/CAD Operator II			20.19
30063 - Drafter/CAD Operator III			22.51
30064 - Drafter/CAD Operator IV			27.70
30081 - Engineering Technician I			14.89
30082 - Engineering Technician II			16.55
30083 - Engineering Technician III			19.40
30084 - Engineering Technician IV			22.68
30085 - Engineering Technician V			27.75
30086 - Engineering Technician VI			33.57
30090 - Environmental Technician			26.71
30095 - Evidence Control Specialist			24.84
30210 - Laboratory Technician			20.31
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30221 - Latent Fingerprint			33.29
Technician I			
30222 - Latent Fingerprint			36.77
Technician II			
30240 - Mathematical Technician			27.51
30361 - Paralegal/Legal Assistant I			19.94
30362 - Paralegal/Legal Assistant II			24.69
30363 - Paralegal/Legal Assistant			30.21
III			
30364 - Paralegal/Legal Assistant IV			36.55
30375 - Petroleum Supply Specialist			30.39
30390 - Photo-Optics Technician			22.94
30395 - Radiation Control Technician			30.39
30461 - Technical Writer I			25.01
30462 - Technical Writer II			30.60
30463 - Technical Writer III			37.02
30491 - Unexploded Ordnance (UXO)			25.60
Technician I			20.00
30492 - Unexploded Ordnance (UXO)			30.98
-			30.90
Technician II			27 12
30493 - Unexploded Ordnance (UXO)			37.13
Technician III			05 60
30494 - Unexploded (UXO) Safety			25.60
Escort			
30495 - Unexploded (UXO) Sweep			25.60
Personnel			
30501 - Weather Forecaster I			27.51
30502 - Weather Forecaster II			33.46
	see	2)	22.51
Upper Air Or			
Surface Programs			
30621 - Weather Observer Senior	see	2)	25.01
31000 - Transportation/Mobile			
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			16.11
31030 - Bus Driver			20.81
31043 - Driver Courier			17.53
-			13.75
31260 - Parking and Lot Attendant			IJ./J
31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver			
31290 - Shuttle Bus Driver			16.87
31290 - Shuttle Bus Driver 31310 - Taxi Driver			16.87 16.71
31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light			16.87 16.71 18.56
31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium			16.87 16.71 18.56 19.59
31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy			16.87 16.71 18.56 19.59 23.08
<pre>31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer</pre>			16.87 16.71 18.56 19.59
<pre>31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations</pre>			16.87 16.71 18.56 19.59 23.08 23.08
<pre>31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>			16.87 16.71 18.56 19.59 23.08 23.08 15.10
<pre>31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier</pre>			16.87 16.71 18.56 19.59 23.08 23.08 15.10 11.54
<pre>31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>			16.87 16.71 18.56 19.59 23.08 23.08 15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.51
I	
99252 - Laboratory Animal Caretaker	15.47
II	
99260 - Marketing Analyst	26.50
99310 - Mortician	26.76
99410 - Pest Controller	21.08
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	24.55
99711 - Recycling Specialist	28.30
99730 - Refuse Collector	22.65
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	15.59
99830 - Survey Party Chief	24.09
99831 - Surveying Aide	12.65
99832 - Surveying Technician	20.08
99840 - Vending Machine Attendant	25.78
99841 - Vending Machine Repairer	30.12
99842 - Vending Machine Repairer	25.78
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick 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 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-4859 Revision No.: 15 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.

State: Michigan

Area: Michigan County of Monroe

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.89
01012 - Accounting Clerk II		17.83
01013 - Accounting Clerk III		19.95
01020 - Administrative Assistant		26.95
01035 - Court Reporter		19.80
01041 - Customer Service		13.46
Representative I		
01042 - Customer Service		15.15
Representative II		

01043 - Customer Service Representative III		16.52
01051 - Data Entry Operator I		14.36
01052 - Data Entry Operator II		15.67
01060 - Dispatcher Motor Vehicle		21.98
01070 - Document Preparation Clerk		15.67
01090 - Duplicating Machine Operator		15.67
01111 - General Clerk I		14.75
01112 - General Clerk II		16.10
01113 - General Clerk III		18.08
01120 - Housing Referral Assistant		22.04
01141 - Messenger Courier		12.78
01191 - Order Clerk I		14.36
01192 - Order Clerk II		15.95
01261 - Personnel Assistant		18.31
(Employment) I		10.01
01262 - Personnel Assistant		20.48
(Employment) II		20010
01263 - Personnel Assistant		22.84
(Employment) III		
01270 - Production Control Clerk		21.45
01290 - Rental Clerk		15.38
01300 - Scheduler Maintenance		17.60
01311 - Secretary I		17.60
01312 - Secretary II		19.68
01313 - Secretary III		22.04
01320 - Service Order Dispatcher		19.04
01410 - Supply Technician		26.95
01420 - Survey Worker		19.68
01460 - Switchboard		15.06
Operator/Receptionist		
01531 - Travel Clerk I		14.17
01532 - Travel Clerk II		15.31
01533 - Travel Clerk III		16.59
01611 - Word Processor I		15.67
01612 - Word Processor II		17.60
01612 - Word Processor II 01613 - Word Processor III		17.60 19.68
01613 - Word Processor III		17.60 19.68
01613 - Word Processor III 05000 - Automotive Service Occupations		
01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer		19.68
01613 - Word Processor III 05000 - Automotive Service Occupations	Electrician	19.68 24.56
01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass	Electrician	19.68 24.56
01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	19.68 24.56 22.58
01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	19.68 24.56 22.58 21.84
01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	19.68 24.56 22.58 21.84 21.84
01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	19.68 24.56 22.58 21.84 21.84 20.43
01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	19.68 24.56 22.58 21.84 21.84 20.43
01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	19.68 24.56 22.58 21.84 21.84 20.43 23.31
<pre>01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker</pre>	Electrician	19.68 24.56 22.58 21.84 21.84 20.43 23.31 21.84

05250 - Motor Vehicle Upholstery	21.12
Worker	01 04
05280 - Motor Vehicle Wrecker	21.84
05310 - Painter Automotive	22.58
05340 - Radiator Repair Specialist	21.84
05370 - Tire Repairer	19.58
05400 - Transmission Repair	23.31
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	18.55
07041 - Cook I	13.99
07042 - Cook II	15.07
07070 - Dishwasher	11.64
07130 - Food Service Worker	11.64
07210 - Meat Cutter	16.26
07260 - Waiter/Waitress	12.36
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	24.81
09040 - Furniture Handler	18.13
09080 - Furniture Refinisher	24.81
09090 - Furniture Refinisher Helper	20.91
09110 - Furniture Repairer Minor	23.13
09130 - Upholsterer	24.81
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.97
11060 - Elevator Operator	14.97
11090 - Gardener	17.38
11122 - Housekeeping Aide	14.06
11150 - Janitor	14.06
11210 - Laborer Grounds Maintenance	14.78
11240 - Maid or Houseman	12.14
11260 - Pruner	13.63
11270 - Tractor Operator	15.88
11330 - Trail Maintenance Worker	14.78
11360 - Window Cleaner	15.23
12000 - Health Occupations	
12010 - Ambulance Driver	21.48
12011 - Breath Alcohol Technician	21.48
12012 - Certified Occupational	29.47
Therapist Assistant	
12015 - Certified Physical Therapist	29.47
Assistant	
12020 - Dental Assistant	20.61
12025 - Dental Hygienist	33.41
12030 - EKG Technician	32.56
12035 - Electroneurodiagnostic	32.56
Technologist	
5	

12040 - Emergency Medical Technician	21.48
12071 - Licensed Practical Nurse I	19.20
12072 - Licensed Practical Nurse II	21.48
12073 - Licensed Practical Nurse III	23.95
12100 - Medical Assistant	14.89
12130 - Medical Laboratory	22.29
Technician	
12160 - Medical Record Clerk	16.84
12190 - Medical Record Technician	25.50
12195 - Medical Transcriptionist	19.20
12210 - Nuclear Medicine	47.21
Technologist	10 50
12221 - Nursing Assistant I	12.73
12222 - Nursing Assistant II	14.32
12223 - Nursing Assistant III	15.62
12224 - Nursing Assistant IV	17.53
12235 - Optical Dispenser	21.48
12236 - Optical Technician	19.20
12250 - Pharmacy Technician	17.78
12280 - Phlebotomist	19.20
12305 - Radiologic Technologist	32.18
12311 - Registered Nurse I	29.83
12312 - Registered Nurse II	33.23
12313 - Registered Nurse II	33.23
Specialist	
12314 - Registered Nurse III	44.14
12315 - Registered Nurse III	44.14
Anesthetist	
12316 - Registered Nurse IV	52.92
12317 - Scheduler (Drug and Alcohol	26.62
Testing)	
12320 - Substance Abuse Treatment	26.62
Counselor	
13000 - Information And Arts	
Occupations	04 45
13011 - Exhibits Specialist I	21.47
13012 - Exhibits Specialist II	26.61
13013 - Exhibits Specialist III	32.54
13041 - Illustrator I	25.01
13042 - Illustrator II	30.40
13043 - Illustrator III	35.82
13047 - Librarian	30.28
13050 - Library Aide/Clerk	14.38
13054 - Library Information	27.34
Technology Systems	
Administrator	10 50
13058 - Library Technician	18.56
13061 - Media Specialist I	18.54
13062 - Media Specialist II	20.75
13063 - Media Specialist III	23.13

13071 - Photographer I		19.42
13072 - Photographer II		22.83
13073 - Photographer III		29.56
13074 - Photographer IV		34.28
13075 - Photographer V		39.82
13090 - Technical Order Library		18.37
Clerk		
13110 - Video Teleconference		19.13
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.88
14042 - Computer Operator II		21.12
14043 - Computer Operator III		23.54
14044 - Computer Operator IV		26.15
14045 - Computer Operator V		28.96
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(500 1)	18.88
Operator		10.00
14160 - Personal Computer Support		26.15
Technician		20.13
14170 - System Support Specialist		28.96
15000 - Instructional Occupations		20.90
15010 - Aircrew Training Devices		33.78
Instructor (Non-Rated)		55.70
15020 - Aircrew Training Devices		10 97
2		40.87
Instructor (Rated)		50.79
15030 - Air Crew Training Devices		50.79
Instructor (Pilot)		
15050 - Computer Based Training		33.78
Specialist / Instructor		
15060 - Educational Technologist		30.50
15070 - Flight Instructor (Pilot)		50.79
15080 - Graphic Artist		32.69
15085 - Maintenance Test Pilot Fixed		48.98
Jet/Prop		
15086 - Maintenance Test Pilot		48.98
Rotary Wing		
15088 - Non-Maintenance Test/Co-		48.98
Pilot		
15090 - Technical Instructor		26.84
15095 - Technical Instructor/Course		32.69
Developer		
15110 - Test Proctor		21.80

15100 motors	01 00
15120 - Tutor	21.80
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	11.44
16030 - Counter Attendant	11.44
16040 - Dry Cleaner	15.35
16070 - Finisher Flatwork Machine	11.44
16090 - Presser Hand	11.44
16110 - Presser Machine Drycleaning	11.44
16130 - Presser Machine Shirts	11.44
16160 - Presser Machine Wearing	11.44
Apparel Laundry	TT•11
16190 - Sewing Machine Operator	16.71
16220 - Tailor	18.01
16250 - Washer Machine	12.73
19000 - Machine Tool Operation And	12.75
Repair Occupations	
19010 - Machine-Tool Operator (Tool	27.89
Room)	27.09
19040 - Tool And Die Maker	31.92
21000 - Materials Handling And Packing	51.52
Occupations	
21020 - Forklift Operator	20.65
21020 - Material Coordinator	24.54
21040 - Material Expediter	24.54
21050 - Material Handling Laborer	18.05
21071 - Order Filler	15.92
21080 - Production Line Worker (Food	20.65
Processing)	20.00
21110 - Shipping Packer	17.34
21130 - Shipping/Receiving Clerk	17.34
21140 - Store Worker I	19.40
21150 - Stock Clerk	24.66
21210 - Tools And Parts Attendant	20.65
21410 - Warehouse Specialist	20.65
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	29.30
23019 - Aircraft Logs and Records	24.44
Technician	
23021 - Aircraft Mechanic I	27.91
23022 - Aircraft Mechanic II	29.30
23023 - Aircraft Mechanic III	30.84
23040 - Aircraft Mechanic Helper	22.10
23050 - Aircraft Painter	26.21
23060 - Aircraft Servicer	24.44
23070 - Aircraft Survival Flight	26.21
Equipment Technician	
23080 - Aircraft Worker	25.38

23091 - Aircrew Life Support	25.38
Equipment (ALSE) Mechanic	20.00
23092 - Aircrew Life Support	27.91
	27.91
Equipment (ALSE) Mechanic	
	06.01
23110 - Appliance Mechanic	26.21
23120 - Bicycle Repairer	23.55
23125 - Cable Splicer	30.57
23130 - Carpenter Maintenance	25.15
23140 - Carpet Layer	25.38
23160 - Electrician Maintenance	33.33
23181 - Electronics Technician	26.20
Maintenance I	
23182 - Electronics Technician	27.07
Maintenance II	
23183 - Electronics Technician	31.31
Maintenance III	
23260 - Fabric Worker	24.44
23290 - Fire Alarm System Mechanic	27.30
23310 - Fire Extinguisher Repairer	23.55
23311 - Fuel Distribution System	27.30
Mechanic	27.00
23312 - Fuel Distribution System	23.55
Operator	23.33
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment	27.91
Mechanic	
23381 - Ground Support Equipment	24.44
Servicer	
23382 - Ground Support Equipment	25.38
Worker	
23391 - Gunsmith I	23.55
23392 - Gunsmith II	25.38
23393 - Gunsmith III	27.30
23410 - Heating Ventilation And Air-	27.65
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	28.58
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29.63
23440 - Heavy Equipment Operator	27.77
23460 - Instrument Mechanic	29.03
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	16.69
23510 - Locksmith	26.21
23530 - Machinery Maintenance	32.54
Mechanic	52.54
23550 - Machinist Maintenance	32.17
25550 - Machinist Maintenance	JZ.1/

23580 - Maintenance Trades Helper	22.10
23591 - Metrology Technician I	29.03
23592 - Metrology Technician II	29.96
23593 - Metrology Technician III	30.88
23640 - Millwright	34.10
23710 - Office Appliance Repairer	26.21
23760 - Painter Maintenance	26.60
23790 - Pipefitter Maintenance	33.60
23810 - Plumber Maintenance	32.26
23820 - Pneudraulic Systems Mechanic	27.30
23850 - Rigger	27.30
23870 - Scale Mechanic	25.38
23890 - Sheet-Metal Worker	29.87
Maintenance	
23910 - Small Engine Mechanic	24.02
23931 - Telecommunications Mechanic	27.30
I	
23932 - Telecommunications Mechanic	28.22
	07 00
23950 - Telephone Lineman	27.30
23960 - Welder Combination	26.46
Maintenance	07 00
23965 - Well Driller	27.30
23970 - Woodcraft Worker	27.30
23980 - Woodworker	23.55
24000 - Personal Needs Occupations	17 (0
24550 - Case Manager	17.69
24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk 24610 - Chore Aide	18.10
24610 - Chore Alde 24620 - Family Readiness And Support	13.15 17.69
Services	17.09
Coordinator	
24630 - Homemaker	19.20
	19.20
25000 - Plant And System Operations	
Occupations 25010 - Boiler Tender	28.00
25040 - Sewage Plant Operator	25.78
25070 - Stationary Engineer	28.00
25190 - Ventilation Equipment Tender	22.10
25210 - Water Treatment Plant	25.78
Operator	23.70
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.29
27004 - Alarm Monitol 27007 - Baggage Inspector	16.17
27008 - Corrections Officer	26.79
27010 - Court Security Officer	26.79
27030 - Detection Dog Handler	19.75
27040 - Detention Officer	26.79
27070 - Firefighter	23.61
ZIVIV EITETTÄHCET	20.01

27101 - Guard I		16.17
27102 - Guard II		19.75
27131 - Police Officer I		27.65
27132 - Police Officer II		30.72
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.14
28042 - Carnival Equipment Repairer		14.65
28043 - Carnival Worker		12.22
28210 - Gate Attendant/Gate Tender		14.83
28310 - Lifeguard		13.20
28350 - Park Attendant (Aide)		16.58
28510 - Recreation Aide/Health		12.10
Facility Attendant		
28515 - Recreation Specialist		20.55
28630 - Sports Official		13.20
28690 - Swimming Pool Operator		20.87
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		25.38
29020 - Hatch Tender		25.38
29030 - Line Handler		25.38
29041 - Stevedore I		24.44
29042 - Stevedore II		26.21
30000 - Technical Occupations		
30010 - Air Traffic Control	(see 2)	44.24
Specialist Center (HFO)		
30011 - Air Traffic Control	(see 2)	30.50
Specialist Station (HFO)		
30012 - Air Traffic Control		33.59
Specialist Terminal (HFO) (see 2)		
30021 - Archeological Technician I		20.08
30022 - Archeological Technician II		22.47
30023 - Archeological Technician III		27.83
30030 - Cartographic Technician		27.83
30040 - Civil Engineering Technician		27.83
30051 - Cryogenic Technician I		24.07
30052 - Cryogenic Technician II		26.60
30061 - Drafter/CAD Operator I		20.08
30062 - Drafter/CAD Operator II		22.47
30063 - Drafter/CAD Operator III		25.05
30064 - Drafter/CAD Operator IV		30.82
30081 - Engineering Technician I		18.36
30082 - Engineering Technician II		21.64
30083 - Engineering Technician III		25.16
30084 - Engineering Technician IV		31.16
30085 - Engineering Technician V		36.70
30086 - Engineering Technician VI		44.38
30090 - Environmental Technician		25.01
30095 - Evidence Control Specialist		21.74
30210 - Laboratory Technician		21.70

30221 - Latent Fingerprint	24.07
Technician I	
30222 - Latent Fingerprint	26.60
Technician II	
30240 - Mathematical Technician	27.83
30361 - Paralegal/Legal Assistant I	20.88
30362 - Paralegal/Legal Assistant II	25.86
30363 - Paralegal/Legal Assistant	31.63
III	
30364 - Paralegal/Legal Assistant IV	38.28
30375 - Petroleum Supply Specialist	26.60
30390 - Photo-Optics Technician	27.83
30395 - Radiation Control Technician	26.60
30461 - Technical Writer I	25.25
30462 - Technical Writer II	30.90
30463 - Technical Writer III	36.08
30491 - Unexploded Ordnance (UXO)	28.11
Technician I	
30492 - Unexploded Ordnance (UXO)	34.01
Technician II	
30493 - Unexploded Ordnance (UXO)	40.77
Technician III	
30494 - Unexploded (UXO) Safety	28.11
Escort	20122
30495 - Unexploded (UXO) Sweep	28.11
Personnel	20.11
30501 - Weather Forecaster I	30.82
30502 - Weather Forecaster II	37.49
30620 - Weather Observer Combined (see 2)	25.05
	20.00
$\Box D D \Theta T$ $A T U T$	
Upper Air Or Surface Programs	
Surface Programs	27 55
Surface Programs30621 - Weather Observer Senior(see 2)	27.55
Surface Programs30621 - Weather Observer Senior(see 2)31000 - Transportation/Mobile	27.55
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations	
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot	34.01
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide	34.01 15.59
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver	34.01 15.59 19.90
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier	34.01 15.59 19.90 17.03
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant	34.01 15.59 19.90 17.03 14.39
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver	34.01 15.59 19.90 17.03 14.39 18.08
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver	34.01 15.59 19.90 17.03 14.39 18.08 16.76
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light	34.01 15.59 19.90 17.03 14.39 18.08 16.76 18.08
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium	34.01 15.59 19.90 17.03 14.39 18.08 16.76 18.08 19.61
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy	34.01 15.59 19.90 17.03 14.39 18.08 16.76 18.08 19.61 22.11
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer	34.01 15.59 19.90 17.03 14.39 18.08 16.76 18.08 19.61
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations	34.01 15.59 19.90 17.03 14.39 18.08 16.76 18.08 19.61 22.11 22.11
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	34.01 15.59 19.90 17.03 14.39 18.08 16.76 18.08 19.61 22.11 22.11 22.11
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier	34.01 15.59 19.90 17.03 14.39 18.08 16.76 18.08 19.61 22.11 22.11 22.11 16.58 11.24
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	34.01 15.59 19.90 17.03 14.39 18.08 16.76 18.08 19.61 22.11 22.11 22.11

99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker	24.14
I	
99252 - Laboratory Animal Caretaker	26.90
II	
99260 - Marketing Analyst	33.52
99310 - Mortician	33.88
99410 - Pest Controller	29.21
99510 - Photofinishing Worker	15.49
99710 - Recycling Laborer	22.89
99711 - Recycling Specialist	26.41
99730 - Refuse Collector	21.13
99810 - Sales Clerk	12.17
99820 - School Crossing Guard	21.65
99830 - Survey Party Chief	24.92
99831 - Surveying Aide	12.97
99832 - Surveying Technician	19.86
99840 - Vending Machine Attendant	26.41
99841 - Vending Machine Repairer	30.33
99842 - Vending Machine Repairer	26.41
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-4861 Revision No.: 15 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.

State: Michigan

Area: Michigan County of Muskegon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.49
01012 - Accounting Clerk II		17.39
01013 - Accounting Clerk III		19.45
01020 - Administrative Assistant		26.01
01035 - Court Reporter		18.43
01041 - Customer Service		12.87
Representative I		
01042 - Customer Service		14.05
Representative II		

01043 - Customer Service Representative III		15.78
01051 - Data Entry Operator I		13.04
01052 - Data Entry Operator II		14.23
01060 - Dispatcher Motor Vehicle		19.24
01070 - Document Preparation Clerk		14.23
01090 - Duplicating Machine Operator		14.23
01111 - General Clerk I		13.88
01112 - General Clerk II		15.14
01113 - General Clerk III		17.01
01120 - Housing Referral Assistant		19.92
01141 - Messenger Courier		13.09
01191 - Order Clerk I		13.34
01192 - Order Clerk II		14.56
01261 - Personnel Assistant		16.09
(Employment) I		
01262 - Personnel Assistant		18.43
(Employment) II		
01263 - Personnel Assistant		20.25
(Employment) III		
01270 - Production Control Clerk		23.58
01290 - Rental Clerk		14.60
01300 - Scheduler Maintenance		15.98
01311 - Secretary I		15.98
01312 - Secretary II		17.87
01313 - Secretary III		19.92
01320 - Service Order Dispatcher		17.20
01410 - Supply Technician		26.01
01420 - Survey Worker		17.89
01460 - Switchboard		14.47
Operator/Receptionist		
01531 - Travel Clerk I		14.13
01532 - Travel Clerk II		15.27
01533 - Travel Clerk III		16.55
01611 - Word Processor I		14.23
01612 - Word Processor II		15.98
01613 - Word Processor III		18.43
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		22.64
Fiberglass		
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		20.44
05070 - Automotive Worker		20.44
05110 - Mobile Equipment Servicer		19.14
05130 - Motor Equipment Metal		22.13
Mechanic		
05160 - Motor Equipment Metal Worker		20.44
05190 - Motor Vehicle Mechanic		22.13
05220 - Motor Vehicle Mechanic		18.49
Helper		

05250 - Motor Vehicle Upholstery	19.79
Worker	
05280 - Motor Vehicle Wrecker	20.44
05310 - Painter Automotive	23.21
05340 - Radiator Repair Specialist	20.44
05370 - Tire Repairer	17.81
05400 - Transmission Repair	22.13
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.43
07041 - Cook I	14.05
07042 - Cook II	15.74
07070 - Dishwasher	11.21
07130 - Food Service Worker	12.10
07210 - Meat Cutter	17.80
07260 - Waiter/Waitress	11.49
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.39
09040 - Furniture Handler	15.75
09080 - Furniture Refinisher	20.39
09090 - Furniture Refinisher Helper	17.86
09110 - Furniture Repairer Minor	19.79
09130 - Upholsterer	20.39
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.21
11060 - Elevator Operator	14.00
11090 - Gardener	15.55
11122 - Housekeeping Aide	14.00
11150 - Janitor	14.00
11210 - Laborer Grounds Maintenance	13.40
11240 - Maid or Houseman	12.25
11260 - Pruner	12.52
11270 - Tractor Operator	14.81
11330 - Trail Maintenance Worker	13.40
11360 - Window Cleaner	14.89
12000 - Health Occupations	
12010 - Ambulance Driver	18.73
12011 - Breath Alcohol Technician	20.35
12012 - Certified Occupational	27.92
Therapist Assistant	
12015 - Certified Physical Therapist	27.92
Assistant	
12020 - Dental Assistant	23.90
12025 - Dental Hygienist	35.73
12030 - EKG Technician	30.84
12035 - Electroneurodiagnostic	30.84
Technologist	

12040 - Emergency Medical Technician	18.73
12071 - Licensed Practical Nurse I	18.20
12072 - Licensed Practical Nurse II	20.35
12073 - Licensed Practical Nurse III	22.68
12100 - Medical Assistant	18.20
12130 - Medical Laboratory	19.42
Technician	
12160 - Medical Record Clerk	16.42
12190 - Medical Record Technician	19.83
12195 - Medical Transcriptionist	18.20
12210 - Nuclear Medicine	44.72
Technologist	
12221 - Nursing Assistant I	11.41
12222 - Nursing Assistant II	12.82
12223 - Nursing Assistant III	13.99
12224 - Nursing Assistant IV	15.71
12235 - Optical Dispenser	18.29
12236 - Optical Technician	18.20
12250 - Pharmacy Technician	20.79
12280 - Phlebotomist	16.34
12305 - Radiologic Technologist	27.50
12311 - Registered Nurse I	23.88
12312 - Registered Nurse II	28.48
12313 - Registered Nurse II	28.48
Specialist	
12314 - Registered Nurse III	34.45
12315 - Registered Nurse III	34.45
Anesthetist	
12316 - Registered Nurse IV	41.29
12317 - Scheduler (Drug and Alcohol	25.21
Testing)	0 - 4 4
12320 - Substance Abuse Treatment	25.14
Counselor	
13000 - Information And Arts	
Occupations	10 50
13011 - Exhibits Specialist I	19.50
13012 - Exhibits Specialist II	24.16
13013 - Exhibits Specialist III	29.56
13041 - Illustrator I	19.50
13042 - Illustrator II	24.16
13043 - Illustrator III	29.56
13047 - Librarian	26.75
13050 - Library Aide/Clerk	14.51
13054 - Library Information	24.16
Technology Systems	
Administrator	
13058 - Library Technician	20.35
13061 - Media Specialist I	17.43
13062 - Media Specialist II	19.50
13063 - Media Specialist III	21.75

13071 - Photographer I		16.39
13072 - Photographer II		18.46
13073 - Photographer III		22.71
13074 - Photographer IV		27.78
13075 - Photographer V		33.62
13090 - Technical Order Library		18.23
Clerk		
13110 - Video Teleconference		17.56
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.22
14042 - Computer Operator II		18.14
14043 - Computer Operator III		20.23
14044 - Computer Operator IV		22.49
14045 - Computer Operator V		24.89
14071 - Computer Programmer I	(see 1)	20.78
14072 - Computer Programmer II	(see 1)	25.74
14072 Computer Programmer III	(see 1)	23.14
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I 14102 - Computer Sustems Analyst II	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	1 (0 0
14150 - Peripheral Equipment		16.22
Operator		
14160 - Personal Computer Support		22.49
Technician		
14170 - System Support Specialist		24.89
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		33.21
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		40.15
Instructor (Rated)		
15030 - Air Crew Training Devices		45.01
Instructor (Pilot)		
15050 - Computer Based Training		33.21
Specialist / Instructor		
15060 - Educational Technologist		41.95
15070 - Flight Instructor (Pilot)		45.01
15080 - Graphic Artist		23.15
15085 - Maintenance Test Pilot Fixed		43.41
Jet/Prop		
15086 - Maintenance Test Pilot		43.41
Rotary Wing		
15088 - Non-Maintenance Test/Co-		43.41
Pilot		
15090 - Technical Instructor		23.14
15095 - Technical Instructor/Course		28.31
Developer		
15110 - Test Proctor		18.68
TOTIO TESC FLOCIOL		10.00

15120 - Tutor	18.68
16000 - Laundry Dry-Cleaning Pressing	10.00
And Related Occupations	
16010 - Assembler	11.37
16030 - Counter Attendant	11.37
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	11.57
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And	12.00
Repair Occupations	
19010 - Machine-Tool Operator (Tool	23.25
Room)	23.25
19040 - Tool And Die Maker	27.88
21000 - Materials Handling And Packing	27.00
Occupations	
21020 - Forklift Operator	17.06
21020 - Material Coordinator	23.58
21040 - Material Expediter	23.58
21050 - Material Handling Laborer	15.75
21071 - Order Filler	15.12
21080 - Production Line Worker (Food	17.06
Processing)	17.00
21110 - Shipping Packer	18.64
21130 - Shipping/Receiving Clerk	18.64
21140 - Store Worker I	16.08
21150 - Stock Clerk	19.77
21210 - Tools And Parts Attendant	17.06
21410 - Warehouse Specialist	17.06
23000 - Mechanics And Maintenance And	11.00
Repair Occupations	
23010 - Aerospace Structural Welder	26.24
23019 - Aircraft Logs and Records	21.25
Technician	
23021 - Aircraft Mechanic I	25.01
23022 - Aircraft Mechanic II	26.24
23023 - Aircraft Mechanic III	27.39
23040 - Aircraft Mechanic Helper	19.02
23050 - Aircraft Painter	27.46
23060 - Aircraft Servicer	21.25
23070 - Aircraft Survival Flight	27.46
Equipment Technician	
23080 - Aircraft Worker	22.54

23091 - Aircrew Life Support	22.54
Equipment (ALSE) Mechanic	
I	05 01
23092 - Aircrew Life Support	25.01
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.79
23120 - Bicycle Repairer	20.12
23125 - Cable Splicer	33.77
23130 - Carpenter Maintenance	21.54
23140 - Carpet Layer	22.54
23160 - Electrician Maintenance	28.56
23181 - Electronics Technician	22.54
Maintenance I	
23182 - Electronics Technician	23.79
Maintenance II	
23183 - Electronics Technician	25.01
Maintenance III	
23260 - Fabric Worker	21.25
23290 - Fire Alarm System Mechanic	25.01
23310 - Fire Extinguisher Repairer	20.12
23311 - Fuel Distribution System	25.01
Mechanic	
23312 - Fuel Distribution System	20.12
Operator	
23370 - General Maintenance Worker	19.05
23380 - Ground Support Equipment	25.01
Mechanic	
23381 - Ground Support Equipment	21.25
Servicer	
23382 - Ground Support Equipment	22.54
Worker	
23391 - Gunsmith I	20.12
23392 - Gunsmith II	22.54
23393 - Gunsmith III	25.01
23410 - Heating Ventilation And Air-	25.91
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	27.08
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	23.32
23440 - Heavy Equipment Operator	25.19
23460 - Instrument Mechanic	25.01
23465 - Laboratory/Shelter Mechanic	23.79
23470 - Laborer	15.75
23510 - Locksmith	23.79
23530 - Machinery Maintenance	24.43
Mechanic	
23550 - Machinist Maintenance	20.88
	20.00

23580 - Maintenance Trades Helper	19.02
23591 - Metrology Technician I	25.01
23592 - Metrology Technician II	26.24
23593 - Metrology Technician III	27.39
23640 - Millwright	28.73
23710 - Office Appliance Repairer	23.79
23760 - Painter Maintenance	21.35
23790 - Pipefitter Maintenance	26.03
23810 - Plumber Maintenance	24.54
23820 - Pneudraulic Systems Mechanic	25.01
23850 - Rigger	25.01
23870 - Scale Mechanic	22.54
23890 - Sheet-Metal Worker	33.26
Maintenance	
23910 - Small Engine Mechanic	22.54
23931 - Telecommunications Mechanic	27.41
I	
23932 - Telecommunications Mechanic	28.77
II	05 01
23950 - Telephone Lineman	25.01
23960 - Welder Combination	22.68
Maintenance	
23965 - Well Driller	25.01
23970 - Woodcraft Worker 23980 - Woodworker	25.01
	20.12
24000 - Personal Needs Occupations	14 50
24550 - Case Manager 24570 - Child Care Attendant	14.52
24570 - Child Care Attendant 24580 - Child Care Center Clerk	11.35 14.12
24500 - Child Care Center Clerk	14.12
24610 - Chore Arde 24620 - Family Readiness And Support	14.52
Services	14.J2
Coordinator	
24630 - Homemaker	14.52
25000 - Plant And System Operations	14.J2
Occupations	
25010 - Boiler Tender	25.01
25040 - Sewage Plant Operator	23.01
25070 - Stationary Engineer	25.00
25190 - Ventilation Equipment Tender	19.02
25210 - Water Treatment Plant	23.08
Operator	20.00
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.04
27007 - Baggage Inspector	14.63
27008 - Corrections Officer	20.76
27010 - Court Security Officer	21.92
27030 - Detection Dog Handler	17.04
27040 - Detention Officer	20.76
27070 - Firefighter	19.68
	10.00

27101 - Guard I		14.63
27102 - Guard II		17.04
27131 - Police Officer I		26.45
27132 - Police Officer II		29.40
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.59
28042 - Carnival Equipment Repairer		14.38
28043 - Carnival Worker		11.20
28210 - Gate Attendant/Gate Tender		15.15
28310 - Lifeguard		13.49
28350 - Park Attendant (Aide)		16.95
28510 - Recreation Aide/Health		12.36
Facility Attendant		
28515 - Recreation Specialist		19.84
28630 - Sports Official		13.49
28690 - Swimming Pool Operator		18.40
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		25.92
29020 - Hatch Tender		25.92
29030 - Line Handler		25.92
29041 - Stevedore I		24.62
29042 - Stevedore II		27.21
30000 - Technical Occupations		
30010 - Air Traffic Control	(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		19.11
30022 - Archeological Technician II		21.38
30023 - Archeological Technician III		25.30
30030 - Cartographic Technician		26.01
30040 - Civil Engineering Technician		23.55
30051 - Cryogenic Technician I		26.70
30052 - Cryogenic Technician II		29.48
30061 - Drafter/CAD Operator I		19.11
30062 - Drafter/CAD Operator II		21.38
30063 - Drafter/CAD Operator III		23.84
30064 - Drafter/CAD Operator IV		28.82
30081 - Engineering Technician I		16.30
30082 - Engineering Technician II		18.29
30083 - Engineering Technician III		20.46
30084 - Engineering Technician IV		25.37
30085 - Engineering Technician V		31.05
30086 - Engineering Technician VI		37.54
30090 - Environmental Technician		24.95
30095 - Evidence Control Specialist		24.10
30210 - Laboratory Technician		21.29

30221 - Latent Fingerprint			26.70
Technician I			
30222 - Latent Fingerprint			29.48
Technician II			
30240 - Mathematical Technician			26.02
30361 - Paralegal/Legal Assistant I			18.94
30362 - Paralegal/Legal Assistant II			23.45
30363 - Paralegal/Legal Assistant			28.69
III			
30364 - Paralegal/Legal Assistant IV			34.72
30375 - Petroleum Supply Specialist			29.48
			26.02
30390 - Photo-Optics Technician			
30395 - Radiation Control Technician			29.48
30461 - Technical Writer I			24.95
30462 - Technical Writer II			30.53
30463 - Technical Writer III			36.94
30491 - Unexploded Ordnance (UXO)			25.60
Technician I			
30492 - Unexploded Ordnance (UXO)			30.98
Technician II			
30493 - Unexploded Ordnance (UXO)			37.13
Technician III			07.10
30494 - Unexploded (UXO) Safety			25.60
			23.00
Escort			05 60
30495 - Unexploded (UXO) Sweep			25.60
Personnel			
30501 - Weather Forecaster I			28.82
30502 - Weather Forecaster II			35.05
30620 - Weather Observer Combined	(see	2)	23.84
Upper Air Or			
Surface Programs			
30621 - Weather Observer Senior	(see	2)	26.11
31000 - Transportation/Mobile			
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			14.87
31030 - Bus Driver			
			19.37
31043 - Driver Courier			16.39
31260 - Parking and Lot Attendant			13.31
31290 - Shuttle Bus Driver			17.36
31310 - Taxi Driver			16.25
31361 - Truckdriver Light			17.36
31362 - Truckdriver Medium			17.61
31363 - Truckdriver Heavy			19.26
31364 - Truckdriver Tractor-Trailer			19.26
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			11.34
99050 - Desk Clerk			11.60
99090 - Desk Clerk 99095 - Embalmer			28.05
			20.00

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	21.02
I	
99252 - Laboratory Animal Caretaker	22.24
II	
99260 - Marketing Analyst	25.04
99310 - Mortician	28.05
99410 - Pest Controller	23.49
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.13
99711 - Recycling Specialist	22.84
99730 - Refuse Collector	18.81
99810 - Sales Clerk	11.89
99820 - School Crossing Guard	17.32
99830 - Survey Party Chief	21.40
99831 - Surveying Aide	11.11
99832 - Surveying Technician	17.01
99840 - Vending Machine Attendant	21.02
99841 - Vending Machine Repairer	24.92
99842 - Vending Machine Repairer	21.02
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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 fourteen 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 Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	C WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-4863
Daniel W. Simms Division of	Revision No.: 15
Director Wage Determination	ns 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.

State: Michigan

Area: Michigan County of Berrien

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.35
01012 - Accounting Clerk II		16.12
01013 - Accounting Clerk III		18.02
01020 - Administrative Assistant		26.61
01035 - Court Reporter		17.91
01041 - Customer Service		13.54
Representative I		
01042 - Customer Service		14.78
Representative II		

01043 - Customer Service Representative III		16.60
01051 - Data Entry Operator I		14.65
01052 - Data Entry Operator II		15.99
01060 - Dispatcher Motor Vehicle		19.61
01070 - Document Preparation Clerk		14.96
01090 - Duplicating Machine Operator		14.96
01111 - General Clerk I		13.23
01112 - General Clerk II		14.43
01113 - General Clerk III		16.20
01120 - Housing Referral Assistant		19.96
01141 - Messenger Courier		12.42
01191 - Order Clerk I		16.08
01192 - Order Clerk II		17.55
01261 - Personnel Assistant		16.02
(Employment) I		10.02
01262 - Personnel Assistant		17.91
(Employment) II		17.91
01263 - Personnel Assistant		19.96
		19.90
(Employment) III		00 04
01270 - Production Control Clerk		23.84
01290 - Rental Clerk		14.44
01300 - Scheduler Maintenance		16.02
01311 - Secretary I		16.02
01312 - Secretary II		17.91
01313 - Secretary III		19.96
01320 - Service Order Dispatcher		17.13
01320 - Service Order Dispatcher 01410 - Supply Technician		17.13 26.61
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker		17.13 26.61 18.07
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard		17.13 26.61
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		17.13 26.61 18.07 13.95
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		17.13 26.61 18.07 13.95 14.13
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		17.13 26.61 18.07 13.95 14.13 15.27
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		17.13 26.61 18.07 13.95 14.13 15.27 16.55
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		17.13 26.61 18.07 13.95 14.13 15.27 16.55 14.26
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II		17.13 26.61 18.07 13.95 14.13 15.27 16.55 14.26 16.02
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		17.13 26.61 18.07 13.95 14.13 15.27 16.55 14.26
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III		17.13 26.61 18.07 13.95 14.13 15.27 16.55 14.26 16.02 18.09
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer		17.13 26.61 18.07 13.95 14.13 15.27 16.55 14.26 16.02
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass		17.13 26.61 18.07 13.95 14.13 15.27 16.55 14.26 16.02 18.09 22.06
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	17.13 26.61 18.07 13.95 14.13 15.27 16.55 14.26 16.02 18.09 22.06 21.05
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer	Electrician	17.13 26.61 18.07 13.95 14.13 15.27 16.55 14.26 16.02 18.09 22.06 21.05 20.05
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	17.13 26.61 18.07 13.95 14.13 15.27 16.55 14.26 16.02 18.09 22.06 21.05 20.05
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	17.13 26.61 18.07 13.95 14.13 15.27 16.55 14.26 16.02 18.09 22.06 21.05 20.05 18.05
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	17.13 26.61 18.07 13.95 14.13 15.27 16.55 14.26 16.02 18.09 22.06 21.05 20.05
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	17.13 26.61 18.07 13.95 14.13 15.27 16.55 14.26 16.02 18.09 22.06 21.05 20.05 18.05 22.06
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	17.13 26.61 18.07 13.95 14.13 15.27 16.55 14.26 16.02 18.09 22.06 21.05 20.05 18.05
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	17.13 26.61 18.07 13.95 14.13 15.27 16.55 14.26 16.02 18.09 22.06 21.05 20.05 18.05 22.06
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	17.13 26.61 18.07 13.95 14.13 15.27 16.55 14.26 16.02 18.09 22.06 21.05 20.05 18.05 20.05 18.05 22.06

200

05250 - Motor Vehicle Upholstery	19.05
Worker	0.0.05
05280 - Motor Vehicle Wrecker	20.05
05310 - Painter Automotive	21.05
05340 - Radiator Repair Specialist	20.05
05370 - Tire Repairer	16.92
05400 - Transmission Repair	22.06
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	17.67
07041 - Cook I	16.28
07042 - Cook II	17.67
07070 - Dishwasher	13.43
07130 - Food Service Worker	13.43
07210 - Meat Cutter	17.67
07260 - Waiter/Waitress	14.12
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.63
09040 - Furniture Handler	15.88
09080 - Furniture Refinisher	20.63
09090 - Furniture Refinisher Helper	17.43
09110 - Furniture Repairer Minor	19.06
09130 - Upholsterer	20.63
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.95
11060 - Elevator Operator	12.95
11090 - Gardener	17.30
11122 - Housekeeping Aide	12.95
11150 - Janitor	12.95
11210 - Laborer Grounds Maintenance	14.41
11240 - Maid or Houseman	12.02
11260 - Pruner	14.77
11270 - Tractor Operator	16.35
11330 - Trail Maintenance Worker	14.41
11360 - Window Cleaner	13.86
12000 - Health Occupations	
12010 - Ambulance Driver	19.26
12011 - Breath Alcohol Technician	22.32
12012 - Certified Occupational	30.62
Therapist Assistant	
12015 - Certified Physical Therapist	28.52
Assistant	
12020 - Dental Assistant	18.17
12025 - Dental Hygienist	33.97
12030 - EKG Technician	33.83
12035 - Electroneurodiagnostic	33.83
Technologist	

	10.00
12040 - Emergency Medical Technician	19.26
12071 - Licensed Practical Nurse I	19.94
12072 - Licensed Practical Nurse II	22.32
12073 - Licensed Practical Nurse III	24.88
12100 - Medical Assistant	16.26
12130 - Medical Laboratory	25.37
Technician	
12160 - Medical Record Clerk	17.26
12190 - Medical Record Technician	19.38
12195 - Medical Transcriptionist	19.94
12210 - Nuclear Medicine	49.05
Technologist	
12221 - Nursing Assistant I	12.07
12222 - Nursing Assistant II	13.56
12223 - Nursing Assistant III	14.80
12224 - Nursing Assistant IV	16.62
12235 - Optical Dispenser	17.95
12236 - Optical Technician	19.94
12250 - Pharmacy Technician	16.28
12280 - Phlebotomist	19.94
12305 - Radiologic Technologist	28.76
12311 - Registered Nurse I	24.60
12312 - Registered Nurse II	30.09
12313 - Registered Nurse II	30.09
Specialist	
12314 - Registered Nurse III	36.40
12315 - Registered Nurse III	36.40
Anesthetist	
12316 - Registered Nurse IV	43.34
12317 - Scheduler (Drug and Alcohol	27.64
Testing)	
12320 - Substance Abuse Treatment	28.11
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	17.85
13012 - Exhibits Specialist II	22.12
13013 - Exhibits Specialist III	27.06
13041 - Illustrator I	17.85
13042 - Illustrator II	22.12
13043 - Illustrator III	27.06
13047 - Librarian	24.50
13050 - Library Aide/Clerk	14.89
13054 - Library Information	22.12
Technology Systems	
Administrator	
13058 - Library Technician	13.81
13061 - Media Specialist I	15.96
13062 - Media Specialist II	17.85
13063 - Media Specialist III	19.90

13071 - Photographer I		16.10
13072 - Photographer II		18.76
13073 - Photographer III		21.79
13074 - Photographer IV		25.94
13075 - Photographer V		30.45
13090 - Technical Order Library		15.74
Clerk		
13110 - Video Teleconference		16.65
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.12
14042 - Computer Operator II		19.15
14043 - Computer Operator III		21.36
14044 - Computer Operator IV		23.73
14045 - Computer Operator V		26.27
14071 - Computer Programmer I	(see 1)	21.24
14072 - Computer Programmer II	(see 1)	26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		17.12
Operator		
14160 - Personal Computer Support		23.73
Technician		
14170 - System Support Specialist		26.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		29.44
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		35.62
Instructor (Rated)		
15030 - Air Crew Training Devices		41.15
Instructor (Pilot)		
15050 - Computer Based Training		29.44
Specialist / Instructor		
15060 - Educational Technologist		33.63
15070 - Flight Instructor (Pilot)		41.15
15080 - Graphic Artist		21.25
15085 - Maintenance Test Pilot Fixed		41.15
Jet/Prop		
15086 - Maintenance Test Pilot		41.15
Rotary Wing		
15088 - Non-Maintenance Test/Co-		41.15
Pilot		
15090 - Technical Instructor		24.30
15095 - Technical Instructor/Course		29.73
Developer		
15110 - Test Proctor		19.97

	10 07
15120 - Tutor	19.97
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 27
16010 - Assembler	11.37 11.37
16030 - Counter Attendant	
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	16.00
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	23.04
Room)	
19040 - Tool And Die Maker	27.63
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	20.64
21030 - Material Coordinator	23.84
21040 - Material Expediter	23.84
21050 - Material Handling Laborer	15.72
21071 - Order Filler	15.26
21080 - Production Line Worker (Food	20.98
Processing)	
21110 - Shipping Packer	15.09
21130 - Shipping/Receiving Clerk	15.07
21140 - Store Worker I	16.08
21150 - Stock Clerk	19.77
21210 - Tools And Parts Attendant	20.64
21410 - Warehouse Specialist	20.98
23000 - Mechanics And Maintenance And	
Repair Occupations	0 4 0 0
23010 - Aerospace Structural Welder	24.32
23019 - Aircraft Logs and Records	19.88
Technician	00.15
23021 - Aircraft Mechanic I	23.17
23022 - Aircraft Mechanic II	24.32
23023 - Aircraft Mechanic III	25.39
23040 - Aircraft Mechanic Helper	18.22
23050 - Aircraft Painter	22.05
23060 - Aircraft Servicer	19.88
23070 - Aircraft Survival Flight	22.05
Equipment Technician	
23080 - Aircraft Worker	20.89

22001 Dimension Life Command	
23091 - Aircrew Life Support	20.89
Equipment (ALSE) Mechanic	
I	00.17
23092 - Aircrew Life Support	23.17
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	22.05
23120 - Bicycle Repairer	18.65
23125 - Cable Splicer	26.31
23130 - Carpenter Maintenance	20.92
23140 - Carpet Layer	21.72
23160 - Electrician Maintenance	28.92
23181 - Electronics Technician	23.56
Maintenance I	
23182 - Electronics Technician	24.73
Maintenance II	
23183 - Electronics Technician	25.90
Maintenance III	
23260 - Fabric Worker	19.69
23290 - Fire Alarm System Mechanic	23.17
23310 - Fire Extinguisher Repairer	18.65
23311 - Fuel Distribution System	24.15
Mechanic	
23312 - Fuel Distribution System	19.75
Operator	
23370 - General Maintenance Worker	19.06
23380 - Ground Support Equipment	23.17
Mechanic	
23381 - Ground Support Equipment	19.88
Servicer	
23382 - Ground Support Equipment	20.89
Worker	
23391 - Gunsmith I	18.65
23392 - Gunsmith II	20.89
23393 - Gunsmith III	23.17
23410 - Heating Ventilation And Air-	25.58
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	26.74
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	21.58
23440 - Heavy Equipment Operator	24.17
23460 - Instrument Mechanic	23.17
23465 - Laboratory/Shelter Mechanic	22.05
23470 - Laborer	15.57
23510 - Locksmith	23.06
23530 - Machinery Maintenance	24.19
Mechanic	21.19
23550 - Machinist Maintenance	21.64
	21.01

23580 - Maintenance Trades Helper	17.62
23591 - Metrology Technician I	23.17
23592 - Metrology Technician II	24.32
23593 - Metrology Technician III	25.39
23640 - Millwright	29.28
23710 - Office Appliance Repairer	22.05
23760 - Painter Maintenance	22.69
23790 - Pipefitter Maintenance	26.41
23810 - Plumber Maintenance	24.71
23820 - Pneudraulic Systems Mechanic	23.17
23850 - Rigger	23.17
23870 - Scale Mechanic	20.89
23890 - Sheet-Metal Worker	27.51
Maintenance	
23910 - Small Engine Mechanic	19.84
23931 - Telecommunications Mechanic	25.28
I	
23932 - Telecommunications Mechanic	26.15
II	20.10
23950 - Telephone Lineman	23.24
23960 - Welder Combination	21.46
Maintenance	21.40
23965 - Well Driller	23.17
23970 - Woodcraft Worker	23.17
23980 - Woodworker	18.65
	10.00
24000 - Personal Needs Occupations	15.18
24550 - Case Manager 24570 - Child Care Attendant	
24570 - Child Care Attendant 24580 - Child Care Center Clerk	11.59 14.45
24580 - Child Care Center Clerk 24610 - Chore Aide	
	12.62 15.18
24620 - Family Readiness And Support	10.10
Services	
Coordinator	1 6 0 5
24630 - Homemaker	16.05
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	24.39
25040 - Sewage Plant Operator	21.90
25070 - Stationary Engineer	24.39
25190 - Ventilation Equipment Tender	19.77
25210 - Water Treatment Plant	21.90
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.91
27007 - Baggage Inspector	13.11
27008 - Corrections Officer	22.86
27010 - Court Security Officer	21.11
27030 - Detection Dog Handler	16.64
27040 - Detention Officer	22.86
27070 - Firefighter	19.56

27101 - Guard I			13.11
27102 - Guard II			16.64
27131 - Police Officer I			24.29
27132 - Police Officer II			26.59
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			15.15
28042 - Carnival Equipment Repairer			15.81
28043 - Carnival Worker			13.47
28210 - Gate Attendant/Gate Tender			15.17
28310 - Lifequard			11.34
28350 - Park Attendant (Aide)			16.97
28510 - Recreation Aide/Health			12.38
Facility Attendant			
28515 - Recreation Specialist			21.02
28630 - Sports Official			13.51
28690 - Swimming Pool Operator			20.18
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			24.73
29020 - Hatch Tender			24.73
29030 - Line Handler			24.73
29041 - Stevedore I			23.74
29042 - Stevedore II			25.96
30000 - Technical Occupations			20.90
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	(500	<i>2</i> /	10.29
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)	(000	- /	27.70
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			00.05
30021 - Archeological Technician I			18.21
30022 - Archeological Technician II			20.36
30023 - Archeological Technician III			25.23
30030 - Cartographic Technician			25.23
30040 - Civil Engineering Technician			25.01
30051 - Cryogenic Technician I			25.82
30052 - Cryogenic Technician II			28.52
30061 - Drafter/CAD Operator I			18.21
30062 - Drafter/CAD Operator II			20.36
30063 - Drafter/CAD Operator III			22.72
30064 - Drafter/CAD Operator IV			27.94
30081 - Engineering Technician I			16.38
30082 - Engineering Technician II			18.21
30083 - Engineering Technician III			20.65
30084 - Engineering Technician IV			23.99
30085 - Engineering Technician V			28.52
30086 - Engineering Technician VI			34.50
30090 - Environmental Technician			24.23
30095 - Evidence Control Specialist			23.31
30210 - Laboratory Technician			22.69
JASTA HADOLACOLY LEGHILGTAN			ムム・リブ

30221 - Latent Fingerprint Technician I	25.82
30222 - Latent Fingerprint	28.52
Technician II	20.02
30240 - Mathematical Technician	25.23
30361 - Paralegal/Legal Assistant I	20.60
	25.52
30362 - Paralegal/Legal Assistant II	31.22
30363 - Paralegal/Legal Assistant	31.22
30364 - Paralegal/Legal Assistant IV	37.78
30375 - Petroleum Supply Specialist	28.52
30390 - Photo-Optics Technician	25.23
30395 - Radiation Control Technician	28.52
30461 - Technical Writer I	25.23
30462 - Technical Writer II	30.88
30463 - Technical Writer III	35.09
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	20.00
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	50.50
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	27.94
30502 - Weather Forecaster II	33.98
30620 - Weather Observer Combined (see 2)	22.72
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.58
31000 - Transportation/Mobile	20.00
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	15.14
31030 - Bus Driver	19.20
31043 - Driver Courier	16.51
31260 - Parking and Lot Attendant	14.15
31290 - Shuttle Bus Driver	17.22
31310 - Taxi Driver	16.79
31361 - Truckdriver Light	17.47
31362 - Truckdriver Medium	18.45
31363 - Truckdriver Heavy	21.92
<u>▲</u>	
31364 - Truckdriver Tractor-Trailer	21.92
31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations	21.92
99000 - Miscellaneous Occupations	
99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	15.10
99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier	15.10 11.68
99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	21.02
I	
99252 - Laboratory Animal Caretaker	22.24
II	
99260 - Marketing Analyst	40.47
99310 - Mortician	26.68
99410 - Pest Controller	23.49
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	21.42
99711 - Recycling Specialist	24.30
99730 - Refuse Collector	20.01
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	17.32
99830 - Survey Party Chief	21.71
99831 - Surveying Aide	11.40
99832 - Surveying Technician	18.09
99840 - Vending Machine Attendant	21.02
99841 - Vending Machine Repairer	24.92
99842 - Vending Machine Repairer	21.02
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick 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 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-4865 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.

State: Michigan

Area: Michigan County of Saginaw

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.25
01012 - Accounting Clerk II		17.13
01013 - Accounting Clerk III		19.15
01020 - Administrative Assistant		29.72
01035 - Court Reporter		18.74
01041 - Customer Service		12.30
Representative I		
01042 - Customer Service		13.72
Representative II		

01043 - Customer Service Representative III		15.08
01051 - Data Entry Operator I		13.67
01052 - Data Entry Operator II		14.92
01060 - Dispatcher Motor Vehicle		16.39
01070 - Document Preparation Clerk		17.83
01090 - Duplicating Machine Operator		17.83
01111 - General Clerk I		13.52
01112 - General Clerk II		14.75
01112 - General Clerk II 01113 - General Clerk III		16.55
01120 - Housing Referral Assistant		20.89
01141 - Messenger Courier		12.79
01191 - Order Clerk I		18.33
01192 - Order Clerk I		19.99
01261 - Personnel Assistant		19.99
(Employment) I		10.72
01262 - Personnel Assistant		18.70
		10./0
(Employment) II 01263 - Personnel Assistant		20.86
(Employment) III		20.00
01270 - Production Control Clerk		24.70
01270 - Production Control Clerk 01290 - Rental Clerk		24.70
		16.76
01300 - Scheduler Maintenance		16.76
01311 - Secretary I 01312 - Secretary I		
01312 - Secretary II		18.74
01313 - Secretary III		20.89
01320 - Service Order Dispatcher		14.66
01410 - Supply Technician		29.72
01420 - Survey Worker		18.74
01460 - Switchboard		13.98
Operator/Receptionist		1 4 1 0
01531 - Travel Clerk I		14.13
01532 - Travel Clerk II		15.27
01533 - Travel Clerk III		16.55
01611 - Word Processor I		15.47
01612 - Word Processor II		17.37
01613 - Word Processor III		19.43
05000 - Automotive Service Occupations		00.10
05005 - Automobile Body Repairer		22.12
Fiberglass		00.45
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		21.46
05070 - Automotive Worker		21.46
05110 - Mobile Equipment Servicer		20.10
05130 - Motor Equipment Metal		22.84
Mechanic		04
05160 - Motor Equipment Metal Worker		21.46
05190 - Motor Vehicle Mechanic		22.84
05220 - Motor Vehicle Mechanic		
Helper		19.41

05250 - Motor Vehicle Upholstery	20.78
Worker	01 46
05280 - Motor Vehicle Wrecker	21.46
05310 - Painter Automotive	22.15
05340 - Radiator Repair Specialist	21.46
05370 - Tire Repairer	16.81
05400 - Transmission Repair	22.84
Specialist	
07000 - Food Preparation And Service	
Occupations	10 14
07010 - Baker	13.14
07041 - Cook I	13.30
07042 - Cook II	14.58
07070 - Dishwasher	10.81
07130 - Food Service Worker	11.34
07210 - Meat Cutter	17.49
07260 - Waiter/Waitress	11.07
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	23.53
09040 - Furniture Handler	17.06
09080 - Furniture Refinisher	23.53
09090 - Furniture Refinisher Helper	19.68
09110 - Furniture Repairer Minor	21.82
09130 - Upholsterer	23.53
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.44
11060 - Elevator Operator	15.77
11090 - Gardener	16.99
11122 - Housekeeping Aide	15.77
11150 - Janitor	15.77
11210 - Laborer Grounds Maintenance	13.82
11240 - Maid or Houseman	11.64
11260 - Pruner	12.75
11270 - Tractor Operator	15.93
11330 - Trail Maintenance Worker	13.82
11360 - Window Cleaner	17.09
12000 - Health Occupations	
12010 - Ambulance Driver	21.15
12011 - Breath Alcohol Technician	21.15
12012 - Certified Occupational	29.01
Therapist Assistant	
12015 - Certified Physical Therapist	26.58
Assistant	
12020 - Dental Assistant	17.54
12025 - Dental Hygienist	30.52
12030 - EKG Technician	29.68
12035 - Electroneurodiagnostic	29.68
Technologist	

12040 - Emergency Medical Technician	21.15
12071 - Licensed Practical Nurse I	18.91
12072 - Licensed Practical Nurse II	21.15
12073 - Licensed Practical Nurse III	23.57
12100 - Medical Assistant	15.65
12130 - Medical Laboratory	22.07
Technician	
12160 - Medical Record Clerk	20.90
12190 - Medical Record Technician	23.39
12195 - Medical Transcriptionist	17.52
12210 - Nuclear Medicine	46.47
Technologist	
12221 - Nursing Assistant I	11.72
12222 - Nursing Assistant II	13.17
12223 - Nursing Assistant III	14.37
12224 - Nursing Assistant IV	16.14
12235 - Optical Dispenser	17.26
12236 - Optical Technician	18.91
12250 - Pharmacy Technician	15.30
12280 - Phlebotomist	16.93
12305 - Radiologic Technologist	27.78
12311 - Registered Nurse I	23.28
12312 - Registered Nurse II	29.25
12313 - Registered Nurse II	29.25
Specialist	
12314 - Registered Nurse III	34.84
12315 - Registered Nurse III	34.84
Anesthetist	
12316 - Registered Nurse IV	41.76
12317 - Scheduler (Drug and Alcohol	26.20
Testing)	
12320 - Substance Abuse Treatment	18.86
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	20.10
13012 - Exhibits Specialist II	25.28
13013 - Exhibits Specialist III	30.92
13041 - Illustrator I	18.61
13042 - Illustrator II	23.45
13043 - Illustrator III	30.92
13047 - Librarian	25.96
13050 - Library Aide/Clerk	12.12
13054 - Library Information	25.57
Technology Systems	
Administrator	1
13058 - Library Technician	15.73
13061 - Media Specialist I	16.32
13062 - Media Specialist II	18.25
13063 - Media Specialist III	20.36

13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.69
13075 - Photographer V		34.71
13090 - Technical Order Library		15.74
Clerk		
13110 - Video Teleconference		16.32
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		15.62
14042 - Computer Operator II		17.48
14043 - Computer Operator III		19.49
14044 - Computer Operator IV		21.66
14045 - Computer Operator V		23.98
14071 - Computer Programmer I	(see 1)	20.41
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	20.00
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst I 14102 - Computer Systems Analyst II	(see 1)	
	(see 1)	
14103 - Computer Systems Analyst III	(see I)	15.62
14150 - Peripheral Equipment		10.02
Operator		01 66
14160 - Personal Computer Support		21.66
Technician		04 00
14170 - System Support Specialist		24.93
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		28.96
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		35.04
Instructor (Rated)		
15030 - Air Crew Training Devices		41.60
Instructor (Pilot)		
15050 - Computer Based Training		28.96
Specialist / Instructor		
15060 - Educational Technologist		40.71
15070 - Flight Instructor (Pilot)		41.60
15080 - Graphic Artist		23.43
15085 - Maintenance Test Pilot Fixed		42.00
Jet/Prop		
15086 - Maintenance Test Pilot		42.00
Rotary Wing		
15088 - Non-Maintenance Test/Co-		42.00
Pilot		-
15090 - Technical Instructor		22.18
15095 - Technical Instructor/Course		27.10
Developer		
15110 - Test Proctor		17.92
		11.72

	17 00
15120 - Tutor	17.92
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 27
16010 - Assembler	11.37 11.37
16030 - Counter Attendant	
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	1.6.00
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	23.22
Room)	
19040 - Tool And Die Maker	26.96
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	20.74
21030 - Material Coordinator	24.70
21040 - Material Expediter	24.70
21050 - Material Handling Laborer	15.24
21071 - Order Filler	15.88
21080 - Production Line Worker (Food	20.74
Processing)	
21110 - Shipping Packer	19.25
21130 - Shipping/Receiving Clerk	19.25
21140 - Store Worker I	18.93
21150 - Stock Clerk	24.07
21210 - Tools And Parts Attendant	20.74
21410 - Warehouse Specialist	20.74
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	25.96
23019 - Aircraft Logs and Records	22.31
Technician	
23021 - Aircraft Mechanic I	25.21
23022 - Aircraft Mechanic II	25.96
23023 - Aircraft Mechanic III	26.84
23040 - Aircraft Mechanic Helper	19.90
23050 - Aircraft Painter	25.66
23060 - Aircraft Servicer	22.31
23070 - Aircraft Survival Flight	25.66
Equipment Technician	
23080 - Aircraft Worker	23.26

23091 - Aircrew Life Support	23.26
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	25.21
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.53
23120 - Bicycle Repairer	20.76
23125 - Cable Splicer	27.73
23130 - Carpenter Maintenance	23.21
23140 - Carpet Layer	22.75
23160 - Electrician Maintenance	31.87
23181 - Electronics Technician	23.26
Maintenance I	
23182 - Electronics Technician	24.06
Maintenance II	
23183 - Electronics Technician	25.21
Maintenance III	
23260 - Fabric Worker	22.31
23290 - Fire Alarm System Mechanic	30.50
23310 - Fire Extinguisher Repairer	21.22
23311 - Fuel Distribution System	25.21
Mechanic	
23312 - Fuel Distribution System	21.22
Operator	
23370 - General Maintenance Worker	18.58
23380 - Ground Support Equipment	25.21
Mechanic	
23381 - Ground Support Equipment	22.31
Servicer	
23382 - Ground Support Equipment	23.26
Worker	
23391 - Gunsmith I	21.22
23392 - Gunsmith II	23.26
23393 - Gunsmith III	25.21
23410 - Heating Ventilation And Air-	26.57
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	27.36
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.60
23440 - Heavy Equipment Operator	25.93
23460 - Instrument Mechanic	25.21
23465 - Laboratory/Shelter Mechanic	24.06
23470 - Laborer	15.17
23510 - Locksmith	24.06
23530 - Machinery Maintenance	25.13
Mechanic	
23550 - Machinist Maintenance	23.04

23580 - Maintenance Trades Helper	19.47
23591 - Metrology Technician I	25.21
23592 - Metrology Technician II	25.96
23593 - Metrology Technician III	26.84
23640 - Millwright	35.27
23710 - Office Appliance Repairer	24.06
23760 - Painter Maintenance	21.10
23790 - Pipefitter Maintenance	33.98
23810 - Plumber Maintenance	32.29
23820 - Pneudraulic Systems Mechanic	25.21
23850 - Rigger	25.21
23870 - Scale Mechanic	23.26
23890 - Sheet-Metal Worker	26.30
Maintenance	
23910 - Small Engine Mechanic	23.26
23931 - Telecommunications Mechanic	35.34
I	
23932 - Telecommunications Mechanic	36.52
II	05 01
23950 - Telephone Lineman	25.21
23960 - Welder Combination	22.10
Maintenance	05 01
23965 - Well Driller	25.21
23970 - Woodcraft Worker	25.21
23980 - Woodworker	21.22
24000 - Personal Needs Occupations	1 6 7 0
24550 - Case Manager	16.70
24570 - Child Care Attendant	11.37
24580 - Child Care Center Clerk 24610 - Chore Aide	14.19
24620 - Family Readiness And Support	16.70
Services Coordinator	
24630 - Homemaker	16.70
	10.70
25000 - Plant And System Operations	
Occupations 25010 - Boiler Tender	25.21
25010 - Boller Tender 25040 - Sewage Plant Operator	23.00
25040 - Sewage Flant Operator 25070 - Stationary Engineer	25.00
25190 - Ventilation Equipment Tender	19.90
25210 - Water Treatment Plant	23.00
Operator	23.00
27000 - Protective Service Occupations	
27000 - Protective Service Occupations 27004 - Alarm Monitor	20.82
27004 - Alarm Monitor 27007 - Baggage Inspector	13.02
27007 - Baggage Inspector 27008 - Corrections Officer	22.95
27008 - Corrections Officer 27010 - Court Security Officer	22.95
27010 - Court Security Officer 27030 - Detection Dog Handler	17.04
27030 - Detection Dog Handler 27040 - Detention Officer	22.95
27040 - Decention Officer 27070 - Firefighter	22.93
ZIVIV - FILELIGHUEL	22.04

27101 - Guard I		13.02
27102 - Guard II		17.04
27131 - Police Officer I		23.25
27132 - Police Officer II		25.85
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.21
28042 - Carnival Equipment Repairer		15.15
28043 - Carnival Worker		11.37
28210 - Gate Attendant/Gate Tender		17.60
28310 - Lifeguard		14.93
28350 - Park Attendant (Aide)		19.68
28510 - Recreation Aide/Health		14.36
Facility Attendant		
28515 - Recreation Specialist		24.38
28630 - Sports Official		15.67
28690 - Swimming Pool Operator		19.46
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		27.72
29020 - Hatch Tender		27.72
29030 - Line Handler		27.72
29041 - Stevedore I		26.93
29042 - Stevedore II		28.96
30000 - Technical Occupations		
30010 - Air Traffic Control	(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		18.03
30022 - Archeological Technician II		20.17
30023 - Archeological Technician III		24.98
30030 - Cartographic Technician		24.98
30040 - Civil Engineering Technician		24.54
30051 - Cryogenic Technician I		26.58
30052 - Cryogenic Technician II		29.36
30061 - Drafter/CAD Operator I		18.03
30062 - Drafter/CAD Operator II		20.17
30063 - Drafter/CAD Operator III		22.48
30064 - Drafter/CAD Operator IV		27.67
30081 - Engineering Technician I		16.36
30082 - Engineering Technician II		18.36
30083 - Engineering Technician III		20.53
30084 - Engineering Technician IV		25.45
30085 - Engineering Technician V		31.13
30086 - Engineering Technician VI 30090 - Environmental Technician		37.66 24.98
30090 - Environmental Technician 30095 - Evidence Control Specialist		24.98
—		
30210 - Laboratory Technician		22.48

30221 - Latent Fingerprint Technician I			26.58
			00.00
30222 - Latent Fingerprint			29.36
Technician II			
30240 - Mathematical Technician			24.98
30361 - Paralegal/Legal Assistant I			19.18
30362 - Paralegal/Legal Assistant II			23.75
30363 - Paralegal/Legal Assistant			29.06
III			
30364 - Paralegal/Legal Assistant IV			35.16
30375 - Petroleum Supply Specialist			29.36
30390 - Photo-Optics Technician			24.98
30395 - Radiation Control Technician			29.36
30461 - Technical Writer I			24.98
30462 - Technical Writer II			30.56
30463 - Technical Writer III			36.76
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			20.00
30501 - Weather Forecaster I			27.67
30502 - Weather Forecaster II			33.66
30620 - Weather Observer Combined	(see	2)	22.48
Upper Air Or	(266	2)	22.40
Surface Programs	1	0.)	04 00
30621 - Weather Observer Senior	(see	2)	24.98
31000 - Transportation/Mobile			
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			17.90
31030 - Bus Driver			22.57
31043 - Driver Courier			20.10
31260 - Parking and Lot Attendant			16.52
31290 - Shuttle Bus Driver			19.48
31310 - Taxi Driver			13.95
31361 - Truckdriver Light			21.43
31362 - Truckdriver Medium			22.53
31363 - Truckdriver Heavy			21.93
31364 - Truckdriver Tractor-Trailer			21.93
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			11.64
99050 - Desk Clerk			11.71
99095 - Embalmer			31.98

	0 - 00
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.79
I	
99252 - Laboratory Animal Caretaker	14.70
II	
99260 - Marketing Analyst	24.56
99310 - Mortician	31.98
99410 - Pest Controller	28.89
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	22.36
99711 - Recycling Specialist	25.78
99730 - Refuse Collector	20.63
99810 - Sales Clerk	12.39
99820 - School Crossing Guard	13.31
99830 - Survey Party Chief	21.75
99831 - Surveying Aide	12.43
99832 - Surveying Technician	18.58
99840 - Vending Machine Attendant	25.78
99841 - Vending Machine Repairer	30.12
99842 - Vending Machine Repairer	25.78
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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 fourteen 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 Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	<pre> Wage Determination No.: 2015-4867 Revision No.: 19 Date Of Last Revision: 12/27/2021 </pre>

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.

State: Michigan

Area: Michigan Counties of Lapeer Macomb Oakland St Clair

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.37
01012 - Accounting Clerk II		17.27
01013 - Accounting Clerk III		19.31
01020 - Administrative Assistant		29.39
01035 - Court Reporter		23.96
01041 - Customer Service		14.68
Representative I		
01042 - Customer Service		16.02
Representative II		

01043 - Customer Service Representative III		17.99
01051 - Data Entry Operator I		15.73
01052 - Data Entry Operator II		17.17
01060 - Dispatcher Motor Vehicle		21.98
01070 - Document Preparation Clerk		17.56
01090 - Duplicating Machine Operator		17.56
01111 - General Clerk I		14.31
01112 - General Clerk II		15.62
01113 - General Clerk III		17.54
01120 - Housing Referral Assistant		22.04
01141 - Messenger Courier		15.61
01191 - Order Clerk I		15.58
01192 - Order Clerk II		17.24
01261 - Personnel Assistant		18.01
(Employment) I		
01262 - Personnel Assistant		20.15
(Employment) II		
01263 - Personnel Assistant		22.46
(Employment) III		
01270 - Production Control Clerk		27.69
01290 - Rental Clerk		15.38
01300 - Scheduler Maintenance		17.30
01311 - Secretary I		17.30
01312 - Secretary II		19.35
01313 - Secretary III		22.04
01320 - Service Order Dispatcher		19.63
01410 - Supply Technician		29.39
01420 - Survey Worker		20.33
01460 - Switchboard		15.08
Operator/Receptionist		
01531 - Travel Clerk I		17.48
01532 - Travel Clerk II		19.00
01533 - Travel Clerk III		20.55
01611 - Word Processor I		16.25
01612 - Word Processor II		18.25
		10.20
01613 - Word Processor III		20.41
01613 - Word Processor III		
01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass		20.41
01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	20.41 28.98 22.58
01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	20.41 28.98 22.58 21.84
01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	20.41 28.98 22.58 21.84 21.84
01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	20.41 28.98 22.58 21.84 21.84 20.43
01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	20.41 28.98 22.58 21.84 21.84
01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	20.41 28.98 22.58 21.84 21.84 20.43 23.31
01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	20.41 28.98 22.58 21.84 21.84 20.43 23.31 21.84
01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic	Electrician	20.41 28.98 22.58 21.84 21.84 20.43 23.31 21.84 23.31
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05250 - Motor Vehicle Upholstery	21.12
Worker	01 04
05280 - Motor Vehicle Wrecker	21.84
05310 - Painter Automotive	22.58
05340 - Radiator Repair Specialist	21.84
05370 - Tire Repairer	19.58
05400 - Transmission Repair	23.31
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	18.55
07041 - Cook I	14.58
07042 - Cook II	15.71
07070 - Dishwasher	11.64
07130 - Food Service Worker	12.50
07210 - Meat Cutter	16.26
07260 - Waiter/Waitress	12.36
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	23.44
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	23.44
09090 - Furniture Refinisher Helper	20.50
09110 - Furniture Repairer Minor	21.98
09130 - Upholsterer	23.44
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.97
11060 - Elevator Operator	14.97
11090 - Gardener	18.57
11122 - Housekeeping Aide	13.41
11150 - Janitor	13.41
11210 - Laborer Grounds Maintenance	15.10
11240 - Maid or Houseman	12.43
11260 - Pruner	13.94
11270 - Tractor Operator	17.43
11330 - Trail Maintenance Worker	15.10
11360 - Window Cleaner	14.24
12000 - Health Occupations	
12010 - Ambulance Driver	19.69
12011 - Breath Alcohol Technician	24.23
12012 - Certified Occupational	26.91
Therapist Assistant	
12015 - Certified Physical Therapist	26.39
Assistant	
12020 - Dental Assistant	18.36
12025 - Dental Hygienist	34.41
12030 - EKG Technician	29.18
12035 - Electroneurodiagnostic	29.18
Technologist	

12040 - Emergency Medical Technician 19.69 12071 - Licensed Practical Nurse II 21.67 12072 - Licensed Practical Nurse III 24.23 12073 - Licensed Practical Nurse III 27.01 12100 - Medical Assistant 17.25 12130 - Medical Laboratory 26.79 Technician 11.42 12195 - Medical Record Clerk 18.08 12190 - Nuclear Medicine 36.26 Technologist 12.53 12221 - Nursing Assistant I 12.53 12222 - Nursing Assistant IV 17.25 12235 - Optical Dispenser 19.36 12236 - Optical Technician 17.78 12230 - Pharmacy Technician 17.78 12305 - Radiologic Technologist 29.21 12311 - Registered Nurse II 32.20 Specialist 12.14 12313 - Registered Nurse III 32.20 Specialist 12.14 12310 - Substance Abuse Treatment 22.17 Counselor 13010 - Information And Arts 03000 - Information And Arts 00.22 03011 - Exhibits Specialist III 36.56 13042 - Illustrator III 3		
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12317 - Scheduler (Drug and Alcohol 30.02 Testing) 12320 - Substance Abuse Treatment 22.17 Counselor 22.17 13000 - Information And Arts 20.07 Occupations 21.47 13011 - Exhibits Specialist I 21.47 13012 - Exhibits Specialist II 26.61 13013 - Exhibits Specialist III 32.54 13041 - Illustrator I 29.51 13042 - Illustrator III 36.56 13043 - Illustrator III 43.34 13050 - Library Aide/Clerk 13.49 13054 - Library Information 27.34 Technology Systems Administrator 13061 - Media Specialist I 18.56 13062 - Media Specialist II 20.75	Anesthetist	
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12320 - Substance Abuse Treatment 22.17 Counselor 13000 - Information And Arts Occupations 21.47 13011 - Exhibits Specialist I 21.47 13012 - Exhibits Specialist II 26.61 13013 - Exhibits Specialist III 32.54 13041 - Illustrator I 29.51 13042 - Illustrator II 36.56 13043 - Illustrator III 43.34 13050 - Library Aide/Clerk 13.49 13054 - Library Information 27.34 Technology Systems 13058 - Library Technician 18.56 13061 - Media Specialist I 18.54 13062 - Media Specialist II 20.75	12317 - Scheduler (Drug and Alcohol	30.02
Counselor 13000 - Information And Arts Occupations 13011 - Exhibits Specialist I 13012 - Exhibits Specialist II 26.61 13013 - Exhibits Specialist III 32.54 13041 - Illustrator I 29.51 13042 - Illustrator III 36.56 13043 - Illustrator III 43.34 13050 - Library Aide/Clerk 13054 - Library Information 27.34 Technology Systems Administrator 13061 - Media Specialist I 13062 - Media Specialist I	Testing)	
13000 - Information And Arts Occupations 13011 - Exhibits Specialist I 13012 - Exhibits Specialist II 26.61 13013 - Exhibits Specialist III 32.54 13041 - Illustrator I 29.51 13042 - Illustrator II 36.56 13043 - Illustrator III 43.34 13050 - Library Aide/Clerk 13054 - Library Information 27.34 Technology Systems Administrator 13058 - Library Technician 13061 - Media Specialist II 13062 - Media Specialist II	12320 - Substance Abuse Treatment	22.17
Occupations 21.47 13011 - Exhibits Specialist II 26.61 13013 - Exhibits Specialist III 32.54 13041 - Illustrator I 29.51 13042 - Illustrator III 36.56 13043 - Illustrator III 30.28 13050 - Librarian 30.28 13054 - Library Information 27.34 Technology Systems 13.49 13058 - Library Technician 18.56 13061 - Media Specialist I 18.54 13062 - Media Specialist II 20.75	Counselor	
13011 - Exhibits Specialist I 21.47 13012 - Exhibits Specialist II 26.61 13013 - Exhibits Specialist III 32.54 13041 - Illustrator I 29.51 13042 - Illustrator II 36.56 13043 - Illustrator III 43.34 13047 - Librarian 30.28 13050 - Library Aide/Clerk 13.49 13054 - Library Information 27.34 Technology Systems 13058 - Library Technician 13061 - Media Specialist I 18.56 13062 - Media Specialist II 20.75	13000 - Information And Arts	
13012 - Exhibits Specialist II 26.61 13013 - Exhibits Specialist III 32.54 13041 - Illustrator I 29.51 13042 - Illustrator II 36.56 13043 - Illustrator III 43.34 13047 - Librarian 30.28 13050 - Library Aide/Clerk 13.49 13054 - Library Information 27.34 Technology Systems 13058 - Library Technician 13061 - Media Specialist I 18.56 13062 - Media Specialist II 20.75	Occupations	
13013 - Exhibits Specialist III 32.54 13041 - Illustrator I 29.51 13042 - Illustrator III 36.56 13043 - Illustrator III 43.34 13047 - Librarian 30.28 13050 - Library Aide/Clerk 13.49 13054 - Library Information 27.34 Technology Systems 30.28 Administrator 13.49 13058 - Library Technician 18.56 13061 - Media Specialist I 18.54 13062 - Media Specialist II 20.75	13011 - Exhibits Specialist I	21.47
13041 - Illustrator I 29.51 13042 - Illustrator II 36.56 13043 - Illustrator III 43.34 13047 - Librarian 30.28 13050 - Library Aide/Clerk 13.49 13054 - Library Information 27.34 Technology Systems 30.28 13058 - Library Technician 18.56 13061 - Media Specialist I 18.54 13062 - Media Specialist II 20.75	13012 - Exhibits Specialist II	26.61
13042 - Illustrator II 36.56 13043 - Illustrator III 43.34 13047 - Librarian 30.28 13050 - Library Aide/Clerk 13.49 13054 - Library Information 27.34 Technology Systems 30.28 Administrator 13058 - Library Technician 13061 - Media Specialist I 18.56 13062 - Media Specialist II 20.75	13013 - Exhibits Specialist III	32.54
13043 - Illustrator III 43.34 13047 - Librarian 30.28 13050 - Library Aide/Clerk 13.49 13054 - Library Information 27.34 Technology Systems 7 Administrator 18.56 13061 - Media Specialist I 18.54 13062 - Media Specialist II 20.75	13041 - Illustrator I	29.51
13047 - Librarian 30.28 13050 - Library Aide/Clerk 13.49 13054 - Library Information 27.34 Technology Systems	13042 - Illustrator II	36.56
13050 - Library Aide/Clerk 13.49 13054 - Library Information 27.34 Technology Systems 7 Administrator 7 13058 - Library Technician 18.56 13061 - Media Specialist I 18.54 13062 - Media Specialist II 20.75	13043 - Illustrator III	43.34
13054 - Library Information27.34Technology Systems7Administrator13058 - Library Technician13061 - Media Specialist I18.5413062 - Media Specialist II20.75	13047 - Librarian	30.28
Technology Systems Administrator 13058 - Library Technician 18.56 13061 - Media Specialist I 18.54 13062 - Media Specialist II 20.75	13050 - Library Aide/Clerk	13.49
Administrator13058 - Library Technician18.5613061 - Media Specialist I18.5413062 - Media Specialist II20.75	13054 - Library Information	27.34
13058 - Library Technician 18.56 13061 - Media Specialist I 18.54 13062 - Media Specialist II 20.75	Technology Systems	
13061 - Media Specialist I 18.54 13062 - Media Specialist II 20.75	Administrator	
13062 - Media Specialist II 20.75	13058 - Library Technician	18.56
-	13061 - Media Specialist I	18.54
13063 - Media Specialist III 23 13	13062 - Media Specialist II	20.75
	13063 - Media Specialist III	23.13

13071 - Photographer I		19.42
13072 - Photographer II		22.83
13073 - Photographer III		29.56
13074 - Photographer IV		34.28
13075 - Photographer V		39.82
13090 - Technical Order Library		17.32
Clerk		
13110 - Video Teleconference		25.14
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.88
14042 - Computer Operator II		21.12
14043 - Computer Operator III		23.54
14044 - Computer Operator IV		26.15
14045 - Computer Operator V		28.96
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(000 1)	18.88
Operator		10.00
14160 - Personal Computer Support		26.15
Technician		20.10
14170 - System Support Specialist		33.41
15000 - Instructional Occupations		55.11
15010 - Aircrew Training Devices		32.52
Instructor (Non-Rated)		52.52
15020 - Aircrew Training Devices		39.35
Instructor (Rated)		33.33
15030 - Air Crew Training Devices		50.79
Instructor (Pilot)		50.75
15050 - Computer Based Training		32.52
Specialist / Instructor		52.52
15060 - Educational Technologist		36.48
15070 - Flight Instructor (Pilot)		50.40
15080 - Graphic Artist		32.69
15085 - Maintenance Test Pilot Fixed		46.53
Jet/Prop		40.00
15086 - Maintenance Test Pilot		46.53
		40.00
KOTANU WIDO		
Rotary Wing		16 50
15088 - Non-Maintenance Test/Co-		46.53
15088 - Non-Maintenance Test/Co- Pilot		
15088 - Non-Maintenance Test/Co- Pilot 15090 - Technical Instructor		26.84
15088 - Non-Maintenance Test/Co- Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course		
15088 - Non-Maintenance Test/Co- Pilot 15090 - Technical Instructor		26.84

15100 mathem	21.80
15120 - Tutor	21.80
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	11.44
16030 - Counter Attendant	11.44
	11.44
16040 - Dry Cleaner 16070 - Finisher Flatwork Machine	
	11.44 11.44
16090 - Presser Hand	
16110 - Presser Machine Drycleaning 16130 - Presser Machine Shirts	11.44
	11.44
16160 - Presser Machine Wearing	11.44
Apparel Laundry	16.71
16190 - Sewing Machine Operator	
16220 - Tailor 16250 - Washer Machine	18.01
	12.73
19000 - Machine Tool Operation And	
Repair Occupations	06 10
19010 - Machine-Tool Operator (Tool	26.18
Room)	
19040 - Tool And Die Maker	29.03
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	20.65
21030 - Material Coordinator	27.69
21040 - Material Expediter	27.69
21050 - Material Handling Laborer	18.05
21071 - Order Filler	16.69
21080 - Production Line Worker (Food	20.65
Processing)	
21110 - Shipping Packer	17.34
21130 - Shipping/Receiving Clerk	17.34
21140 - Store Worker I	19.60
21150 - Stock Clerk	24.91
21210 - Tools And Parts Attendant	20.65
21410 - Warehouse Specialist	20.65
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	36.44
23019 - Aircraft Logs and Records	31.56
Technician	
23021 - Aircraft Mechanic I	35.25
23022 - Aircraft Mechanic II	36.44
23023 - Aircraft Mechanic III	37.68
23040 - Aircraft Mechanic Helper	28.53
23050 - Aircraft Painter	33.85
23060 - Aircraft Servicer	31.56
23070 - Aircraft Survival Flight	33.85
Equipment Technician	
23080 - Aircraft Worker	32.77

Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 200 23125 - Cable Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer 244 23160 - Electrician Maintenance 333 23181 - Electronics Technician Maintenance I	.25 .02 .53 .67 .77 .10 .31
23092 - Aircrew Life Support 35 Equipment (ALSE) Mechanic 26 23110 - Appliance Mechanic 26 23120 - Bicycle Repairer 20 23125 - Cable Splicer 39 23130 - Carpenter Maintenance 26 23140 - Carpet Layer 24 23160 - Electrician Maintenance 33 23181 - Electronics Technician 29 Maintenance I	.02 .53 .67 .77 .10
Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 200 23125 - Cable Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer 244 23160 - Electrician Maintenance 333 23181 - Electronics Technician Maintenance I	.02 .53 .67 .77 .10
II23110 - Appliance Mechanic2623120 - Bicycle Repairer2023125 - Cable Splicer3923130 - Carpenter Maintenance2623140 - Carpet Layer2423160 - Electrician Maintenance3323181 - Electronics Technician29Maintenance I31	.53 .67 .77 .10
23110 - Appliance Mechanic2623120 - Bicycle Repairer2023125 - Cable Splicer3923130 - Carpenter Maintenance2623140 - Carpet Layer2423160 - Electrician Maintenance3323181 - Electronics Technician29Maintenance I30	.53 .67 .77 .10
23120 - Bicycle Repairer2023125 - Cable Splicer3923130 - Carpenter Maintenance2623140 - Carpet Layer2423160 - Electrician Maintenance3323181 - Electronics Technician29Maintenance I33	.53 .67 .77 .10
23125 - Cable Splicer3923130 - Carpenter Maintenance2623140 - Carpet Layer2423160 - Electrician Maintenance3323181 - Electronics Technician29Maintenance I33	.67 .77 .10
23130 - Carpenter Maintenance2623140 - Carpet Layer2423160 - Electrician Maintenance3323181 - Electronics Technician29Maintenance I33	.77
23140 - Carpet Layer2423160 - Electrician Maintenance3323181 - Electronics Technician29Maintenance I33	.10
23140 - Carpet Layer2423160 - Electrician Maintenance3323181 - Electronics Technician29Maintenance I33	
23160 - Electrician Maintenance3323181 - Electronics Technician29Maintenance I1	.31
23181 - Electronics Technician 29 Maintenance I	
Maintenance I	.23
	.19
Maintenance II	• ± >
	.44
Maintenance III	. 7 7
	.05
-	.83
51	.11
-	.10
Mechanic	
-	.01
Operator	
23370 - General Maintenance Worker 23	.96
23380 - Ground Support Equipment 35	.25
Mechanic	
23381 - Ground Support Equipment 31	.56
Servicer	
23382 - Ground Support Equipment 32	.77
Worker	
23391 - Gunsmith I 25	.11
23392 - Gunsmith II 27	.05
23393 - Gunsmith III 29	.10
23410 - Heating Ventilation And Air- 25	.96
Conditioning	
Mechanic	
	.71
Contidioning	
Mechanic (Research Facility)	
	.74
	.27
	.38
	.30 .94
-	
	.69
	.13
23530 - Maghinory Maintonango 28	.66
-	
Mechanic	.99

23580 - Maintenance Trades Helper	19.60
23591 - Metrology Technician I	34.38
23592 - Metrology Technician II	35.54
23593 - Metrology Technician III	36.74
23640 - Millwright	35.53
23710 - Office Appliance Repairer	24.76
23760 - Painter Maintenance	26.60
23790 - Pipefitter Maintenance	35.74
23810 - Plumber Maintenance	34.32
23820 - Pneudraulic Systems Mechanic	29.10
23850 - Rigger	27.15
23870 - Scale Mechanic	27.05
23890 - Sheet-Metal Worker	29.74
Maintenance	
23910 - Small Engine Mechanic	23.98
23931 - Telecommunications Mechanic	28.19
I	
23932 - Telecommunications Mechanic	29.14
II	
23950 - Telephone Lineman	28.92
23960 - Welder Combination	26.46
Maintenance	
23965 - Well Driller	27.32
23970 - Woodcraft Worker	29.10
23980 - Woodworker	25.11
24000 - Personal Needs Occupations	
24550 - Case Manager	16.37
24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk	18.10
24610 - Chore Aide	11.92
24620 - Family Readiness And Support	16.37
Services	
Coordinator	
24630 - Homemaker	19.20
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	36.05
25040 - Sewage Plant Operator	25.78
25070 - Stationary Engineer	36.05
25190 - Ventilation Equipment Tender	28.71
25210 - Water Treatment Plant	25.78
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.64
27007 - Baggage Inspector	14.11
27008 - Corrections Officer	28.12
27010 - Court Security Officer	28.09
27030 - Detection Dog Handler	19.75
27040 - Detention Officer	28.12
27070 - Firefighter	27.57

27101 - Guard I			
			14.11
27102 - Guard II			19.75
27131 - Police Officer I			28.11
27132 - Police Officer II			31.23
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			14.23
28042 - Carnival Equipment Repairer			15.17
28043 - Carnival Worker			12.22
28210 - Gate Attendant/Gate Tender			16.30
28310 - Lifeguard			13.00
28350 - Park Attendant (Aide)			18.24
28510 - Recreation Aide/Health			13.31
Facility Attendant			
28515 - Recreation Specialist			22.59
28630 - Sports Official			14.52
28690 - Swimming Pool Operator			20.87
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			27.32
29020 - Hatch Tender			27.32
29030 - Line Handler			27.32
29041 - Stevedore I			26.40
29042 - Stevedore II			28.28
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	44.24
Specialist Center (HFO)	v	,	-
30011 - Air Traffic Control	(see	2)	30.50
Specialist Station (HFO)		,	
30012 - Air Traffic Control			33.59
Specialist Terminal (HFO) (see 2)			
_			20.08
30021 - Archeological Technician I			20.08
30021 - Archeological Technician I 30022 - Archeological Technician II			22.47
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III			22.47 27.83
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician			22.47 27.83 27.83
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician			22.47 27.83 27.83 27.83
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I			22.47 27.83 27.83 27.83 30.82
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II			22.47 27.83 27.83 27.83 30.82 34.05
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I			22.47 27.83 27.83 27.83 30.82 34.05 20.08
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II			22.47 27.83 27.83 30.82 34.05 20.08 22.47
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III			22.47 27.83 27.83 30.82 34.05 20.08 22.47 25.05
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician III 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV			22.47 27.83 27.83 30.82 34.05 20.08 22.47 25.05 30.82
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician III 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I			22.47 27.83 27.83 30.82 34.05 20.08 22.47 25.05 30.82 18.36
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician III 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II			22.47 27.83 27.83 30.82 34.05 20.08 22.47 25.05 30.82 18.36 21.64
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician III 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II			22.47 27.83 27.83 30.82 34.05 20.08 22.47 25.05 30.82 18.36 21.64 25.16
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician III 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III			22.47 27.83 27.83 30.82 34.05 20.08 22.47 25.05 30.82 18.36 21.64 25.16 31.16
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician III 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V			22.47 27.83 27.83 30.82 34.05 20.08 22.47 25.05 30.82 18.36 21.64 25.16 31.16 36.70
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician IV 30084 - Engineering Technician IV 30085 - Engineering Technician V			22.47 27.83 27.83 30.82 34.05 20.08 22.47 25.05 30.82 18.36 21.64 25.16 31.16 36.70 44.38
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician V 30090 - Environmental Technician			22.47 27.83 27.83 30.82 34.05 20.08 22.47 25.05 30.82 18.36 21.64 25.16 31.16 36.70 44.38 26.39
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician III 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician IV 30084 - Engineering Technician IV 30085 - Engineering Technician V			22.47 27.83 27.83 30.82 34.05 20.08 22.47 25.05 30.82 18.36 21.64 25.16 31.16 36.70 44.38

30221 - Latent Fingerprint			31.95
Technician I			0 - 0 0
30222 - Latent Fingerprint			35.29
Technician II			
30240 - Mathematical Technician			30.61
30361 - Paralegal/Legal Assistant I			20.88
30362 - Paralegal/Legal Assistant II			25.86
30363 - Paralegal/Legal Assistant			31.63
III			
30364 - Paralegal/Legal Assistant IV			38.28
30375 - Petroleum Supply Specialist			33.13
30390 - Photo-Optics Technician			27.83
30395 - Radiation Control Technician			33.13
30461 - Technical Writer I			26.68
30462 - Technical Writer II			32.63
30463 - Technical Writer III			39.49
30491 - Unexploded Ordnance (UXO)			28.11
Technician I			20•11
30492 - Unexploded Ordnance (UXO)			34.01
-			34.UI
Technician II			10 77
30493 - Unexploded Ordnance (UXO)			40.77
Technician III			00.44
30494 - Unexploded (UXO) Safety			28.11
Escort			
30495 - Unexploded (UXO) Sweep			28.11
Personnel			
30501 - Weather Forecaster I			30.82
30502 - Weather Forecaster II			37.49
	(see	2)	25.05
Upper Air Or			
Surface Programs			
30621 - Weather Observer Senior	(see	2)	27.55
31000 - Transportation/Mobile			
Equipment Operation Occupations			
-			34.01
Equipment Operation Occupations			34.01 14.82
Equipment Operation Occupations 31010 - Airplane Pilot			
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide			14.82
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier			14.82 18.91
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant			14.82 18.91 17.46 12.47
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver			14.82 18.91 17.46 12.47 18.08
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver			14.82 18.91 17.46 12.47 18.08 16.53
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light			14.82 18.91 17.46 12.47 18.08 16.53 18.61
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium			14.82 18.91 17.46 12.47 18.08 16.53 18.61 19.61
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy			14.82 18.91 17.46 12.47 18.08 16.53 18.61 19.61 22.16
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer			14.82 18.91 17.46 12.47 18.08 16.53 18.61 19.61
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations			14.82 18.91 17.46 12.47 18.08 16.53 18.61 19.61 22.16 22.16
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist			14.82 18.91 17.46 12.47 18.08 16.53 18.61 19.61 22.16 22.16 22.16
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier			14.82 18.91 17.46 12.47 18.08 16.53 18.61 19.61 22.16 22.16 22.16 16.58 11.50
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist			14.82 18.91 17.46 12.47 18.08 16.53 18.61 19.61 22.16 22.16 22.16

99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker	13.63
I	
99252 - Laboratory Animal Caretaker	15.18
II	
99260 - Marketing Analyst	33.25
99310 - Mortician	33.88
99410 - Pest Controller	22.38
99510 - Photofinishing Worker	15.49
99710 - Recycling Laborer	24.74
99711 - Recycling Specialist	28.55
99730 - Refuse Collector	22.85
99810 - Sales Clerk	12.75
99820 - School Crossing Guard	12.22
99830 - Survey Party Chief	25.55
99831 - Surveying Aide	13.30
99832 - Surveying Technician	20.36
99840 - Vending Machine Attendant	22.62
99841 - Vending Machine Repairer	26.06
99842 - Vending Machine Repairer	22.62
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-4869 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.

State: Michigan

Area: Michigan County of Livingston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.37
01012 - Accounting Clerk II		17.27
01013 - Accounting Clerk III		19.31
01020 - Administrative Assistant		29.39
01035 - Court Reporter		23.96
01041 - Customer Service		14.68
Representative I		
01042 - Customer Service		16.02
Representative II		

01043 - Customer Service		17.99
Representative III		15.73
01051 - Data Entry Operator I 01052 - Data Entry Operator II		17.17
01052 - Data Entry Operator II		21.98
01060 - Dispatcher Motor Vehicle		
01070 - Document Preparation Clerk		17.56
01090 - Duplicating Machine Operator		17.56
01111 - General Clerk I		14.31
01112 - General Clerk II		15.62
01113 - General Clerk III		17.54
01120 - Housing Referral Assistant		22.04
01141 - Messenger Courier		15.61
01191 - Order Clerk I		15.58
01192 - Order Clerk II		17.24
01261 - Personnel Assistant		18.01
(Employment) I		
01262 - Personnel Assistant		20.15
(Employment) II		
01263 - Personnel Assistant		22.46
(Employment) III		
01270 - Production Control Clerk		27.69
01290 - Rental Clerk		15.38
01300 - Scheduler Maintenance		17.30
01311 - Secretary I		17.30
01312 - Secretary II		19.35
01313 - Secretary III		22.04
01320 - Service Order Dispatcher		19.63
01410 - Supply Technician		29.39
01420 - Survey Worker		20.33
01460 - Switchboard		15.08
Operator/Receptionist		
01531 - Travel Clerk I		17.48
01532 - Travel Clerk II		19.00
01533 - Travel Clerk III		20.55
01611 - Word Processor I		16.25
01612 - Word Processor II		18.25
01613 - Word Processor III		20.41
05000 - Automotive Service Occupations		20.11
05005 - Automobile Body Repairer		28.98
Fiberglass		20.90
05010 - Automotive	Electrician	22.58
05040 - Automotive Glass Installer	LICCULICIAII	22.38
05070 - Automotive Glass Installer		21.84
05110 - Mobile Equipment Servicer		20.43
		20.43
05130 - Motor Equipment Metal Mechanic		23.31
05160 - Motor Equipment Metal Worker		21 01
05100 - Motor Vohisle Mechanic		21.84
05190 - Motor Vehicle Mechanic		23.31
05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic Helper		

05250 - Motor Vehicle Upholstery	21.12
Worker	01 04
05280 - Motor Vehicle Wrecker	21.84
05310 - Painter Automotive	22.58
05340 - Radiator Repair Specialist	21.84
05370 - Tire Repairer	19.58
05400 - Transmission Repair	23.31
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.07
07041 - Cook I	14.58
07042 - Cook II	15.71
07070 - Dishwasher	11.64
07130 - Food Service Worker	12.50
07210 - Meat Cutter	16.26
07260 - Waiter/Waitress	12.36
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	23.44
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	23.44
09090 - Furniture Refinisher Helper	20.50
09110 - Furniture Repairer Minor	21.98
09130 - Upholsterer	23.44
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.91
11060 - Elevator Operator	14.91
11090 - Gardener	18.57
11122 - Housekeeping Aide	13.41
11150 - Janitor	13.41
11210 - Laborer Grounds Maintenance	15.10
11240 - Maid or Houseman	12.43
11260 - Pruner	13.94
11270 - Tractor Operator	17.43
11330 - Trail Maintenance Worker	15.10
11360 - Window Cleaner	14.24
12000 - Health Occupations	
12010 - Ambulance Driver	19.69
12011 - Breath Alcohol Technician	24.23
12012 - Certified Occupational	26.91
Therapist Assistant	
12015 - Certified Physical Therapist	26.39
Assistant	
12020 - Dental Assistant	18.36
12025 - Dental Hygienist	34.41
12030 - EKG Technician	29.18
12035 - Electroneurodiagnostic	29.18
Technologist	•

	10 60
12040 - Emergency Medical Technician	19.69
12071 - Licensed Practical Nurse I	21.67
12072 - Licensed Practical Nurse II	24.23
12073 - Licensed Practical Nurse III	27.01
12100 - Medical Assistant	17.25
12130 - Medical Laboratory	26.79
Technician	
12160 - Medical Record Clerk	18.08
12190 - Medical Record Technician	21.42
12195 - Medical Transcriptionist	18.11
12210 - Nuclear Medicine	36.26
Technologist	
12221 - Nursing Assistant I	12.53
12222 - Nursing Assistant II	14.08
12223 - Nursing Assistant III	15.36
12224 - Nursing Assistant IV	17.25
12235 - Optical Dispenser	19.36
12236 - Optical Technician	18.57
12250 - Pharmacy Technician	17.78
12280 - Phlebotomist	16.69
12305 - Radiologic Technologist	29.21
12311 - Registered Nurse I	29.83
12312 - Registered Nurse II	32.20
12313 - Registered Nurse II	32.20
Specialist	
12314 - Registered Nurse III	44.14
12315 - Registered Nurse III	44.14
Anesthetist	
12316 - Registered Nurse IV	52.92
12317 - Scheduler (Drug and Alcohol	30.02
Testing)	
12320 - Substance Abuse Treatment	22.17
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	21.47
13012 - Exhibits Specialist II	26.61
13013 - Exhibits Specialist III	32.54
13041 - Illustrator I	29.51
13042 - Illustrator II	36.56
13043 - Illustrator III	44.72
13047 - Librarian	30.28
13050 - Library Aide/Clerk	13.49
13054 - Library Information	27.34
Technology Systems	
Administrator	
13058 - Library Technician	18.56
13061 - Media Specialist I	18.54
13062 - Media Specialist II	20.75
13063 - Media Specialist III	22.13

13071 - Photographer I		19.42
13072 - Photographer II		22.83
13073 - Photographer III		29.27
13074 - Photographer IV		33.95
13075 - Photographer V		39.82
13090 - Technical Order Library		17.32
Clerk		
13110 - Video Teleconference		25.14
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.88
14042 - Computer Operator II		21.12
14042 - Computer Operator III		23.54
14044 - Computer Operator IV		26.15
14045 - Computer Operator V		28.96
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		18.88
Operator		
14160 - Personal Computer Support		26.15
Technician		
14170 - System Support Specialist		33.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		32.52
Instructor (Non-Rated)		02.02
15020 - Aircrew Training Devices		39.35
Instructor (Rated)		57.55
		50.79
15030 - Air Crew Training Devices		50.79
Instructor (Pilot)		
15050 - Computer Based Training		32.52
Specialist / Instructor		
15060 - Educational Technologist		36.48
15070 - Flight Instructor (Pilot)		50.79
15080 - Graphic Artist		32.69
15085 - Maintenance Test Pilot Fixed		46.53
Jet/Prop		
15086 - Maintenance Test Pilot		46.53
Rotary Wing		
15088 - Non-Maintenance Test/Co-		46.53
Pilot		
15090 - Technical Instructor		26.84
15095 - Technical Instructor/Course		32.69
Developer		
15110 - Test Proctor		21.80
		21.00

15120	21.80
15120 - Tutor	21.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.44
16030 - Counter Attendant	11.44
16040 - Dry Cleaner	15.35
16070 - Finisher Flatwork Machine	11.44
16090 - Presser Hand	11.44
16110 - Presser Machine Drycleaning	11.44
16130 - Presser Machine Shirts	11.44
16160 - Presser Machine Wearing	11.44
Apparel Laundry	TT • 11
16190 - Sewing Machine Operator	16.71
16220 - Tailor	18.01
16250 - Washer Machine	12.73
19000 - Machine Tool Operation And	12.15
Repair Occupations	
19010 - Machine-Tool Operator (Tool	26.18
Room)	20.10
19040 - Tool And Die Maker	29.03
21000 - Materials Handling And Packing	29.00
Occupations	
21020 - Forklift Operator	20.65
21030 - Material Coordinator	27.69
21040 - Material Expediter	27.69
21050 - Material Handling Laborer	18.05
21071 - Order Filler	16.69
21080 - Production Line Worker (Food	20.65
Processing)	20.00
21110 - Shipping Packer	17.34
21130 - Shipping/Receiving Clerk	17.34
21140 - Store Worker I	19.60
21150 - Stock Clerk	24.91
21210 - Tools And Parts Attendant	20.65
21410 - Warehouse Specialist	20.65
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	36.44
23019 - Aircraft Logs and Records	31.56
Technician	
23021 - Aircraft Mechanic I	35.25
23022 - Aircraft Mechanic II	36.44
23023 - Aircraft Mechanic III	37.68
23040 - Aircraft Mechanic Helper	28.53
23050 - Aircraft Painter	33.85
23060 - Aircraft Servicer	31.56
23070 - Aircraft Survival Flight	33.85
Equipment Technician	
23080 - Aircraft Worker	32.77

23091 - Aircrew Life Support	32.77
Equipment (ALSE) Mechanic	52.11
T	
23092 - Aircrew Life Support	35.25
	33.23
Equipment (ALSE) Mechanic	
23110 - Appliance Mechanic	26.02
23120 - Bicycle Repairer	20.53
23125 - Cable Splicer	39.67
23130 - Carpenter Maintenance	26.77
23140 - Carpet Layer	24.10
23160 - Electrician Maintenance	33.31
23181 - Electronics Technician	29.23
Maintenance I	
23182 - Electronics Technician	30.19
Maintenance II	
23183 - Electronics Technician	31.44
Maintenance III	
23260 - Fabric Worker	26.05
23290 - Fire Alarm System Mechanic	24.42
23310 - Fire Extinguisher Repairer	25.11
23311 - Fuel Distribution System	37.10
Mechanic	
23312 - Fuel Distribution System	32.01
Operator	
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment	35.25
Mechanic	
23381 - Ground Support Equipment	31.56
Servicer	
23382 - Ground Support Equipment	32.77
Worker	
23391 - Gunsmith I	25.11
23392 - Gunsmith II	27.05
23393 - Gunsmith III	29.10
23410 - Heating Ventilation And Air-	25.96
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	26.71
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29.74
23440 - Heavy Equipment Operator	29.27
23460 - Instrument Mechanic	34.38
23465 - Laboratory/Shelter Mechanic	27.94
23470 - Laborer	16.69
23510 - Locksmith	28.13
23530 - Machinery Maintenance	28.66
Mechanic	20.00
23550 - Machinist Maintenance	27.99
	21.55

23580 - Maintenance Trades Helper	19.60
23591 - Metrology Technician I	34.38
23592 - Metrology Technician II	35.54
23593 - Metrology Technician III	36.74
23640 - Millwright	35.53
23710 - Office Appliance Repairer	24.76
23760 - Painter Maintenance	26.60
23790 - Pipefitter Maintenance	35.74
23810 - Plumber Maintenance	34.32
23820 - Pneudraulic Systems Mechanic	29.10
23850 - Rigger	27.15
23870 - Scale Mechanic	27.05
23890 - Sheet-Metal Worker	29.74
Maintenance	
23910 - Small Engine Mechanic	23.98
23931 - Telecommunications Mechanic	28.19
I	00.14
23932 - Telecommunications Mechanic	29.14
II	
23950 - Telephone Lineman	28.92
23960 - Welder Combination	26.46
Maintenance	07 00
23965 - Well Driller	27.32
23970 - Woodcraft Worker	29.10
23980 - Woodworker	25.11
24000 - Personal Needs Occupations	1 6 0 7
24550 - Case Manager	16.37
24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk	18.10
24610 - Chore Aide	11.92
24620 - Family Readiness And Support	16.37
Services	
Coordinator	10.00
24630 - Homemaker	19.20
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	36.05 25.78
	23./8
25040 - Sewage Plant Operator	
25070 - Stationary Engineer	36.05
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	36.05 28.71
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	36.05
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator	36.05 28.71
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations	36.05 28.71 25.78
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor	36.05 28.71 25.78 22.64
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector	36.05 28.71 25.78 22.64 14.11
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer	36.05 28.71 25.78 22.64 14.11 28.12
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	36.05 28.71 25.78 22.64 14.11 28.12 28.09
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler	36.05 28.71 25.78 22.64 14.11 28.12 28.09 19.75
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	36.05 28.71 25.78 22.64 14.11 28.12 28.09

27101 - Guard I			14.11
27102 - Guard II			19.75
27131 - Police Officer I			28.11
27132 - Police Officer II			31.23
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			14.23
28042 - Carnival Equipment Repairer			15.17
28043 - Carnival Worker			12.22
28210 - Gate Attendant/Gate Tender			16.30
28310 - Lifeguard			13.00
28350 - Park Attendant (Aide)			18.24
28510 - Recreation Aide/Health			13.31
Facility Attendant			
28515 - Recreation Specialist			22.59
28630 - Sports Official			14.52
28690 - Swimming Pool Operator			20.87
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			27.32
29020 - Hatch Tender			27.32
29030 - Line Handler			27.32
29041 - Stevedore I			26.40
29042 - Stevedore II			28.28
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	44.24
Specialist Center (HFO)	v	,	-
30011 - Air Traffic Control	(see	2)	30.50
Specialist Station (HFO)		,	
30012 - Air Traffic Control			33.59
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			20.08
30022 - Archeological Technician II			22.47
-			
30023 - Archeological Technician III			27.83
30023 - Archeological Technician III 30030 - Cartographic Technician			27.83
30030 - Cartographic Technician			27.83
30030 - Cartographic Technician 30040 - Civil Engineering Technician			27.83 27.83
30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I			27.83 27.83 30.82
30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II			27.83 27.83 30.82 34.05
30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I			27.83 27.83 30.82 34.05 20.08
30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II			27.83 27.83 30.82 34.05 20.08 22.47
30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III			27.83 27.83 30.82 34.05 20.08 22.47 25.05
30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV			27.83 27.83 30.82 34.05 20.08 22.47 25.05 30.82
30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I			27.83 27.83 30.82 34.05 20.08 22.47 25.05 30.82 18.36
30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II			27.83 27.83 30.82 34.05 20.08 22.47 25.05 30.82 18.36 21.64
30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II			27.83 27.83 30.82 34.05 20.08 22.47 25.05 30.82 18.36 21.64 25.16
30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III			27.83 27.83 30.82 34.05 20.08 22.47 25.05 30.82 18.36 21.64 25.16 31.16
30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V			27.83 27.83 30.82 34.05 20.08 22.47 25.05 30.82 18.36 21.64 25.16 31.16 36.70
<pre>30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V</pre>			27.83 27.83 30.82 34.05 20.08 22.47 25.05 30.82 18.36 21.64 25.16 31.16 36.70 44.38
30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician V 30090 - Environmental Technician			27.83 27.83 30.82 34.05 20.08 22.47 25.05 30.82 18.36 21.64 25.16 31.16 36.70 44.38 26.05
<pre>30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V</pre>			27.83 27.83 30.82 34.05 20.08 22.47 25.05 30.82 18.36 21.64 25.16 31.16 36.70 44.38

30221 - Latent Fingerprint	31.95
Technician I	
30222 - Latent Fingerprint	35.29
Technician II	
30240 - Mathematical Technician	30.61
30361 - Paralegal/Legal Assistant I	20.88
30362 - Paralegal/Legal Assistant II	25.86
30363 - Paralegal/Legal Assistant	31.63
III	
30364 - Paralegal/Legal Assistant IV	38.28
30375 - Petroleum Supply Specialist	33.13
30390 - Photo-Optics Technician	27.83
30395 - Radiation Control Technician	33.13
30461 - Technical Writer I	26.68
30462 - Technical Writer II	32.63
30463 - Technical Writer III	39.49
30491 - Unexploded Ordnance (UXO)	28.11
Technician I	20.11
30492 - Unexploded Ordnance (UXO)	34.01
Technician II	01.01
30493 - Unexploded Ordnance (UXO)	40.77
Technician III	40.77
30494 - Unexploded (UXO) Safety	28.11
Escort	20.11
	00 11
30495 - Unexploded (UXO) Sweep	28.11
Personnel	
30501 - Weather Forecaster I	30.82
30502 - Weather Forecaster II	37.49
30620 - Weather Observer Combined (see	2) 25.05
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see	2) 27.55
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	34.01
31020 - Bus Aide	14.82
31030 - Bus Driver	19.11
31043 - Driver Courier	17.46
31260 - Parking and Lot Attendant	12.47
31290 - Shuttle Bus Driver	18.08
31310 - Taxi Driver	16.53
31361 - Truckdriver Light	18.61
31362 - Truckdriver Medium	19.61
31363 - Truckdriver Heavy	22.16
31364 - Truckdriver Tractor-Trailer	22.16
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.58
99030 - Cashier	11.50
99050 - Desk Clerk	12.54
99095 - Embalmer	33.88
	55.00

99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker	13.63
I	
99252 - Laboratory Animal Caretaker	15.18
II	
99260 - Marketing Analyst	33.25
99310 - Mortician	33.88
99410 - Pest Controller	22.38
99510 - Photofinishing Worker	15.49
99710 - Recycling Laborer	24.74
99711 - Recycling Specialist	28.55
99730 - Refuse Collector	22.85
99810 - Sales Clerk	12.75
99820 - School Crossing Guard	12.22
99830 - Survey Party Chief	25.55
99831 - Surveying Aide	13.30
99832 - Surveying Technician	20.36
99840 - Vending Machine Attendant	22.62
99841 - Vending Machine Repairer	26.06
99842 - Vending Machine Repairer	22.62
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-4871
Daniel W. Simms Division of	Revision No.: 18
Director Wage Determination	s 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.

State: Michigan

Area: Michigan Counties of Alger Baraga Chippewa Delta Dickinson Gogebic Houghton Iron Keweenaw Luce Mackinac Marquette Menominee Ontonagon Schoolcraft

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		13.98
01012 - Accounting Clerk II		15.70
01013 - Accounting Clerk III		19.42
01020 - Administrative Assistant		25.62
01035 - Court Reporter		20.59
01041 - Customer Service		12.64
Representative I		

01042 - Customer Service	14.10
Representative II	1 - 10
01043 - Customer Service Representative III	15.49
01051 - Data Entry Operator I	15.58
01052 - Data Entry Operator II	17.00
01060 - Dispatcher Motor Vehicle	18.17
01070 - Document Preparation Clerk	14.11
01090 - Duplicating Machine Operator	14.11
01111 - General Clerk I	13.01
01112 - General Clerk II	15.60
01113 - General Clerk III	17.71
01120 - Housing Referral Assistant	19.76
01141 - Messenger Courier	11.81
01191 - Order Clerk I	16.36
01192 - Order Clerk II	17.85
01261 - Personnel Assistant	16.02
(Employment) I	
01262 - Personnel Assistant	17.92
(Employment) II	
01263 - Personnel Assistant	19.98
(Employment) III	
01270 - Production Control Clerk	27.33
01290 - Rental Clerk	12.55
01300 - Scheduler Maintenance	15.84
01311 - Secretary I	15.84
01312 - Secretary II	17.73
01313 - Secretary III	19.76
01320 - Service Order Dispatcher	16.24
01410 - Supply Technician	25.62
01420 - Survey Worker	20.20
01460 - Switchboard	14.03
Operator/Receptionist	
01531 - Travel Clerk I	14.48
01532 - Travel Clerk II	15.67
01533 - Travel Clerk III	16.97
01611 - Word Processor I	14.11
01612 - Word Processor II	15.84
01613 - Word Processor III	17.73
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.44
Fiberglass	
05010 - Automotive Electrician	19.95
05040 - Automotive Glass Installer	19.10
05070 - Automotive Worker	19.10
05110 - Mobile Equipment Servicer	17.25
05130 - Motor Equipment Metal	20.79
Mechanic	
05160 - Motor Equipment Metal Worker	19.10
05190 - Motor Vehicle Mechanic	20.79

05220 - Motor Vehicle Mechanic	16.24
Helper	
05250 - Motor Vehicle Upholstery	18.18
Worker	
05280 - Motor Vehicle Wrecker	19.10
05310 - Painter Automotive	19.95
05340 - Radiator Repair Specialist	19.10
05370 - Tire Repairer	16.31
05400 - Transmission Repair	20.79
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.10
07041 - Cook I	13.02
07042 - Cook II	14.57
07070 - Dishwasher	10.77
07130 - Food Service Worker	11.67
07210 - Meat Cutter	16.22
07260 - Waiter/Waitress	11.26
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	26.37
09040 - Furniture Handler	18.83
09080 - Furniture Refinisher	26.37
09090 - Furniture Refinisher Helper	21.47
09110 - Furniture Repairer Minor	24.04
09130 - Upholsterer	26.37
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.48
11060 - Elevator Operator	12.39
11090 - Gardener	14.77
11122 - Housekeeping Aide	12.39
11150 - Janitor	12.39
11210 - Laborer Grounds Maintenance	12.59
11240 - Maid or Houseman	12.31
11260 - Pruner	12.00
11270 - Tractor Operator	13.94
11330 - Trail Maintenance Worker	12.59
11360 - Window Cleaner	13.20
12000 - Health Occupations	
12010 - Ambulance Driver	15.47
12011 - Breath Alcohol Technician	18.49
12012 - Certified Occupational	28.21
Therapist Assistant	
12015 - Certified Physical Therapist	25.05
Assistant	
12020 - Dental Assistant	18.21
12025 - Dental Hygienist	34.33
12030 - EKG Technician	23.98

12035 - Electroneurodiagnostic	23.98
Technologist	
12040 - Emergency Medical Technician	15.47
12071 - Licensed Practical Nurse I	16.54
12072 - Licensed Practical Nurse II	18.49
12073 - Licensed Practical Nurse III	20.61
12100 - Medical Assistant	15.02
12130 - Medical Laboratory	23.79
Technician	
12160 - Medical Record Clerk	16.97
12190 - Medical Record Technician	18.98
12195 - Medical Transcriptionist	17.49
12210 - Nuclear Medicine	40.64
Technologist	
12221 - Nursing Assistant I	12.02
12222 - Nursing Assistant II	13.51
12223 - Nursing Assistant III	14.74
12224 - Nursing Assistant IV	16.54
12235 - Optical Dispenser	16.65
12236 - Optical Technician	16.54
12250 - Pharmacy Technician	16.79
12280 - Phlebotomist	15.84
12305 - Radiologic Technologist	27.98
12311 - Registered Nurse I	24.55
12312 - Registered Nurse II	30.03
12313 - Registered Nurse II	30.03
Specialist	
12314 - Registered Nurse III	36.34
12315 - Registered Nurse III	36.34
Anesthetist	
12316 - Registered Nurse IV	43.55
12317 - Scheduler (Drug and Alcohol	22.91
Testing)	
12320 - Substance Abuse Treatment	18.73
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	17.97
13012 - Exhibits Specialist II	22.26
13013 - Exhibits Specialist III	27.23
13041 - Illustrator I	17.97
13042 - Illustrator II	22.26
13043 - Illustrator III	27.23
13047 - Librarian	24.66
13050 - Library Aide/Clerk	14.34
13054 - Library Information	22.26
Technology Systems	
Administrator	
13058 - Library Technician	16.65
13061 - Media Specialist I	16.07

13062 - Media Specialist II			17.97
13063 - Media Specialist III			20.04
13071 - Photographer I			16.02
13072 - Photographer II			17.91
13073 - Photographer III			22.19
13074 - Photographer IV			27.14
13075 - Photographer V			32.84
13090 - Technical Order Library			17.23
Clerk			
13110 - Video Teleconference			19.45
Technician			
14000 - Information Technology			
Occupations			
14041 - Computer Operator I			14.47
14042 - Computer Operator II			16.20
14043 - Computer Operator III			18.05
14044 - Computer Operator IV			20.05
14045 - Computer Operator V			22.21
14071 - Computer Programmer I			20.85
14072 - Computer Programmer II			25.83
14073 - Computer Programmer III	(see	1)	
14074 - Computer Programmer IV	(see	1)	
14101 - Computer Systems Analyst I			
14102 - Computer Systems Analyst II	(see	1)	
14103 - Computer Systems Analyst III	(see	1)	
14150 - Peripheral Equipment			14.47
Operator			
14160 - Personal Computer Support			20.05
Technician			
14170 - System Support Specialist			25.06
15000 - Instructional Occupations			
15010 - Aircrew Training Devices			29.14
Instructor (Non-Rated)			
15020 - Aircrew Training Devices			35.26
Instructor (Rated)			
15030 - Air Crew Training Devices			42.26
Instructor (Pilot)			
15050 - Computer Based Training			29.14
Specialist / Instructor			
15060 - Educational Technologist			27.33
15070 - Flight Instructor (Pilot)			42.26
15080 - Graphic Artist			22.64
15085 - Maintenance Test Pilot Fixed			42.26
Jet/Prop			
15086 - Maintenance Test Pilot			42.26
Rotary Wing			
15088 - Non-Maintenance Test/Co-			42.26
Pilot			
15090 - Technical Instructor			20.87
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15095 - Technical Instructor/Course	25.53
Developer	
15110 - Test Proctor	16.85
15120 - Tutor	16.85
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	15.31
Apparel Laundry	
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	25.07
Room)	
19040 - Tool And Die Maker	29.34
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	22.26
21030 - Material Coordinator	27.33
21040 - Material Expediter	27.33
21050 - Material Handling Laborer	12.87
21071 - Order Filler	12.79
21080 - Production Line Worker (Food	22.26
Processing)	
21110 - Shipping Packer	17.06
21130 - Shipping/Receiving Clerk	17.06
21140 - Store Worker I	16.26
21150 - Stock Clerk	19.66
21210 - Tools And Parts Attendant	22.26
21410 - Warehouse Specialist	22.26
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	32.23
23019 - Aircraft Logs and Records	27.09
Technician	
23021 - Aircraft Mechanic I	30.96
23022 - Aircraft Mechanic II	32.23
23023 - Aircraft Mechanic III	33.53
23040 - Aircraft Mechanic Helper	24.35
23050 - Aircraft Painter	29.71
23060 - Aircraft Servicer	27.09

Equipment Technician 28.46 23091 - Aircraft Worker 28.46 Equipment (ALSE) Mechanic 7 23092 - Aircraw Life Support 28.46 Equipment (ALSE) Mechanic 7 23102 - Bicycle Repairer 26.30 23120 - Bicycle Repairer 7.94 23120 - Carpenter Maintenance 20.74 23140 - Carpet Layer 25.19 23160 - Electrician Maintenance 31.17 23181 - Electronics Technician 37.72 Maintenance I 7 23182 - Electronics Technician 39.39 Maintenance II 23.2300 23260 - Fabric Worker 23.98 23290 - Fire Alarm System Mechanic 27.41 23311 - Fuel Distribution System 29.30 Mechanic 23.98 23312 - Fuel Distribution System 27.09 Servicer 23.39 23311 - Ground Support Equipment 27.09 Servicer 23.91 23313 - Ground Support Equipment 27.09 Servicer 23.39 23391 - Ground Support Equipment 27.09 Servicer 23.91 <th></th> <th>00 71</th>		00 71
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23430 - Heavy Equipment Mechanic 24.64	Contidioning	
	Mechanic (Research Facility)	
	23430 - Heavy Equipment Mechanic	24.64
23440 - Heavy Equipment Operator 24.15	23440 - Heavy Equipment Operator	24.15
23460 - Instrument Mechanic 27.41	23460 - Instrument Mechanic	27.41
23465 - Laboratory/Shelter Mechanic 26.30	23465 - Laboratory/Shelter Mechanic	26.30
23470 - Laborer 12.87	23470 - Laborer	12.87
23510 - Locksmith 26.30	23510 - Locksmith	26.30

23530 - Machinery Maintenance	28.47
Mechanic	
23550 - Machinist Maintenance	19.21
23580 - Maintenance Trades Helper	16.09
23591 - Metrology Technician I	27.41
23592 - Metrology Technician II	28.54
23593 - Metrology Technician III	29.68
23640 - Millwright	28.99
23710 - Office Appliance Repairer	21.44
23760 - Painter Maintenance	19.04
23790 - Pipefitter Maintenance	33.19
23810 - Plumber Maintenance	31.85
23820 - Pneudraulic Systems Mechanic	27.41
23850 - Rigger	27.41
23870 - Scale Mechanic	25.19
23890 - Sheet-Metal Worker	29.30
Maintenance	
23910 - Small Engine Mechanic	22.09
23931 - Telecommunications Mechanic	27.12
I	
23932 - Telecommunications Mechanic	28.24
II	
23950 - Telephone Lineman	25.80
23960 - Welder Combination	19.62
Maintenance	
23965 - Well Driller	25.92
23970 - Woodcraft Worker	27.41
23980 - Woodworker	22.75
24000 - Personal Needs Occupations	
24550 - Case Manager	13.86
24570 - Child Care Attendant	11.30
24580 - Child Care Center Clerk	14.08
24610 - Chore Aide	12.21
24620 - Family Readiness And Support	13.86
Services	
Coordinator	
24630 - Homemaker	14.66
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	31.87
25040 - Sewage Plant Operator	24.89
25070 - Stationary Engineer	31.87
25190 - Ventilation Equipment Tender	24.90
25210 - Water Treatment Plant	24.89
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.69
27007 - Baggage Inspector	13.63
27008 - Corrections Officer	27.71
27010 - Court Security Officer	24.75
-	

27030 - Detection Dog Handler			15.26
27040 - Detention Officer			27.71
27070 - Firefighter			20.70
27101 - Guard I			13.63
27102 - Guard II			15.26
27131 - Police Officer I			22.63
27132 - Police Officer II			25.14
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			13.72
28042 - Carnival Equipment Repairer			14.57
28043 - Carnival Worker			11.67
28210 - Gate Attendant/Gate Tender			17.38
28310 - Lifeguard			16.12
28350 - Park Attendant (Aide)			19.44
28510 - Recreation Aide/Health			14.18
Facility Attendant			
28515 - Recreation Specialist			24.08
28630 - Sports Official			15.47
28690 - Swimming Pool Operator			17.06
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			25.19
29020 - Hatch Tender			25.19
29030 - Line Handler			25.19
29041 - Stevedore I			23.98
29042 - Stevedore II			26.30
30000 - Technical Occupations			20.00
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	(500	2)	10.29
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)	(500	<i>2</i> /	21.10
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			50.55
30021 - Archeological Technician I			17.58
30022 - Archeological Technician II			19.67
30022 - Archeological Technician II			24.36
30030 - Cartographic Technician			24.30
30040 - Civil Engineering Technician			24.30
			26.99
30051 - Cryogenic Technician I			
30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I			29.81 17.58
·			
30062 - Drafter/CAD Operator II			19.67
30063 - Drafter/CAD Operator III			21.93
30064 - Drafter/CAD Operator IV			26.99
30081 - Engineering Technician I			17.07
30082 - Engineering Technician II			19.16
30083 - Engineering Technician III			21.43
30084 - Engineering Technician IV			26.56
30085 - Engineering Technician V			32.49
30086 - Engineering Technician VI			39.30

20000 Environmentel Machaisian			24 26
30090 - Environmental Technician			24.36
30095 - Evidence Control Specialist			24.36
30210 - Laboratory Technician			21.93
30221 - Latent Fingerprint			26.99
Technician I			0.0 0.1
30222 - Latent Fingerprint			29.81
Technician II 30240 - Mathematical Technician			24.36
			24.30
30361 - Paralegal/Legal Assistant I			
30362 - Paralegal/Legal Assistant II			24.51
30363 - Paralegal/Legal Assistant			29.99
III 20264 Demologol/Logol Accistont IV			36.27
30364 - Paralegal/Legal Assistant IV			29.81
30375 - Petroleum Supply Specialist			
30390 - Photo-Optics Technician			23.50
30395 - Radiation Control Technician			29.81
30461 - Technical Writer I			24.36
30462 - Technical Writer II			29.81
30463 - Technical Writer III			36.06
30491 - Unexploded Ordnance (UXO)			25.60
Technician I			
30492 - Unexploded Ordnance (UXO)			30.98
Technician II			27 1 2
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 00
30501 - Weather Forecaster I 30502 - Weather Forecaster II			26.99 32.83
30620 - Weather Observer Combined	(~ ~ ~ ~	21	21.93
	(see	2)	21.95
Upper Air Or			
Surface Programs 30621 - Weather Observer Senior	(~ ~ ~ ~	21	24.36
	(see	2)	24.30
31000 - Transportation/Mobile			
Equipment Operation Occupations			20 00
31010 - Airplane Pilot 31020 - Bus Aide			30.98
31030 - Bus Driver 31043 - Driver Courier			14.31 15.20
31260 - Parking and Lot Attendant			12.57
31290 - Shuttle Bus Driver			16.14
31310 - Taxi Driver			12.55
31361 - Truckdriver Light			16.14
31362 - Truckdriver Medium			17.97
31363 - Truckdriver Heavy			19.29
31364 - Truckdriver Tractor-Trailer			19.29
99000 - Miscellaneous Occupations			15 10
99020 - Cabin Safety Specialist			15.10

99030 - Cashier	11.26
99050 - Desk Clerk	11.32
99095 - Embalmer	27.12
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	12.91
I	
99252 - Laboratory Animal Caretaker	13.71
II	
99260 - Marketing Analyst	23.70
99310 - Mortician	27.12
99410 - Pest Controller	23.59
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.38
99711 - Recycling Specialist	21.42
99730 - Refuse Collector	17.76
99810 - Sales Clerk	12.54
99820 - School Crossing Guard	13.02
99830 - Survey Party Chief	23.44
99831 - Surveying Aide	13.93
99832 - Surveying Technician	21.32
99840 - Vending Machine Attendant	15.02
99841 - Vending Machine Repairer	17.37
99842 - Vending Machine Repairer	15.02
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	<pre> Wage Determination No.: 2015-4873 Revision No.: 18 Date Of Last Revision: 12/27/2021 </pre>

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.

State: Michigan

Area: Michigan Counties of Alcona Alpena Arenac Cheboygan Crawford Iosco Montmorency Ogemaw Oscoda Otsego Presque Isle Roscommon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.12
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		23.91
01035 - Court Reporter		17.24
01041 - Customer Service		12.90
Representative I		
01042 - Customer Service		14.08
Representative II		

01043 - Customer Service Representative III		15.82
01051 - Data Entry Operator I		12.58
01052 - Data Entry Operator II		13.73
01060 - Dispatcher Motor Vehicle		17.46
01070 - Document Preparation Clerk		13.73
01090 - Duplicating Machine Operator		13.73
01111 - General Clerk I		13.15
01112 - General Clerk II		14.35
01113 - General Clerk III		16.11
01120 - Housing Referral Assistant		19.22
01141 - Messenger Courier		11.63
01191 - Order Clerk I		14.70
01192 - Order Clerk II		16.04
01261 - Personnel Assistant		16.72
(Employment) I		10.72
01262 - Personnel Assistant		18.70
(Employment) II		10.70
01263 - Personnel Assistant		20.86
(Employment) III		20.00
01270 - Production Control Clerk		25.48
01290 - Rental Clerk		13.70
01300 - Scheduler Maintenance		15.42
01311 - Secretary I		15.42
01312 - Secretary II		17.24
01313 - Secretary III		19.22
01320 - Service Order Dispatcher		15.60
01410 - Supply Technician		23.91
01420 - Survey Worker		15.91
01460 - Switchboard		13.60
Operator/Receptionist		10.00
01531 - Travel Clerk I		14.13
01532 - Travel Clerk II		15.27
01533 - Travel Clerk III		16.55
01611 - Word Processor I		13.73
01612 - Word Processor II		15.42
01613 - Word Processor III		17.24
05000 - Automotive Service Occupations		1/•24
05005 - Automobile Body Repairer		20.01
Fiberglass		20.01
05010 - Automotive	Electrician	16.95
05040 - Automotive Glass Installer	LICCCLICIAN	16.34
05070 - Automotive Worker		16.34
05110 - Mobile Equipment Servicer		15.08
05130 - Motor Equipment Metal		17.55
Mechanic		I,
05160 - Motor Equipment Metal Worker		16.34
05190 - Motor Vehicle Mechanic		20.81
05220 - Motor Vehicle Mechanic		14.38
Helper		± 1.00
- L -=		

05250 - Motor Vehicle Upholstery	15.76
Worker	16.04
05280 - Motor Vehicle Wrecker	16.34
05310 - Painter Automotive	16.95
05340 - Radiator Repair Specialist	16.34
05370 - Tire Repairer	13.98
05400 - Transmission Repair	17.55
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.38
07041 - Cook I	12.23
07042 - Cook II	13.45
07070 - Dishwasher	10.54
07130 - Food Service Worker	11.92
07210 - Meat Cutter	16.04
07260 - Waiter/Waitress	10.90
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	21.43
09040 - Furniture Handler	15.98
09080 - Furniture Refinisher	21.51
09090 - Furniture Refinisher Helper	18.24
09110 - Furniture Repairer Minor	19.99
09130 - Upholsterer	21.43
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.28
11060 - Elevator Operator	13.74
11090 - Gardener	14.69
11122 - Housekeeping Aide	13.74
11150 - Janitor	13.74
11210 - Laborer Grounds Maintenance	13.01
11240 - Maid or Houseman	11.54
11260 - Pruner	12.00
11270 - Tractor Operator	14.61
11330 - Trail Maintenance Worker	13.01
11360 - Window Cleaner	14.77
12000 - Health Occupations	
12010 - Ambulance Driver	17.64
12011 - Breath Alcohol Technician	19.93
12012 - Certified Occupational	27.35
Therapist Assistant	
12015 - Certified Physical Therapist	25.17
Assistant	
12020 - Dental Assistant	18.38
12025 - Dental Hygienist	33.65
12030 - EKG Technician	27.55
12035 - Electroneurodiagnostic	27.55
Technologist	

12040 - Emergency Medical Technician	17.64
12071 - Licensed Practical Nurse I	17.81
12072 - Licensed Practical Nurse II	19.93
12073 - Licensed Practical Nurse III	22.21
12100 - Medical Assistant	16.00
12130 - Medical Laboratory	26.30
Technician	
12160 - Medical Record Clerk	16.58
12190 - Medical Record Technician	18.54
12195 - Medical Transcriptionist	17.97
12210 - Nuclear Medicine	43.78
Technologist	
12221 - Nursing Assistant I	12.00
12222 - Nursing Assistant II	13.49
12223 - Nursing Assistant III	14.72
12224 - Nursing Assistant IV	16.53
12235 - Optical Dispenser	17.04
12236 - Optical Technician	17.81
12250 - Pharmacy Technician	14.67
12280 - Phlebotomist	15.74
12305 - Radiologic Technologist	26.61
12311 - Registered Nurse I	23.13
12312 - Registered Nurse II	29.25
12313 - Registered Nurse II	29.25
Specialist	
12314 - Registered Nurse III	34.84
12315 - Registered Nurse III	34.84
Anesthetist	
12316 - Registered Nurse IV	42.34
12317 - Scheduler (Drug and Alcohol	24.68
Testing)	
12320 - Substance Abuse Treatment	26.52
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	19.64
13012 - Exhibits Specialist II	22.75
13013 - Exhibits Specialist III	27.67
13041 - Illustrator I	19.64
13042 - Illustrator II	22.75
13043 - Illustrator III	27.67
13047 - Librarian	25.04
13050 - Library Aide/Clerk	12.12
13054 - Library Information	22.62
Technology Systems	
Administrator	
13058 - Library Technician	15.72
13061 - Media Specialist I	16.32
13062 - Media Specialist II	18.25
13063 - Media Specialist III	20.36

13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.69
13075 - Photographer V		32.49
13090 - Technical Order Library		15.49
Clerk		
13110 - Video Teleconference		16.32
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.89
14043 - Computer Operator III		17.72
14044 - Computer Operator IV		19.69
14045 - Computer Operator V		21.80
14071 - Computer Programmer I	(see 1)	20.41
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.35
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		14.20
Operator		
14160 - Personal Computer Support		19.69
Technician		1000
14170 - System Support Specialist		21.80
15000 - Instructional Occupations		21.00
15010 - Aircrew Training Devices		24.50
Instructor (Non-Rated)		21.00
15020 - Aircrew Training Devices		29.66
Instructor (Rated)		23.00
15030 - Air Crew Training Devices		35.53
Instructor (Pilot)		00.00
15050 - Computer Based Training		24.50
Specialist / Instructor		24.00
15060 - Educational Technologist		31.21
15070 - Flight Instructor (Pilot)		35.53
15080 - Graphic Artist		20.45
15085 - Maintenance Test Pilot Fixed		35.53
Jet/Prop		55.55
15086 - Maintenance Test Pilot		35.53
Rotary Wing		55.55
15088 - Non-Maintenance Test/Co-		35.53
Pilot		55.55
15090 - Technical Instructor		22.17
15090 - Technical Instructor 15095 - Technical Instructor/Course		26.37
Developer		20.31
15110 - Test Proctor		17.39
IJIIO - IEST PROCLOF		11.39

	1 7 0 0
15120 - Tutor	17.39
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 07
16010 - Assembler	11.37
16030 - Counter Attendant	11.37
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	16 00
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And	
Repair Occupations	00 11
19010 - Machine-Tool Operator (Tool	22.11
Room)	
19040 - Tool And Die Maker	25.86
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	20.74
21030 - Material Coordinator	25.48
21040 - Material Expediter	25.48
21050 - Material Handling Laborer	14.43
21071 - Order Filler	12.65
21080 - Production Line Worker (Food	20.74
Processing)	10 05
21110 - Shipping Packer	19.25
21130 - Shipping/Receiving Clerk	19.25
21140 - Store Worker I	17.59
21150 - Stock Clerk	21.87
21210 - Tools And Parts Attendant	20.74
21410 - Warehouse Specialist	20.74
23000 - Mechanics And Maintenance And	
Repair Occupations	00 07
23010 - Aerospace Structural Welder	23.97
23019 - Aircraft Logs and Records	20.42
Technician 23021 - Aircraft Mechanic I	22 04
	23.04
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III	23.97 24.93
23040 - Aircraft Mechanic Helper	18.62
23050 - Aircraft Painter 23060 - Aircraft Servicer	23.59
	20.42
23070 - Aircraft Survival Flight	23.59
Equipment Technician 23080 - Aircraft Worker	21 11
25000 - AlfCrait Worker	21.14

22001 Dimension Life Granest	21.14
23091 - Aircrew Life Support	21.14
Equipment (ALSE) Mechanic	
I 22002 Dimension Life Gramout	22 04
23092 - Aircrew Life Support	23.04
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	22.95
23120 - Bicycle Repairer	20.51
23125 - Cable Splicer	41.75
23130 - Carpenter Maintenance	22.99
23140 - Carpet Layer	22.58
23160 - Electrician Maintenance	29.53
23181 - Electronics Technician	25.61
Maintenance I	
23182 - Electronics Technician	26.74
Maintenance II	
23183 - Electronics Technician	27.87
Maintenance III	
23260 - Fabric Worker	21.59
23290 - Fire Alarm System Mechanic	24.58
23310 - Fire Extinguisher Repairer	20.51
23311 - Fuel Distribution System	36.63
Mechanic	
23312 - Fuel Distribution System	30.47
Operator	
23370 - General Maintenance Worker	17.93
23380 - Ground Support Equipment	23.04
Mechanic	
23381 - Ground Support Equipment	20.42
Servicer	
23382 - Ground Support Equipment	21.14
Worker	
23391 - Gunsmith I	20.51
23392 - Gunsmith II	22.58
23393 - Gunsmith III	24.58
23410 - Heating Ventilation And Air-	21.90
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	22.66
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.78
23440 - Heavy Equipment Operator	23.29
23460 - Instrument Mechanic	24.58
23465 - Laboratory/Shelter Mechanic	23.46
23470 - Laborer	15.09
23510 - Locksmith	23.46
23530 - Machinery Maintenance	23.04
Mechanic	20.04
23550 - Machinist Maintenance	23.04
2000 Machinist Maintenance	23.04

23580 - Maintenance Trades Helper	17.28
23591 - Metrology Technician I	24.58
23592 - Metrology Technician II	25.48
23593 - Metrology Technician III	26.47
23640 - Millwright	30.95
23710 - Office Appliance Repairer	23.46
23760 - Painter Maintenance	19.95
23790 - Pipefitter Maintenance	26.28
23810 - Plumber Maintenance	24.44
23820 - Pneudraulic Systems Mechanic	24.58
23850 - Rigger	24.58
23870 - Scale Mechanic	22.58
23890 - Sheet-Metal Worker	24.58
Maintenance	
23910 - Small Engine Mechanic	21.16
23931 - Telecommunications Mechanic	27.43
I	
23932 - Telecommunications Mechanic	28.44
II	
23950 - Telephone Lineman	26.77
23960 - Welder Combination	22.10
Maintenance	
23965 - Well Driller	24.58
23970 - Woodcraft Worker	24.58
23980 - Woodworker	20.51
24000 - Personal Needs Occupations	
24550 - Case Manager	14.75
24570 - Child Care Attendant	11.36
24580 - Child Care Center Clerk	14.16
24610 - Chore Aide	11.50
24620 - Family Readiness And Support	14.75
Services	
Coordinator	
24630 - Homemaker	14.75
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	24.76
25040 - Sewage Plant Operator	23.92
	24.76
25070 - Stationary Engineer	19.27
25190 - Ventilation Equipment Tender	
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	23.78
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator	
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations	23.78
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor	23.78 18.53
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector	23.78 18.53 14.20
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer	23.78 18.53 14.20 20.44
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	23.78 18.53 14.20 20.44 21.43
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler	23.78 18.53 14.20 20.44 21.43 16.73
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	23.78 18.53 14.20 20.44 21.43

27101 - Guard I	14	.20
27102 - Guard II	16	.73
27131 - Police Officer I	23	.87
27132 - Police Officer II	26	.52
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	14	.47
28042 - Carnival Equipment Repairer	15	.07
28043 - Carnival Worker	12	.30
28210 - Gate Attendant/Gate Tender	15	.40
28310 - Lifeguard	15	.39
28350 - Park Attendant (Aide)		.23
28510 - Recreation Aide/Health	13	.43
Facility Attendant		
28515 - Recreation Specialist	20	.27
28630 - Sports Official	13	.72
28690 - Swimming Pool Operator	18	.88
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer	22	.91
29020 - Hatch Tender	22	.91
29030 - Line Handler	22	.91
29041 - Stevedore I	21	.88
29042 - Stevedore II	23	.94
30000 - Technical Occupations		
=	e 2) 40	.29
Specialist Center (HFO)		
30011 - Air Traffic Control (se	e 2) 27	.78
Specialist Station (HFO)		
30012 - Air Traffic Control	30	.59
Specialist Terminal (HFO) (see 2)		
30021 - Archeological Technician I	17	.49
30022 - Archeological Technician II		.57
	19	.57
30023 - Archeological Technician III		.83
30023 - Archeological Technician III 30030 - Cartographic Technician	23	
	23 24	.83
30030 - Cartographic Technician	23 24 26	.83 .24
30030 - Cartographic Technician 30040 - Civil Engineering Technician	23 24 26 26	.83 .24 .72
30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I	23 24 26 26 29	.83 .24 .72 .85
30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II	23 24 26 26 29 17	.83 .24 .72 .85 .65
30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I	23 24 26 26 29 17 19	.83 .24 .72 .85 .65 .49
 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 	23 24 26 26 29 17 19 21	.83 .24 .72 .85 .65 .49 .57
<pre>30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I</pre>	23 24 26 26 29 17 19 21 26	.83 .24 .72 .85 .65 .49 .57 .82
<pre>30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II</pre>	23 24 26 26 29 17 19 21 26 16	.83 .24 .72 .85 .65 .49 .57 .82 .85
<pre>30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II</pre>	23 24 26 26 29 17 19 21 26 16 18 20	.83 .24 .72 .85 .65 .49 .57 .82 .85 .17 .13 .28
<pre>30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III</pre>	23 24 26 29 17 19 21 26 16 18 20 25	.83 .24 .72 .85 .65 .49 .57 .82 .85 .17 .13 .28 .14
<pre>30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V</pre>	23 24 26 26 29 17 19 21 26 16 16 18 20 25 30	.83 .24 .72 .85 .65 .49 .57 .82 .85 .17 .13 .28 .14 .72
<pre>30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III</pre>	23 24 26 26 29 17 19 21 26 16 18 20 25 30 35	.83 .24 .72 .85 .65 .49 .57 .82 .85 .17 .13 .28 .14 .72 .87
<pre>30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V</pre>	23 24 26 26 29 17 19 21 26 16 18 20 25 30 35	.83 .24 .72 .85 .65 .49 .57 .82 .85 .17 .13 .28 .14 .72
<pre>30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V</pre>	23 24 26 26 29 17 19 21 26 16 18 20 25 30 35 24	.83 .24 .72 .85 .65 .49 .57 .82 .85 .17 .13 .28 .14 .72 .87

30221 - Latent Fingerprint			26.85
Technician I			
30222 - Latent Fingerprint			29.65
Technician II			
30240 - Mathematical Technician			24.24
30361 - Paralegal/Legal Assistant I			19.67
30362 - Paralegal/Legal Assistant II			24.37
30363 - Paralegal/Legal Assistant			29.80
III			
30364 - Paralegal/Legal Assistant IV			36.06
30375 - Petroleum Supply Specialist			29.65
30390 - Photo-Optics Technician			23.91
30395 - Radiation Control Technician			29.65
30461 - Technical Writer I			24.24
30462 - Technical Writer II			29.65
30463 - Technical Writer III			35.87
30491 - Unexploded Ordnance (UXO)			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			26.85
30502 - Weather Forecaster II			32.66
30620 - Weather Observer Combined	(see	2)	21.82
Upper Air Or	,		
Surface Programs			
30621 - Weather Observer Senior	(see	2)	24.24
31000 - Transportation/Mobile	(_ /	•
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			13.96
31030 - Bus Driver			17.85
31043 - Driver Courier			14.35
31260 - Parking and Lot Attendant			12.21
31290 - Shuttle Bus Driver			15.35
31310 - Taxi Driver			14.91
31361 - Truckdriver Light			14.66
31362 - Truckdriver Medium			15.05
31363 - Truckdriver Heavy			20.31
31364 - Truckdriver Tractor-Trailer			20.31
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			11.37
99050 - Desk Clerk			12.38
99095 - Embalmer			27.17

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.56
I	
99252 - Laboratory Animal Caretaker	14.43
II	
99260 - Marketing Analyst	24.35
99310 - Mortician	27.17
99410 - Pest Controller	26.24
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	17.76
99711 - Recycling Specialist	20.38
99730 - Refuse Collector	16.51
99810 - Sales Clerk	12.16
99820 - School Crossing Guard	18.47
99830 - Survey Party Chief	22.61
99831 - Surveying Aide	13.44
99832 - Surveying Technician	20.10
99840 - Vending Machine Attendant	23.43
99841 - Vending Machine Repairer	27.45
99842 - Vending Machine Repairer	23.43
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	<pre> Wage Determination No.: 2015-4875 Revision No.: 18 Date Of Last Revision: 12/27/2021 </pre>

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.

State: Michigan

Area: Michigan Counties of Clare Gladwin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.12
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		23.91
01035 - Court Reporter		17.24
01041 - Customer Service		12.90
Representative I		
01042 - Customer Service		14.08
Representative II		

01043 - Customer Service Representative III		15.82
01051 - Data Entry Operator I		12.58
01052 - Data Entry Operator II		13.73
01060 - Dispatcher Motor Vehicle		17.46
01070 - Document Preparation Clerk		13.73
01090 - Duplicating Machine Operator		13.73
01111 - General Clerk I		13.15
01112 - General Clerk II		14.35
01113 - General Clerk III		16.11
01120 - Housing Referral Assistant		19.22
01141 - Messenger Courier		11.63
01191 - Order Clerk I		14.70
01192 - Order Clerk II		16.04
01261 - Personnel Assistant		16.72
(Employment) I		
01262 - Personnel Assistant		18.70
(Employment) II		
01263 - Personnel Assistant		20.86
(Employment) III		
01270 - Production Control Clerk		25.48
01290 - Rental Clerk		14.54
01300 - Scheduler Maintenance		15.42
01311 - Secretary I		15.42
01312 - Secretary II		17.24
01313 - Secretary III		19.22
01320 - Service Order Dispatcher		15.60
01410 - Supply Technician		23.91
01420 - Survey Worker		15.91
01460 - Switchboard		13.60
Operator/Receptionist		
01531 - Travel Clerk I		14.13
01532 - Travel Clerk II		15.27
01533 - Travel Clerk III		16.55
01611 - Word Processor I		13.73
01612 - Word Processor II		15.42
01613 - Word Processor III		17.24
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		22.12
Fiberglass		
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		19.51
05070 - Automotive Worker		19.51
05110 - Mobile Equipment Servicer		18.27
05130 - Motor Equipment Metal		21.02
Mechanic		
05160 - Motor Equipment Metal Worker		19.51
05190 - Motor Vehicle Mechanic		
		21.02
05220 - Motor Vehicle Mechanic Helper		21.02 17.65

285

05250 - Motor Vehicle Upholstery	18.89
Worker	10 51
05280 - Motor Vehicle Wrecker	19.51
05310 - Painter Automotive	20.14
05340 - Radiator Repair Specialist	19.51
05370 - Tire Repairer	16.81
05400 - Transmission Repair	21.02
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.77
07041 - Cook I	12.23
07042 - Cook II	13.45
07070 - Dishwasher	10.54
07130 - Food Service Worker	11.92
07210 - Meat Cutter	15.57
07260 - Waiter/Waitress	10.90
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.95
09040 - Furniture Handler	16.43
09080 - Furniture Refinisher	22.95
09090 - Furniture Refinisher Helper	18.85
09110 - Furniture Repairer Minor	21.12
09130 - Upholsterer	22.95
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.28
11060 - Elevator Operator	13.91
11090 - Gardener	14.69
11122 - Housekeeping Aide	13.91
11150 - Janitor	13.91
11210 - Laborer Grounds Maintenance	13.01
11240 - Maid or Houseman	11.54
11260 - Pruner	12.00
11270 - Tractor Operator	14.64
11330 - Trail Maintenance Worker	13.01
11360 - Window Cleaner	14.77
12000 - Health Occupations	
12010 - Ambulance Driver	17.65
12011 - Breath Alcohol Technician	19.93
12012 - Certified Occupational	27.35
Therapist Assistant	
12015 - Certified Physical Therapist	25.17
Assistant	
12020 - Dental Assistant	18.38
12025 - Dental Hygienist	33.65
12020 - EKG Technician	27.55
12035 - Electroneurodiagnostic	27.55
Technologist	2,.00

12040 - Emergency Medical Technician	17.64
12071 - Licensed Practical Nurse I	17.81
12072 - Licensed Practical Nurse II	19.93
12073 - Licensed Practical Nurse III	22.21
12100 - Medical Assistant	16.00
12130 - Medical Laboratory	26.30
Technician	
12160 - Medical Record Clerk	16.58
12190 - Medical Record Technician	18.54
12195 - Medical Transcriptionist	17.97
12210 - Nuclear Medicine	43.78
Technologist	
12221 - Nursing Assistant I	12.00
12222 - Nursing Assistant II	13.49
12223 - Nursing Assistant III	14.72
12224 - Nursing Assistant IV	16.53
12235 - Optical Dispenser	17.04
12236 - Optical Technician	17.81
12250 - Pharmacy Technician	14.67
12280 - Phlebotomist	15.74
12305 - Radiologic Technologist	26.61
12311 - Registered Nurse I	23.28
12312 - Registered Nurse II	29.25
12313 - Registered Nurse II	29.25
Specialist	
12314 - Registered Nurse III	34.84
12315 - Registered Nurse III	34.84
Anesthetist	
12316 - Registered Nurse IV	42.34
12317 - Scheduler (Drug and Alcohol	24.68
Testing)	
12320 - Substance Abuse Treatment	26.52
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	20.10
13012 - Exhibits Specialist II	25.28
13013 - Exhibits Specialist III	30.92
13041 - Illustrator I	18.61
13042 - Illustrator II	23.45
13043 - Illustrator III	30.92
13047 - Librarian	25.96
13050 - Library Aide/Clerk	12.12
13054 - Library Information	25.57
Technology Systems	
Administrator	
13058 - Library Technician	15.73
13061 - Media Specialist I	16.32
13062 - Media Specialist II	18.25
13063 - Media Specialist III	20.36
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13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.69
13075 - Photographer V		34.71
13090 - Technical Order Library		15.49
Clerk		
13110 - Video Teleconference		16.32
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.89
14043 - Computer Operator III		17.72
14044 - Computer Operator IV		19.69
14045 - Computer Operator V		21.80
14071 - Computer Programmer I	(see 1)	20.41
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.82
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		14.91
Operator		
14160 - Personal Computer Support		19.69
Technician		
14170 - System Support Specialist		21.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		24.93
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		30.15
Instructor (Rated)		
15030 - Air Crew Training Devices		35.53
Instructor (Pilot)		
15050 - Computer Based Training		24.93
Specialist / Instructor		
15060 - Educational Technologist		31.21
15070 - Flight Instructor (Pilot)		35.53
15080 - Graphic Artist		22.51
15085 - Maintenance Test Pilot Fixed		35.53
Jet/Prop		
15086 - Maintenance Test Pilot		35.53
Rotary Wing		
15088 - Non-Maintenance Test/Co-		35.53
Pilot		
15090 - Technical Instructor		22.18
15095 - Technical Instructor/Course		27.10
Developer		
15110 - Test Proctor		17.92

	17 00
15120 - Tutor	17.92
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 07
16010 - Assembler	11.37
16030 - Counter Attendant	11.37
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	16.00
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And	
Repair Occupations	00 11
19010 - Machine-Tool Operator (Tool	22.11
Room)	
19040 - Tool And Die Maker	25.86
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	20.74
21030 - Material Coordinator	25.48
21040 - Material Expediter	25.48
21050 - Material Handling Laborer	15.24
21071 - Order Filler	15.90
21080 - Production Line Worker (Food	20.74
Processing)	1005
21110 - Shipping Packer	19.25
21130 - Shipping/Receiving Clerk	19.25
21140 - Store Worker I	17.59
21150 - Stock Clerk	21.87
21210 - Tools And Parts Attendant	20.74
21410 - Warehouse Specialist	20.74
23000 - Mechanics And Maintenance And	
Repair Occupations	00.07
23010 - Aerospace Structural Welder	23.97
23019 - Aircraft Logs and Records	20.92
Technician 23021 - Aircraft Mechanic I	22 04
	23.04 23.97
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III	23.97
23040 - Aircraft Mechanic Helper	19.55
23050 - Aircraft Painter 23060 - Aircraft Servicer	25.66
	20.92
23070 - Aircraft Survival Flight	25.66
Equipment Technician 23080 - Aircraft Worker	21 61
25000 - AlfCrait Worker	21.61

	0.1
23091 - Aircrew Life Support	21.61
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	23.04
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	22.95
23120 - Bicycle Repairer	20.51
23125 - Cable Splicer	41.93
23130 - Carpenter Maintenance	23.21
23140 - Carpet Layer	22.58
23160 - Electrician Maintenance	29.53
23181 - Electronics Technician	25.61
Maintenance I	
23182 - Electronics Technician	26.74
Maintenance II	
23183 - Electronics Technician	27.87
Maintenance III	
23260 - Fabric Worker	21.59
23290 - Fire Alarm System Mechanic	24.58
23310 - Fire Extinguisher Repairer	20.51
23311 - Fuel Distribution System	36.63
Mechanic	
23312 - Fuel Distribution System	30.47
Operator	
23370 - General Maintenance Worker	18.58
23380 - Ground Support Equipment	23.04
Mechanic	20.01
23381 - Ground Support Equipment	20.92
Servicer	20.52
23382 - Ground Support Equipment	21.61
Worker	21.01
23391 - Gunsmith I	20.51
23392 - Gunsmith II	22.58
23393 - Gunsmith III	24.58
23410 - Heating Ventilation And Air-	21.90
Conditioning	21.50
Mechanic	
23411 - Heating Ventilation And Air	22.66
Contidioning	22.00
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.78
23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator	22.70
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	
	24.58
23465 - Laboratory/Shelter Mechanic	23.46
23470 - Laborer	15.09
23510 - Locksmith	23.46
23530 - Machinery Maintenance	25.13
Mechanic	00 04
23550 - Machinist Maintenance	23.04

23591 - Metrology Technician I 24.54 23592 - Metrology Technician III 25.44 23593 - Metrology Technician III 26.44 23640 - Millwright 32.44 23710 - Office Appliance Repairer 23.44 23760 - Painter Maintenance 21.11 23790 - Pipefitter Maintenance 28.94 23810 - Plumber Maintenance 25.44 23820 - Pneudraulic Systems Mechanic 24.54 23870 - Scale Mechanic 22.55 23890 - Sheet-Metal Worker 24.54 23910 - Small Engine Mechanic 21.11 23931 - Telecommunications Mechanic 27.44	23591 - Metrology Technician I24.23592 - Metrology Technician II25.23593 - Metrology Technician III26.23640 - Millwright32.23710 - Office Appliance Repairer23.23760 - Painter Maintenance21.23790 - Pipefitter Maintenance28.23810 - Plumber Maintenance25.23820 - Pneudraulic Systems Mechanic24.23870 - Scale Mechanic22.23890 - Sheet-Metal Worker24.23910 - Small Engine Mechanic21.23931 - Telecommunications Mechanic27.II	23580 - Maintenance Trades Helper 17.38	23580 - Maintenance Trades Helper 17.38	•	23591 - Metrology Technician I 24.58
23592 - Metrology Technician II25.4423593 - Metrology Technician III26.423640 - Millwright32.423710 - Office Appliance Repairer23.423760 - Painter Maintenance21.123790 - Pipefitter Maintenance28.923810 - Plumber Maintenance25.423820 - Pneudraulic Systems Mechanic24.523850 - Rigger24.523870 - Scale Mechanic22.523890 - Sheet-Metal Worker24.5523910 - Small Engine Mechanic21.123931 - Telecommunications Mechanic27.4123932 - Telecommunications Mechanic28.4	23592 - Metrology Technician II25.23593 - Metrology Technician III26.23640 - Millwright32.23710 - Office Appliance Repairer23.23760 - Painter Maintenance21.23790 - Pipefitter Maintenance28.23810 - Plumber Maintenance25.23820 - Pneudraulic Systems Mechanic24.23870 - Scale Mechanic22.23890 - Sheet-Metal Worker24.23910 - Small Engine Mechanic21.23931 - Telecommunications Mechanic27.II	-	-		
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23640 - Millwright 32.4 23710 - Office Appliance Repairer 23.4 23760 - Painter Maintenance 21.1 23790 - Pipefitter Maintenance 28.9 23810 - Plumber Maintenance 25.4 23820 - Pneudraulic Systems Mechanic 24.5 23870 - Scale Mechanic 22.5 23890 - Sheet-Metal Worker 24.5 Maintenance 21.1 23910 - Small Engine Mechanic 27.4 23931 - Telecommunications Mechanic 27.4 23932 - Telecommunications Mechanic 28.4	23640 - Millwright32.23710 - Office Appliance Repairer23.23760 - Painter Maintenance21.23790 - Pipefitter Maintenance28.23810 - Plumber Maintenance25.23820 - Pneudraulic Systems Mechanic24.23850 - Rigger24.23870 - Scale Mechanic22.23890 - Sheet-Metal Worker24.Maintenance21.23910 - Small Engine Mechanic21.23931 - Telecommunications Mechanic27.II				
23710 - Office Appliance Repairer23.423760 - Painter Maintenance21.123790 - Pipefitter Maintenance28.923810 - Plumber Maintenance25.423820 - Pneudraulic Systems Mechanic24.523850 - Rigger24.523870 - Scale Mechanic22.523890 - Sheet-Metal Worker24.523910 - Small Engine Mechanic21.123931 - Telecommunications Mechanic27.423932 - Telecommunications Mechanic28.4	23710 - Office Appliance Repairer23.23760 - Painter Maintenance21.23790 - Pipefitter Maintenance28.23810 - Plumber Maintenance25.23820 - Pneudraulic Systems Mechanic24.23850 - Rigger24.23870 - Scale Mechanic22.23890 - Sheet-Metal Worker24.Maintenance21.23910 - Small Engine Mechanic21.23931 - Telecommunications Mechanic27.II	23592 - Metrology Technician II 25.48			
23760 - Painter Maintenance 21.1 23790 - Pipefitter Maintenance 28.9 23810 - Plumber Maintenance 25.4 23820 - Pneudraulic Systems Mechanic 24.5 23850 - Rigger 24.5 23870 - Scale Mechanic 22.5 23890 - Sheet-Metal Worker 24.5 23910 - Small Engine Mechanic 21.1 23931 - Telecommunications Mechanic 27.4 1 23932 - Telecommunications Mechanic 28.4	23760 - Painter Maintenance21.23790 - Pipefitter Maintenance28.23810 - Plumber Maintenance25.23820 - Pneudraulic Systems Mechanic24.23850 - Rigger24.23870 - Scale Mechanic22.23890 - Sheet-Metal Worker24.Maintenance21.23910 - Small Engine Mechanic21.23931 - Telecommunications Mechanic27.II	23592 - Metrology Technician II 25.48 23593 - Metrology Technician III 26.47	23593 - Metrology Technician III 26.47	23593 - Metrology Technician III 26.47	
23790 - Pipefitter Maintenance 28.9 23810 - Plumber Maintenance 25.4 23820 - Pneudraulic Systems Mechanic 24.5 23850 - Rigger 24.5 23870 - Scale Mechanic 22.5 23890 - Sheet-Metal Worker 24.5 23910 - Small Engine Mechanic 21.1 23931 - Telecommunications Mechanic 27.4 1 23932 - Telecommunications Mechanic 28.4	23790 - Pipefitter Maintenance28.23810 - Plumber Maintenance25.23820 - Pneudraulic Systems Mechanic24.23850 - Rigger24.23870 - Scale Mechanic22.23890 - Sheet-Metal Worker24.Maintenance24.23910 - Small Engine Mechanic21.23931 - Telecommunications Mechanic27.II	23592 - Metrology Technician II 25.48 23593 - Metrology Technician III 26.47 23640 - Millwright 32.40	23593 - Metrology Technician III 26.47 23640 - Millwright 32.40	23593 - Metrology Technician III 26.47 23640 - Millwright 32.40	23640 - Millwright 32.40
23810 - Plumber Maintenance 25.4 23820 - Pneudraulic Systems Mechanic 24.5 23850 - Rigger 24.5 23870 - Scale Mechanic 22.5 23890 - Sheet-Metal Worker 24.5 23910 - Small Engine Mechanic 21.1 23931 - Telecommunications Mechanic 27.4 1 23932 - Telecommunications Mechanic 28.4	23810 - Plumber Maintenance 25. 23820 - Pneudraulic Systems Mechanic 24. 23850 - Rigger 24. 23870 - Scale Mechanic 22. 23890 - Sheet-Metal Worker 24. Maintenance 21. 23931 - Telecommunications Mechanic 27. I I	23592 - Metrology Technician II 25.48 23593 - Metrology Technician III 26.47 23640 - Millwright 32.40 23710 - Office Appliance Repairer 23.46	23593 - Metrology Technician III 26.47 23640 - Millwright 32.40 23710 - Office Appliance Repairer 23.46	23593 - Metrology Technician III 26.47 23640 - Millwright 32.40 23710 - Office Appliance Repairer 23.46	23640 - Millwright 32.40 23710 - Office Appliance Repairer 23.46
23820 - Pneudraulic Systems Mechanic 24.53 23850 - Rigger 24.53 23870 - Scale Mechanic 22.53 23890 - Sheet-Metal Worker 24.53 Maintenance 24.53 23910 - Small Engine Mechanic 21.14 23931 - Telecommunications Mechanic 27.43 I 23932 - Telecommunications Mechanic 28.44	23820 - Pneudraulic Systems Mechanic 24. 23850 - Rigger 24. 23870 - Scale Mechanic 22. 23890 - Sheet-Metal Worker 24. Maintenance 23910 - Small Engine Mechanic 21. 23931 - Telecommunications Mechanic 27. I	23592 - Metrology Technician II 25.48 23593 - Metrology Technician III 26.47 23640 - Millwright 32.40 23710 - Office Appliance Repairer 23.46 23760 - Painter Maintenance 21.10	23593 - Metrology Technician III 26.47 23640 - Millwright 32.40 23710 - Office Appliance Repairer 23.46 23760 - Painter Maintenance 21.10	23593 - Metrology Technician III 26.47 23640 - Millwright 32.40 23710 - Office Appliance Repairer 23.46 23760 - Painter Maintenance 21.10	23640 - Millwright 32.40 23710 - Office Appliance Repairer 23.46 23760 - Painter Maintenance 21.10
23850 - Rigger 24.53 23870 - Scale Mechanic 22.53 23890 - Sheet-Metal Worker 24.53 Maintenance 21.11 23931 - Telecommunications Mechanic 27.43 I 23932 - Telecommunications Mechanic 28.44	23850 - Rigger 24. 23870 - Scale Mechanic 22. 23890 - Sheet-Metal Worker 24. Maintenance 24. 23910 - Small Engine Mechanic 21. 23931 - Telecommunications Mechanic 27. I I	23592 - Metrology Technician II 25.48 23593 - Metrology Technician III 26.47 23640 - Millwright 32.40 23710 - Office Appliance Repairer 23.46 23760 - Painter Maintenance 21.10 23790 - Pipefitter Maintenance 28.95	23593 - Metrology Technician III 26.47 23640 - Millwright 32.40 23710 - Office Appliance Repairer 23.46 23760 - Painter Maintenance 21.10 23790 - Pipefitter Maintenance 28.95	23593 - Metrology Technician III 26.47 23640 - Millwright 32.40 23710 - Office Appliance Repairer 23.46 23760 - Painter Maintenance 21.10 23790 - Pipefitter Maintenance 28.95	23640 - Millwright 32.40 23710 - Office Appliance Repairer 23.46 23760 - Painter Maintenance 21.10 23790 - Pipefitter Maintenance 28.95
23870 - Scale Mechanic 22.54 23890 - Sheet-Metal Worker 24.55 Maintenance 23910 - Small Engine Mechanic 21.14 23931 - Telecommunications Mechanic 27.45 I 23932 - Telecommunications Mechanic 28.44	23870 - Scale Mechanic22.23890 - Sheet-Metal Worker24.Maintenance23910 - Small Engine Mechanic21.23931 - Telecommunications Mechanic27.II	23592 - Metrology Technician II 25.48 23593 - Metrology Technician III 26.47 23640 - Millwright 32.40 23710 - Office Appliance Repairer 23.46 23760 - Painter Maintenance 21.10 23790 - Pipefitter Maintenance 28.95 23810 - Plumber Maintenance 25.41	23593 - Metrology Technician III 26.47 23640 - Millwright 32.40 23710 - Office Appliance Repairer 23.46 23760 - Painter Maintenance 21.10 23790 - Pipefitter Maintenance 28.95 23810 - Plumber Maintenance 25.41	23593 - Metrology Technician III 26.47 23640 - Millwright 32.40 23710 - Office Appliance Repairer 23.46 23760 - Painter Maintenance 21.10 23790 - Pipefitter Maintenance 28.95 23810 - Plumber Maintenance 25.41	23640 - Millwright 32.40 23710 - Office Appliance Repairer 23.46 23760 - Painter Maintenance 21.10 23790 - Pipefitter Maintenance 28.95 23810 - Plumber Maintenance 25.41
23890 - Sheet-Metal Worker24.53Maintenance23910 - Small Engine Mechanic21.123931 - Telecommunications Mechanic27.43I23932 - Telecommunications Mechanic28.44	23890 - Sheet-Metal Worker24.Maintenance23910 - Small Engine Mechanic21.23931 - Telecommunications Mechanic27.II	23592 - Metrology Technician II 25.48 23593 - Metrology Technician III 26.47 23640 - Millwright 32.40 23710 - Office Appliance Repairer 23.46 23760 - Painter Maintenance 21.10 23790 - Pipefitter Maintenance 28.95 23810 - Plumber Maintenance 25.41 23820 - Pneudraulic Systems Mechanic 24.58	23593 - Metrology Technician III 26.47 23640 - Millwright 32.40 23710 - Office Appliance Repairer 23.46 23760 - Painter Maintenance 21.10 23790 - Pipefitter Maintenance 28.95 23810 - Plumber Maintenance 25.41 23820 - Pneudraulic Systems Mechanic 24.58	23593 - Metrology Technician III 26.47 23640 - Millwright 32.40 23710 - Office Appliance Repairer 23.46 23760 - Painter Maintenance 21.10 23790 - Pipefitter Maintenance 28.95 23810 - Plumber Maintenance 25.41 23820 - Pneudraulic Systems Mechanic 24.58	23640 - Millwright 32.40 23710 - Office Appliance Repairer 23.46 23760 - Painter Maintenance 21.10 23790 - Pipefitter Maintenance 28.95 23810 - Plumber Maintenance 25.41 23820 - Pneudraulic Systems Mechanic 24.58
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23592 - Metrology Technician II 25.43 23593 - Metrology Technician III 26.43 23640 - Millwright 32.44 23710 - Office Appliance Repairer 23.44 23760 - Painter Maintenance 21.14 23790 - Pipefitter Maintenance 28.99 23810 - Plumber Maintenance 25.44 23820 - Pneudraulic Systems Mechanic 24.54 23850 - Rigger 24.55 23870 - Scale Mechanic 22.54 2390 - Sheet-Metal Worker 24.55 23910 - Small Engine Mechanic 21.11 23931 - Telecommunications Mechanic 27.44 I 23932 - Telecommunications Mechanic 28.44	23592 - Metrology Technician II 25. 23593 - Metrology Technician III 26. 23640 - Millwright 32. 23710 - Office Appliance Repairer 23. 23760 - Painter Maintenance 21. 23790 - Pipefitter Maintenance 28. 23810 - Plumber Maintenance 25. 23820 - Pneudraulic Systems Mechanic 24. 23870 - Scale Mechanic 22. 23890 - Sheet-Metal Worker 24. Maintenance 21. 23910 - Small Engine Mechanic 21. 23931 - Telecommunications Mechanic 27.	23591 - Metrology Technician I 24.58	23591 - Metrology Technician I 24.58	23591 - Metrology Technician I 24.58	
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23592 - Metrology Technician II25.4323593 - Metrology Technician III26.4723640 - Millwright32.4723710 - Office Appliance Repairer23.4723760 - Painter Maintenance21.1123790 - Pipefitter Maintenance28.9923810 - Plumber Maintenance25.4723820 - Pneudraulic Systems Mechanic24.5323850 - Rigger24.5323870 - Scale Mechanic22.5323890 - Sheet-Metal Worker24.5323910 - Small Engine Mechanic21.1123931 - Telecommunications Mechanic27.4323932 - Telecommunications Mechanic28.44	23592 - Metrology Technician II 25. 23593 - Metrology Technician III 26. 23640 - Millwright 32. 23710 - Office Appliance Repairer 23. 23760 - Painter Maintenance 21. 23790 - Pipefitter Maintenance 28. 23810 - Plumber Maintenance 25. 23820 - Pneudraulic Systems Mechanic 24. 23850 - Rigger 24. 23870 - Scale Mechanic 22. 23890 - Sheet-Metal Worker 24. Maintenance 21. 23910 - Small Engine Mechanic 21. 23931 - Telecommunications Mechanic 27. I	23591 - Metrology Technician T	23591 - Metrology Technician T	23591 - Metrology Technician T 24 58	

27101 - Guard I	14.20
27102 - Guard II	17.04
27131 - Police Officer I	23.87
27132 - Police Officer II	26.52
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.29
28042 - Carnival Equipment Repairer	15.96
28043 - Carnival Worker	12.44
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	15.39
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health	13.43
Facility Attendant	
28515 - Recreation Specialist	20.27
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	21.41
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	22.91
29020 - Hatch Tender	22.91
29030 - Line Handler	22.91
29041 - Stevedore I	22.25
29042 - Stevedore II	23.94
30000 - Technical Occupations	
30010 - Air Traffic Control (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	17.49
30022 - Archeological Technician II	19.57
30023 - Archeological Technician III	24.24
30030 - Cartographic Technician	24.24
30040 - Civil Engineering Technician	26.72
30051 - Cryogenic Technician I	26.85
30052 - Cryogenic Technician II	29.65
30061 - Drafter/CAD Operator I	17.49
30062 - Drafter/CAD Operator II	19.57
30063 - Drafter/CAD Operator III	21.82
30064 - Drafter/CAD Operator IV	26.85
30081 - Engineering Technician I	16.36
30082 - Engineering Technician II	18.36
30083 - Engineering Technician III	20.53
30084 - Engineering Technician IV	25.45
30085 - Engineering Technician V	31.13
30086 - Engineering Technician VI	37.66
30090 - Environmental Technician	24.24
30095 - Evidence Control Specialist	24.24
30210 - Laboratory Technician	21.97

30221 - Latent Fingerprint			26.85
Technician I			
30222 - Latent Fingerprint			29.65
Technician II			
30240 - Mathematical Technician			24.24
30361 - Paralegal/Legal Assistant I			19.67
30362 - Paralegal/Legal Assistant II			24.37
30363 - Paralegal/Legal Assistant			29.80
III			
30364 - Paralegal/Legal Assistant IV			36.06
30375 - Petroleum Supply Specialist			29.65
30390 - Photo-Optics Technician			23.91
30395 - Radiation Control Technician			29.65
30461 - Technical Writer I			24.24
30462 - Technical Writer II			29.65
30463 - Technical Writer III			35.87
30491 - Unexploded Ordnance (UXO)			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			26.85
30502 - Weather Forecaster II			32.66
30620 - Weather Observer Combined	(see	2)	21.82
Upper Air Or	、	,	
Surface Programs			
30621 - Weather Observer Senior	(see	2)	24.24
31000 - Transportation/Mobile	(500	2,	
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			
			13.96
31030 - Bus Driver			17.85
31043 - Driver Courier			14.35
31260 - Parking and Lot Attendant			12.21
31290 - Shuttle Bus Driver			14.99
31310 - Taxi Driver			15.07
31361 - Truckdriver Light			14.66
31362 - Truckdriver Medium			15.94
31363 - Truckdriver Heavy			20.31
31364 - Truckdriver Tractor-Trailer			20.31
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			11.37
99050 - Desk Clerk			12.38
99095 - Embalmer			31.98
			0±•00

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.56
I	
99252 - Laboratory Animal Caretaker	14.43
II	
99260 - Marketing Analyst	24.35
99310 - Mortician	31.98
99410 - Pest Controller	26.24
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	17.76
99711 - Recycling Specialist	20.38
99730 - Refuse Collector	16.51
99810 - Sales Clerk	12.16
99820 - School Crossing Guard	18.98
99830 - Survey Party Chief	23.54
99831 - Surveying Aide	13.45
99832 - Surveying Technician	20.10
99840 - Vending Machine Attendant	23.43
99841 - Vending Machine Repairer	27.45
99842 - Vending Machine Repairer	23.43
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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 fourteen 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 Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	<pre> Wage Determination No.: 2015-4877 Revision No.: 19 Date Of Last Revision: 12/27/2021 </pre>

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.

State: Michigan

Area: Michigan Counties of Antrim Benzie Charlevoix Emmet Grand Traverse Kalkaska Leelanau Manistee Missaukee Wexford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.09
01012 - Accounting Clerk II		16.95
01013 - Accounting Clerk III		18.95
01020 - Administrative Assistant		25.31
01035 - Court Reporter		18.71
01041 - Customer Service		13.86
Representative I		
01042 - Customer Service		15.57
Representative II		

01043 - Customer Service Representative III		17.00
01051 - Data Entry Operator I		15.44
01052 - Data Entry Operator II		16.85
01060 - Dispatcher Motor Vehicle		19.13
01070 - Document Preparation Clerk		15.39
01090 - Duplicating Machine Operator		15.39
01111 - General Clerk I		13.97
01112 - General Clerk II		15.24
01113 - General Clerk III		17.12
01120 - Housing Referral Assistant		20.85
01141 - Messenger Courier		14.08
01191 - Order Clerk I		17.51
01192 - Order Clerk II		19.12
01261 - Personnel Assistant		16.72
(Employment) I		
01262 - Personnel Assistant		18.70
(Employment) II		
01263 - Personnel Assistant		20.86
(Employment) III		
01270 - Production Control Clerk		23.56
01290 - Rental Clerk		13.70
01300 - Scheduler Maintenance		16.73
01311 - Secretary I		16.73
01312 - Secretary II		18.71
01313 - Secretary III		20.85
01320 - Service Order Dispatcher		17.10
01410 - Supply Technician		25.31
		23.31
01420 - Survey Worker		15.66
01420 - Survey Worker 01460 - Switchboard		
		15.66
01460 - Switchboard		15.66
01460 - Switchboard Operator/Receptionist		15.66 14.49
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		15.66 14.49 14.64
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		15.66 14.49 14.64 15.88
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		15.66 14.49 14.64 15.88 17.11
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		15.66 14.49 14.64 15.88 17.11 16.60
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II		15.66 14.49 14.64 15.88 17.11 16.60 18.63
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		15.66 14.49 14.64 15.88 17.11 16.60 18.63
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations		15.66 14.49 14.64 15.88 17.11 16.60 18.63 20.85
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	15.66 14.49 14.64 15.88 17.11 16.60 18.63 20.85 26.74 21.40
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	15.66 14.49 14.64 15.88 17.11 16.60 18.63 20.85 26.74 21.40 20.48
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05040 - Automotive Worker	Electrician	15.66 14.49 14.64 15.88 17.11 16.60 18.63 20.85 20.85 20.48 20.48
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	15.66 14.49 14.64 15.88 17.11 16.60 18.63 20.85 20.85 20.85 20.48 20.48 20.48 18.57
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	15.66 14.49 14.64 15.88 17.11 16.60 18.63 20.85 20.85 20.48 20.48
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	15.66 14.49 14.64 15.88 17.11 16.60 18.63 20.85 26.74 21.40 20.48 20.48 18.57 22.30
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	15.66 14.49 14.64 15.88 17.11 16.60 18.63 20.85 26.74 21.40 20.48 20.48 18.57 22.30
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic	Electrician	15.66 14.49 14.64 15.88 17.11 16.60 18.63 20.85 26.74 21.40 20.48 20.48 18.57 22.30 20.48 22.30
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	15.66 14.49 14.64 15.88 17.11 16.60 18.63 20.85 26.74 21.40 20.48 20.48 18.57 22.30

05250 - Motor Vehicle Upholstery Worker	19.50
	20 40
05280 - Motor Vehicle Wrecker	20.48
05310 - Painter Automotive	21.40
05340 - Radiator Repair Specialist	20.48
05370 - Tire Repairer	14.63
05400 - Transmission Repair	22.30
Specialist	
07000 - Food Preparation And Service	
Occupations	10 11
07010 - Baker	13.71
07041 - Cook I	14.34
07042 - Cook II	15.88
07070 - Dishwasher	11.58
07130 - Food Service Worker	12.03
07210 - Meat Cutter	17.31
07260 - Waiter/Waitress	11.99
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	18.30
09040 - Furniture Handler	13.62
09080 - Furniture Refinisher	18.30
09090 - Furniture Refinisher Helper	15.07
09110 - Furniture Repairer Minor	16.68
09130 - Upholsterer	18.30
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	15.40
11060 - Elevator Operator	14.61
11090 - Gardener	17.94
11122 - Housekeeping Aide	14.61
11150 - Janitor	14.61
11210 - Laborer Grounds Maintenance	14.86
11240 - Maid or Houseman	12.73
11260 - Pruner	13.94
11270 - Tractor Operator	16.95
11330 - Trail Maintenance Worker	14.86
11360 - Window Cleaner	15.57
12000 - Health Occupations	
12010 - Ambulance Driver	17.64
12011 - Breath Alcohol Technician	20.89
12012 - Certified Occupational	28.66
Therapist Assistant	07.06
-	
12015 - Certified Physical Therapist	27.96
12015 - Certified Physical Therapist Assistant	
12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant	18.10
12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist	18.10 32.56
12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician	18.10 32.56 30.45
12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist	18.10 32.56

12040 - Emergency Medical Technician	17.64
12071 - Licensed Practical Nurse I	18.68
12072 - Licensed Practical Nurse II	20.89
12073 - Licensed Practical Nurse III	23.28
12100 - Medical Assistant	16.28
12130 - Medical Laboratory	22.30
Technician	
12160 - Medical Record Clerk	17.01
12190 - Medical Record Technician	19.02
12195 - Medical Transcriptionist	18.68
12210 - Nuclear Medicine	45.90
Technologist	
12221 - Nursing Assistant I	11.55
12222 - Nursing Assistant II	13.00
12223 - Nursing Assistant III	14.18
12224 - Nursing Assistant IV	15.92
12235 - Optical Dispenser	17.04
12236 - Optical Technician	18.68
12250 - Pharmacy Technician	16.81
12280 - Phlebotomist	16.70
12305 - Radiologic Technologist	28.38
12311 - Registered Nurse I	24.61
12312 - Registered Nurse II	30.10
12313 - Registered Nurse II	30.10
Specialist	
12314 - Registered Nurse III	36.43
12315 - Registered Nurse III	36.43
Anesthetist	
12316 - Registered Nurse IV	43.65
12317 - Scheduler (Drug and Alcohol	25.87
Testing)	
12320 - Substance Abuse Treatment	27.91
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	19.64
13012 - Exhibits Specialist II	22.75
13013 - Exhibits Specialist III	27.67
13041 - Illustrator I	19.64
13042 - Illustrator II	22.75
13043 - Illustrator III	27.67
13047 - Librarian	25.04
13050 - Library Aide/Clerk	13.22
13054 - Library Information	22.62
Technology Systems	
Administrator	
13058 - Library Technician	16.39
13061 - Media Specialist I	16.32
13062 - Media Specialist II	18.25
13063 - Media Specialist III	20.36

13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.69
13075 - Photographer V		32.49
13090 - Technical Order Library		16.60
Clerk		
13110 - Video Teleconference		18.53
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		15.62
14042 - Computer Operator II		17.48
14043 - Computer Operator III		19.49
14044 - Computer Operator IV		21.66
14045 - Computer Operator V		23.98
14071 - Computer Programmer I	(see 1)	20.41
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		15.62
Operator		
14160 - Personal Computer Support		21.66
Technician		
14170 - System Support Specialist		25.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		29.46
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		35.65
Instructor (Rated)		
15030 - Air Crew Training Devices		42.72
Instructor (Pilot)		
15050 - Computer Based Training		29.46
Specialist / Instructor		
15060 - Educational Technologist		35.91
15070 - Flight Instructor (Pilot)		42.72
15080 - Graphic Artist		19.91
15085 - Maintenance Test Pilot Fixed		42.72
Jet/Prop		
15086 - Maintenance Test Pilot		42.72
Rotary Wing		
15088 - Non-Maintenance Test/Co-		42.72
Pilot		
15090 - Technical Instructor		24.39
15095 - Technical Instructor/Course		29.01
Developer		
15110 - Test Proctor		19.13

	10 10
15120 - Tutor	19.13
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 07
16010 - Assembler	11.37
16030 - Counter Attendant	11.37
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	1 6 . 0 0
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	22.11
Room)	
19040 - Tool And Die Maker	25.86
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	20.74
21030 - Material Coordinator	23.56
21040 - Material Expediter	23.56
21050 - Material Handling Laborer	14.78
21071 - Order Filler	13.35
21080 - Production Line Worker (Food	20.74
Processing)	
21110 - Shipping Packer	19.25
21130 - Shipping/Receiving Clerk	19.25
21140 - Store Worker I	16.26
21150 - Stock Clerk	19.66
21210 - Tools And Parts Attendant	20.74
21410 - Warehouse Specialist	20.74
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	26.57
23019 - Aircraft Logs and Records	22.32
Technician	
23021 - Aircraft Mechanic I	25.52
23022 - Aircraft Mechanic II	26.57
23023 - Aircraft Mechanic III	27.63
23040 - Aircraft Mechanic Helper	19.93
23050 - Aircraft Painter	24.48
23060 - Aircraft Servicer	22.32
23070 - Aircraft Survival Flight	24.48
Equipment Technician	
23080 - Aircraft Worker	23.44

23091 - Aircrew Life Support	23.44
Equipment (ALSE) Mechanic	20001
23092 - Aircrew Life Support	25.52
Equipment (ALSE) Mechanic	20.02
II	
	23.85
23110 - Appliance Mechanic	
23120 - Bicycle Repairer	18.48
23125 - Cable Splicer	41.75
23130 - Carpenter Maintenance	22.99
23140 - Carpet Layer	23.44
23160 - Electrician Maintenance	29.53
23181 - Electronics Technician	25.21
Maintenance I	
23182 - Electronics Technician	26.33
Maintenance II	
23183 - Electronics Technician	27.44
Maintenance III	
23260 - Fabric Worker	22.32
23290 - Fire Alarm System Mechanic	25.52
23310 - Fire Extinguisher Repairer	21.17
23311 - Fuel Distribution System	36.67
Mechanic	
23312 - Fuel Distribution System	30.43
Operator	00.10
23370 - General Maintenance Worker	17.93
23380 - Ground Support Equipment	25.52
Mechanic	23.52
23381 - Ground Support Equipment	22.32
Servicer	22.52
23382 - Ground Support Equipment	23.44
	23.44
Worker	01 17
23391 - Gunsmith I	21.17
23392 - Gunsmith II	23.44
23393 - Gunsmith III	25.52
23410 - Heating Ventilation And Air-	23.24
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	24.20
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.78
23440 - Heavy Equipment Operator	22.61
23460 - Instrument Mechanic	25.52
23465 - Laboratory/Shelter Mechanic	24.48
23470 - Laborer	15.09
23510 - Locksmith	24.48
23530 - Machinery Maintenance	23.04
Mechanic	20.01
23550 - Machinist Maintenance	23.04
2555V - Machinist Mathlehance	23.04

23580 - Maintenance Trades Helper	17.53
23591 - Metrology Technician I	25.52
23592 - Metrology Technician II	26.57
23593 - Metrology Technician III	27.63
23640 - Millwright	30.95
23710 - Office Appliance Repairer	19.00
23760 - Painter Maintenance	19.95
23790 - Pipefitter Maintenance	27.74
23810 - Plumber Maintenance	26.62
23820 - Pneudraulic Systems Mechanic	25.52
23850 - Rigger	25.52
23870 - Scale Mechanic	23.44
23890 - Sheet-Metal Worker	27.09
Maintenance	
23910 - Small Engine Mechanic	23.44
23931 - Telecommunications Mechanic	28.79
I	
23932 - Telecommunications Mechanic	29.98
II	
23950 - Telephone Lineman	26.39
23960 - Welder Combination	22.10
Maintenance	
23965 - Well Driller	25.52
23970 - Woodcraft Worker	25.52
23980 - Woodworker	21.17
24000 - Personal Needs Occupations	
24550 - Case Manager	15.04
24570 - Child Care Attendant	12.57
24580 - Child Care Center Clerk	15.69
24610 - Chore Aide	13.33
24620 - Family Readiness And Support	15.04
Services	
Coordinator	
24630 - Homemaker	15.04
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.52
25040 - Sewage Plant Operator	22.55
25070 - Stationary Engineer	25.52
25190 - Ventilation Equipment Tender	19.93
25210 - Water Treatment Plant	22.55
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.68
27007 - Baggage Inspector	13.69
27008 - Corrections Officer	27.71
27010 - Court Security Officer	23.24
27030 - Detection Dog Handler	16.73
27040 - Detention Officer	27.71
27070 - Firefighter	18.76

27101 - Guard I			13.69
27102 - Guard II			16.73
27131 - Police Officer I			23.44
27132 - Police Officer II			26.05
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			14.59
28042 - Carnival Equipment Repairer			15.50
28043 - Carnival Worker			12.01
28210 - Gate Attendant/Gate Tender			17.53
28310 - Lifequard			11.96
28350 - Park Attendant (Aide)			19.60
28510 - Recreation Aide/Health			14.30
Facility Attendant			
28515 - Recreation Specialist			23.52
28630 - Sports Official			15.60
28690 - Swimming Pool Operator			17.16
29000 - Stevedoring/Longshoremen			I / • I O
Occupational Services			
29010 - Blocker And Bracer			23.44
29010 - Blocker And Bracer 29020 - Hatch Tender			23.44
29020 - Hatten Tender 29030 - Line Handler			
			23.44
29041 - Stevedore I			22.32
29042 - Stevedore II			24.48
30000 - Technical Occupations		<u></u>	
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			17.80
30022 - Archeological Technician II			19.92
30023 - Archeological Technician III			24.67
30030 - Cartographic Technician			24.67
30040 - Civil Engineering Technician			27.77
30051 - Cryogenic Technician I			27.32
30052 - Cryogenic Technician II			30.18
30061 - Drafter/CAD Operator I			17.80
30062 - Drafter/CAD Operator II			19.92
30063 - Drafter/CAD Operator III			22.20
30064 - Drafter/CAD Operator IV			27.32
30081 - Engineering Technician I			16.17
30082 - Engineering Technician II			18.13
30083 - Engineering Technician III			20.28
30084 - Engineering Technician IV			25.14
30085 - Engineering Technician V			30.72
30086 - Engineering Technician VI			34.68
30090 - Environmental Technician			23.91
30095 - Evidence Control Specialist			24.67
30210 - Laboratory Technician			22.20

30221 - Latent Fingerprint			27.32
Technician I			0.0.1.0
30222 - Latent Fingerprint			30.18
Technician II			
30240 - Mathematical Technician			24.67
30361 - Paralegal/Legal Assistant I			19.59
30362 - Paralegal/Legal Assistant II			24.27
30363 - Paralegal/Legal Assistant			29.69
III			
30364 - Paralegal/Legal Assistant IV			35.93
30375 - Petroleum Supply Specialist			30.18
30390 - Photo-Optics Technician			24.67
30395 - Radiation Control Technician			30.18
30461 - Technical Writer I			24.67
30462 - Technical Writer II			30.18
30463 - Technical Writer III			36.51
30491 - Unexploded Ordnance (UXO)			25.60
Technician I			20.00
			30.98
30492 - Unexploded Ordnance (UXO)			30.90
Technician II			07 10
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			27.32
30502 - Weather Forecaster II			33.24
30620 - Weather Observer Combined	(see	2)	22.20
Upper Air Or			
Surface Programs			
30621 - Weather Observer Senior	(see	2)	24.67
31000 - Transportation/Mobile			
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			15.70
31030 - Bus Driver			20.04
31043 - Driver Courier			17.90
31260 - Parking and Lot Attendant			14.73
31290 - Shuttle Bus Driver			18.23
31310 - Taxi Driver			14.59
31361 - Truckdriver Light			19.01
31362 - Truckdriver Medium			20.04
31363 - Truckdriver Heavy			21.35
31364 - Truckdriver Tractor-Trailer			21.35
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			12.04
99050 - Desk Clerk			12.03
99095 - Embalmer			27.17

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.00
I	
99252 - Laboratory Animal Caretaker	14.87
II	
99260 - Marketing Analyst	24.14
99310 - Mortician	27.17
99410 - Pest Controller	21.71
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.03
99711 - Recycling Specialist	21.70
99730 - Refuse Collector	17.85
99810 - Sales Clerk	13.76
99820 - School Crossing Guard	17.34
99830 - Survey Party Chief	28.64
99831 - Surveying Aide	17.03
99832 - Surveying Technician	25.48
99840 - Vending Machine Attendant	17.64
99841 - Vending Machine Repairer	21.69
99842 - Vending Machine Repairer	18.81
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-4879 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.

State: Michigan

Area: Michigan County of Lenawee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.72
01012 - Accounting Clerk II		17.66
01013 - Accounting Clerk III		19.87
01020 - Administrative Assistant		26.95
01035 - Court Reporter		21.35
01041 - Customer Service		13.27
Representative I		
01042 - Customer Service		14.93
Representative II		

01043 - Customer Service Representative III		16.28
01051 - Data Entry Operator I		15.80
01052 - Data Entry Operator II		17.24
01060 - Dispatcher Motor Vehicle		23.00
01070 - Document Preparation Clerk		15.38
01090 - Duplicating Machine Operator		15.38
01111 - General Clerk I		14.57
01112 - General Clerk II		15.90
01113 - General Clerk III		17.85
01120 - Housing Referral Assistant		22.04
01141 - Messenger Courier		13.37
01191 - Order Clerk I		14.89
01192 - Order Clerk II		16.25
01261 - Personnel Assistant		17.30
(Employment) I		
01262 - Personnel Assistant		19.35
(Employment) II		20.00
01263 - Personnel Assistant		21.57
(Employment) III		
01270 - Production Control Clerk		22.77
01290 - Rental Clerk		16.24
01300 - Scheduler Maintenance		17.30
01311 - Secretary I		17.30
01312 - Secretary II		19.35
01313 - Secretary III		22.04
01320 - Service Order Dispatcher		20.57
01320 - Service Order Dispatcher 01410 - Supply Technician		20.57
01410 - Supply Technician		26.95
01410 - Supply Technician 01420 - Survey Worker		26.95 20.79
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard		26.95
01410 - Supply Technician 01420 - Survey Worker		26.95 20.79 13.67
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		26.95 20.79 13.67 13.79
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		26.95 20.79 13.67
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		26.95 20.79 13.67 13.79 14.98
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		26.95 20.79 13.67 13.79 14.98 16.22 17.15
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk III 01533 - Travel Clerk III		26.95 20.79 13.67 14.98 16.22 17.15 19.25
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		26.95 20.79 13.67 13.79 14.98 16.22 17.15
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III		26.95 20.79 13.67 14.98 16.22 17.15 19.25
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		26.95 20.79 13.67 13.79 14.98 16.22 17.15 19.25 21.54
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer	Electrician	26.95 20.79 13.67 13.79 14.98 16.22 17.15 19.25 21.54 25.09
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass	Electrician	26.95 20.79 13.67 13.79 14.98 16.22 17.15 19.25 21.54 25.09
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	26.95 20.79 13.67 13.79 14.98 16.22 17.15 19.25 21.54 25.09 22.58
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer	Electrician	26.95 20.79 13.67 13.79 14.98 16.22 17.15 19.25 21.54 25.09 22.58 21.84
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	26.95 20.79 13.67 13.79 14.98 16.22 17.15 19.25 21.54 25.09 22.58 21.84 21.84
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	26.95 20.79 13.67 13.79 14.98 16.22 17.15 19.25 21.54 22.58 21.84 21.84 20.43
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	26.95 20.79 13.67 13.79 14.98 16.22 17.15 19.25 21.54 22.58 21.84 21.84 20.43
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	26.95 20.79 13.67 13.79 14.98 16.22 17.15 19.25 21.54 25.09 22.58 21.84 21.84 20.43 23.31
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05005 - Automotive Glass Installer 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	26.95 20.79 13.67 13.79 14.98 16.22 17.15 19.25 21.54 22.58 21.84 21.84 20.43 23.31

05250 - Motor Vehicle Upholstery	21.12
Worker	01 04
05280 - Motor Vehicle Wrecker	21.84
05310 - Painter Automotive	22.58
05340 - Radiator Repair Specialist	21.84
05370 - Tire Repairer	18.93
05400 - Transmission Repair	23.31
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.07
07041 - Cook I	13.99
07042 - Cook II	15.07
07070 - Dishwasher	11.35
07130 - Food Service Worker	11.40
07210 - Meat Cutter	16.29
07260 - Waiter/Waitress	12.05
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.98
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	23.83
09090 - Furniture Refinisher Helper	20.38
09110 - Furniture Repairer Minor	22.72
09130 - Upholsterer	22.98
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.91
11060 - Elevator Operator	14.91
11090 - Gardener	17.80
11122 - Housekeeping Aide	13.86
11150 - Janitor	13.86
11210 - Laborer Grounds Maintenance	14.78
11240 - Maid or Houseman	12.07
11260 - Pruner	13.63
11270 - Tractor Operator	15.88
11330 - Trail Maintenance Worker	14.78
11360 - Window Cleaner	14.96
12000 - Health Occupations	
12010 - Ambulance Driver	19.69
12011 - Breath Alcohol Technician	20.87
12012 - Certified Occupational	28.63
Therapist Assistant	
12015 - Certified Physical Therapist	24.77
Assistant	
12020 - Dental Assistant	19.16
12025 - Dental Hygienist	38.71
12030 - EKG Technician	26.77
12035 - Electroneurodiagnostic	26.77
Technologist	
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12040 - Emergency Medical Technician 19.69 12071 - Licensed Practical Nurse II 18.66 12072 - Licensed Practical Nurse III 20.87 12100 - Medical Assistant 16.43 12130 - Medical Laboratory 26.47 Technician 20.17 12160 - Medical Record Clerk 16.88 12195 - Medical Record Technician 20.17 12221 - Nursing Assistant I 13.14 12222 - Nursing Assistant II 14.76 12223 - Nursing Assistant III 16.41 12224 - Nursing Assistant IV 18.09 12235 - Optical Dispenser 19.36 12236 - Optical Technician 17.43 12230 - Phalmacy Technician 17.43 12230 - Phaleotomist 16.53 12305 - Radiologic Technologist 26.95 12311 - Registered Nurse II 33.64 Specialist 29.83 12312 - Registered Nurse III 33.64 Specialist 21.27 12317 - Scheduler (Drug and Alcohol 25.85 Testing) 21.47 13010 - Information And Arts 22.92 12310 - Exhibits Specialist I 21.47		
12072 - Licensed Practical Nurse II 20.87 12073 - Licensed Practical Nurse III 23.26 12100 - Medical Assistant 16.43 12130 - Medical Record Clerk 16.88 12160 - Medical Record Technician 20.17 12195 - Medical Record Technician 20.17 12195 - Medical Record Technician 20.17 12210 - Nuclear Medicine 34.17 Technologist 18.11 12221 - Nursing Assistant I 13.14 12222 - Nursing Assistant II 16.18 12235 - Optical Dispenser 19.36 12236 - Optical Technician 17.43 12280 - Pharmacy Technician 17.43 12280 - Pheleotomist 16.53 12311 - Registered Nurse II 33.64 12313 - Registered Nurse II 33.64 12314 - Registered Nurse III 44.14 12315 - Registered Nurse III 44.14 12316 - Specialist 25.85 13001 - Information And Arts 26.57 Coupations 13011 - Exhibits Specialist I 21.47 13012 - Exhibits Specialist II 24.61 13041 - Illustrator II 25.85		
12073 - Licensed Practical Nurse III 23.26 12100 - Medical Assistant 16.43 12130 - Medical Laboratory 26.47 Technician 20.17 12160 - Medical Record Clerk 16.88 12190 - Medical Transcriptionist 18.11 12210 - Nuclear Medicine 34.17 Technologist 13.14 12222 - Nursing Assistant II 14.76 12223 - Nursing Assistant III 16.11 12224 - Nursing Assistant IV 18.09 12235 - Optical Dispenser 19.36 12236 - Optical Technician 17.43 12280 - Phlebotomist 16.53 12280 - Phlebotomist 16.53 12312 - Registered Nurse I 29.83 12312 - Registered Nurse II 33.64 Specialist 12314 - Registered Nurse III 44.14 12314 - Registered Nurse IV 52.92 12317 - Scheduler (Drug and Alcohol 25.85 Testing) 12011 - Exhibits Specialist I 21.47 13012 - Exhibits Specialist II 24.47 13011 - Exhibits Specialist II 21.64 13042 - Illustrator II 26.57 Counselor 13004 - Illustrator II		
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12280 - Phlebotomist 16.53 12305 - Radiologic Technologist 26.95 12311 - Registered Nurse I 29.83 12312 - Registered Nurse II 33.64 12313 - Registered Nurse II 33.64 Specialist 33.64 12314 - Registered Nurse III 44.14 12315 - Registered Nurse III 44.14 12316 - Registered Nurse IV 52.92 12317 - Scheduler (Drug and Alcohol 25.85 Testing) 22.20 12320 - Substance Abuse Treatment 26.57 Cocupations 21.47 13000 - Information And Arts 25.85 Occupations 21.47 13011 - Exhibits Specialist I 21.47 13012 - Exhibits Specialist III 26.61 13013 - Exhibits Specialist III 25.41 13041 - Illustrator I 28.26 13042 - Illustrator III 33.45 13043 - Illustrator III 33.45 13050 - Library Aide/Clerk 13.49 13054 - Library Information 25.71 Technology Systems 25.71 Administrator 18.56 13061 - Media Specialis	-	
12305 - Radiologic Technologist 26.95 12311 - Registered Nurse I 29.83 12312 - Registered Nurse II 33.64 12313 - Registered Nurse II 33.64 Specialist 33.64 12314 - Registered Nurse III 44.14 12315 - Registered Nurse III 44.14 Anesthetist 44.14 12316 - Registered Nurse IV 52.92 12317 - Scheduler (Drug and Alcohol 25.85 Testing) 26.57 Counselor 26.57 13000 - Information And Arts 26.61 0ccupations 21.47 13011 - Exhibits Specialist I 21.47 13012 - Exhibits Specialist III 26.61 13013 - Exhibits Specialist III 26.61 13041 - Illustrator I 21.64 13042 - Illustrator II 33.45 13043 - Illustrator III 33.45 13047 - Librarian 30.28 13050 - Library Aide/Clerk 13.49 13054 - Library Technician 18.56 13058 - Library Technician 18.56 13061 - Media Specialist I 18.54 13062 - Media Specialist II <td></td> <td></td>		
12311 - Registered Nurse I 29.83 12312 - Registered Nurse II 33.64 12313 - Registered Nurse II 33.64 Specialist 33.64 12314 - Registered Nurse III 44.14 12315 - Registered Nurse III 44.14 12316 - Registered Nurse III 44.14 Anesthetist 12316 - Registered Nurse IV 52.92 12317 - Scheduler (Drug and Alcohol 25.85 Testing) 12320 - Substance Abuse Treatment 26.57 Counselor 21.47 13000 - Information And Arts 25.41 Occupations 21.447 13011 - Exhibits Specialist I 21.64 13013 - Exhibits Specialist III 26.51 13013 - Exhibits Specialist III 25.45 13041 - Illustrator I 21.64 13042 - Illustrator III 28.26 13043 - Illustrator III 33.45 13050 - Library Aide/Clerk 13.49 13054 - Library Information 25.71 Technology Systems 3.455 Administrator 18.56 13061 - Media Specialist I 18.54 13062 - Media Specialist II		
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13043 - Illustrator III 33.45 13047 - Librarian 30.28 13050 - Library Aide/Clerk 13.49 13054 - Library Information 25.71 Technology Systems 25.71 Administrator 18.56 13061 - Media Specialist I 18.54 13062 - Media Specialist II 20.75	13041 - Illustrator I	21.64
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13061 - Media Specialist I 18.54 13062 - Media Specialist II 20.75	Administrator	
13062 - Media Specialist II 20.75	13058 - Library Technician	18.56
-	13061 - Media Specialist I	18.54
13063 - Media Specialist III 23.13	13062 - Media Specialist II	20.75
	13063 - Media Specialist III	23.13

13071 - Photographer I		19.42
13072 - Photographer II		22.61
13073 - Photographer III		29.56
13074 - Photographer IV		34.28
13075 - Photographer V		39.82
13090 - Technical Order Library		16.85
Clerk		
13110 - Video Teleconference		21.17
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.74
14042 - Computer Operator II		19.20
14043 - Computer Operator III		21.16
14044 - Computer Operator IV		23.46
14045 - Computer Operator V		25.58
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(16.74
Operator		
14160 - Personal Computer Support		23.46
Technician		
14170 - System Support Specialist		25.58
15000 - Instructional Occupations		20.00
15010 - Aircrew Training Devices		32.52
Instructor (Non-Rated)		02.02
15020 - Aircrew Training Devices		39.35
Instructor (Rated)		00.00
15030 - Air Crew Training Devices		45.62
Instructor (Pilot)		10.02
15050 - Computer Based Training		32.52
Specialist / Instructor		52.52
15060 - Educational Technologist		38.16
15070 - Flight Instructor (Pilot)		45.62
15080 - Graphic Artist		25.87
15085 - Maintenance Test Pilot Fixed		45.13
Jet/Prop		10 • T O
15086 - Maintenance Test Pilot		45.13
Rotary Wing		10.10
15088 - Non-Maintenance Test/Co-		45.13
Pilot		10.10
15090 - Technical Instructor		24.59
15095 - Technical Instructor/Course		32.69
Developer		52.09
15110 - Test Proctor		21.80
IJIIV - IEST FIUCIUL		21.00

15120 - Tutor	21.80
15120 - Tutor 16000 - Laundry Dry-Cleaning Pressing	21.80
And Related Occupations	
16010 - Assembler	11.37
16030 - Counter Attendant	11.37
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	11.07
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	26.18
Room)	
19040 - Tool And Die Maker	29.03
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	20.65
21030 - Material Coordinator	24.54
21040 - Material Expediter	24.54
21050 - Material Handling Laborer	15.81
21071 - Order Filler	16.78
21080 - Production Line Worker (Food	20.65
Processing)	
21110 - Shipping Packer	17.34
21130 - Shipping/Receiving Clerk	17.34
21140 - Store Worker I	18.20
21150 - Stock Clerk	22.92
21210 - Tools And Parts Attendant	20.65
21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And	20.65
Repair Occupations	
23010 - Aerospace Structural Welder	27.20
23019 - Aircraft Logs and Records	27.20
Technician	
23021 - Aircraft Mechanic I	26.35
23022 - Aircraft Mechanic II	27.20
23023 - Aircraft Mechanic III	28.07
23040 - Aircraft Mechanic Helper	19.51
23050 - Aircraft Painter	25.57
23060 - Aircraft Servicer	22.27
23070 - Aircraft Survival Flight	25.57
Equipment Technician	
23080 - Aircraft Worker	23.38

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23091 - Aircrew Life Support	23.38
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	26.35
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.56
23120 - Bicycle Repairer	19.81
23125 - Cable Splicer	43.16
23130 - Carpenter Maintenance	25.65
23140 - Carpet Layer	25.15
23160 - Electrician Maintenance	32.65
23181 - Electronics Technician	28.54
Maintenance I	
23182 - Electronics Technician	29.67
Maintenance II	
23183 - Electronics Technician	31.11
Maintenance III	
23260 - Fabric Worker	23.75
23290 - Fire Alarm System Mechanic	26.30
23310 - Fire Extinguisher Repairer	22.37
23311 - Fuel Distribution System	34.45
Mechanic	
23312 - Fuel Distribution System	28.84
Operator	
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment	26.35
Mechanic	
23381 - Ground Support Equipment	22.27
Servicer	
23382 - Ground Support Equipment	23.38
Worker	
23391 - Gunsmith I	22.37
23392 - Gunsmith II	24.10
23393 - Gunsmith III	25.75
23410 - Heating Ventilation And Air-	27.61
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	28.40
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29.63
23440 - Heavy Equipment Operator	25.52
23460 - Instrument Mechanic	28.93
23465 - Laboratory/Shelter Mechanic	24.89
23470 - Laborer	16.69
23510 - Locksmith	23.44
23530 - Machinery Maintenance	28.66
Mechanic	20.00
23550 - Machinist Maintenance	27.99
	21.55

23580 - Maintenance Trades Helper	19.73
23591 - Metrology Technician I	28.93
23592 - Metrology Technician II	29.73
23593 - Metrology Technician III	30.69
23640 - Millwright	34.10
23710 - Office Appliance Repairer	24.76
23760 - Painter Maintenance	26.60
23790 - Pipefitter Maintenance	29.87
23810 - Plumber Maintenance	29.24
23820 - Pneudraulic Systems Mechanic	25.75
23850 - Rigger	25.94
23870 - Scale Mechanic	24.10
23890 - Sheet-Metal Worker	29.24
Maintenance	
23910 - Small Engine Mechanic	23.98
23931 - Telecommunications Mechanic	26.78
I	
23932 - Telecommunications Mechanic	27.49
II	
23950 - Telephone Lineman	25.23
23960 - Welder Combination	26.46
Maintenance	
23965 - Well Driller	25.34
23970 - Woodcraft Worker	26.30
23980 - Woodworker	22.37
24000 - Personal Needs Occupations	1 1 1 1
24550 - Case Manager	17.41
24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk 24610 - Chore Aide	18.10
	12.21 17.41
24620 - Family Readiness And Support	⊥/•4⊥
Services Coordinator	
24630 - Homemaker	19.20
	19.20
25000 - Plant And System Operations	
Occupations 25010 - Boiler Tender	30.80
25010 - Boller Tender 25040 - Sewage Plant Operator	25.78
25040 - Sewage Flant Operator 25070 - Stationary Engineer	30.80
25190 - Ventilation Equipment Tender	24.27
25210 - Water Treatment Plant	24.27
Operator	23.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.29
27004 - Alarm Monitor 27007 - Baggage Inspector	13.40
27007 - Baggage Inspector 27008 - Corrections Officer	27.71
27010 - Court Security Officer	23.72
27030 - Detection Dog Handler	18.96
27030 - Detection Dog mandrer 27040 - Detention Officer	27.71
27070 - Firefighter	21.27
21010 FILELIGHUEL	LI.L/

27101 - Guard I			13.40
27102 - Guard II			18.96
27131 - Police Officer I			27.65
27132 - Police Officer II			30.72
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			14.46
28042 - Carnival Equipment Repairer			15.38
28043 - Carnival Worker			12.22
28210 - Gate Attendant/Gate Tender			17.23
28310 - Lifeguard			17.30
28350 - Park Attendant (Aide)			19.27
28510 - Recreation Aide/Health			13.98
Facility Attendant			
28515 - Recreation Specialist			23.73
28630 - Sports Official			15.35
28690 - Swimming Pool Operator			20.87
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			30.05
29020 - Hatch Tender			30.05
29030 - Line Handler			30.05
29041 - Stevedore I			29.04
29042 - Stevedore II			31.10
30000 - Technical Occupations			51.10
30010 - Air Traffic Control	(see	2)	44.24
	(see	2)	44.24
Specialist Center (HFO) 30011 - Air Traffic Control	(21	30.50
	(see	2)	30.30
Specialist Station (HFO)			22 50
30012 - Air Traffic Control			33.59
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			20.08
30022 - Archeological Technician II			22.47
30023 - Archeological Technician III			27.83
30030 - Cartographic Technician			27.83
30040 - Civil Engineering Technician			28.90
30051 - Cryogenic Technician I			26.67
30052 - Cryogenic Technician II			29.47
30061 - Drafter/CAD Operator I			20.08
30062 - Drafter/CAD Operator II			22.47
30063 - Drafter/CAD Operator III			25.05
30064 - Drafter/CAD Operator IV			30.82
30081 - Engineering Technician I			18.36
30082 - Engineering Technician II			21.64
30083 - Engineering Technician III			24.21
30084 - Engineering Technician IV			30.00
30085 - Engineering Technician V			36.70
30086 - Engineering Technician VI			44.38
30090 - Environmental Technician			26.03
30095 - Evidence Control Specialist			24.09
30210 - Laboratory Technician			20.83
-			

30221 - Latent Fingerprint			26.67
Technician I			
30222 - Latent Fingerprint			29.47
Technician II			
30240 - Mathematical Technician			29.47
30361 - Paralegal/Legal Assistant I			22.22
30362 - Paralegal/Legal Assistant II			27.53
30363 - Paralegal/Legal Assistant			33.67
III			
30364 - Paralegal/Legal Assistant IV			40.75
30375 - Petroleum Supply Specialist			29.47
30390 - Photo-Optics Technician			28.08
30395 - Radiation Control Technician			29.47
30461 - Technical Writer I			26.50
30462 - Technical Writer II			32.41
30463 - Technical Writer III			39.22
30491 - Unexploded Ordnance (UXO)			28.11
Technician I			0 4 0 4
30492 - Unexploded Ordnance (UXO)			34.01
Technician II			
30493 - Unexploded Ordnance (UXO)			40.77
Technician III			
30494 - Unexploded (UXO) Safety			28.11
Escort			
30495 - Unexploded (UXO) Sweep			28.11
Personnel			
30501 - Weather Forecaster I			29.34
30502 - Weather Forecaster II			35.70
30620 - Weather Observer Combined	(see	2)	25.05
Upper Air Or		,	
Surface Programs			
-	(see	2)	27.55
31000 - Transportation/Mobile	(200	- /	2,000
Equipment Operation Occupations			
31010 - Airplane Pilot			34.01
31020 - Bus Aide			14.42
31030 - Bus Aide 31030 - Bus Driver			18.45
31030 - Bus Driver 31043 - Driver Courier			
			17.03
31260 - Parking and Lot Attendant			13.35
31290 - Shuttle Bus Driver			18.55
31310 - Taxi Driver			16.58
31361 - Truckdriver Light			18.08
31362 - Truckdriver Medium			19.61
31363 - Truckdriver Heavy			21.82
31364 - Truckdriver Tractor-Trailer			21.82
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			16.58
99030 - Cashier			11.41
99050 - Desk Clerk			11.33
99095 - Embalmer			31.89

99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker	13.77
I	
99252 - Laboratory Animal Caretaker	15.32
II	
99260 - Marketing Analyst	26.72
99310 - Mortician	31.89
99410 - Pest Controller	20.39
99510 - Photofinishing Worker	15.49
99710 - Recycling Laborer	19.33
99711 - Recycling Specialist	22.20
99730 - Refuse Collector	17.91
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	11.92
99830 - Survey Party Chief	22.62
99831 - Surveying Aide	12.97
99832 - Surveying Technician	19.86
99840 - Vending Machine Attendant	24.49
99841 - Vending Machine Repairer	28.56
99842 - Vending Machine Repairer	24.49
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of fourteen 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 Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-4881
Daniel W. Simms Division of	Revision No.: 18
Director Wage Determination:	s 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.

State: Michigan

Area: Michigan Counties of Gratiot Huron Isabella Lake Mason Mecosta Newaygo Oceana Osceola Sanilac Shiawassee Tuscola

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.80
01012 - Accounting Clerk II		17.73
01013 - Accounting Clerk III		19.83
01020 - Administrative Assistant		24.05
01035 - Court Reporter		21.35
01041 - Customer Service		13.27
Representative I		
01042 - Customer Service		14.93
Representative II		

01043 - Customer Service Representative III		16.28
01051 - Data Entry Operator I		15.80
01052 - Data Entry Operator II		17.24
01060 - Dispatcher Motor Vehicle		22.28
01070 - Document Preparation Clerk		15.19
01090 - Duplicating Machine Operator		15.19
01111 - General Clerk I		13.85
01112 - General Clerk I 01112 - General Clerk II		15.05
01112 - General Clerk II 01113 - General Clerk III		16.96
01120 - Housing Referral Assistant		21.26
01141 - Messenger Courier		13.37
01191 - Order Clerk I		14.89
01192 - Order Clerk II		16.25
01261 - Personnel Assistant		16.76
(Employment) I		10.70
01262 - Personnel Assistant		18.74
		18./4
(Employment) II 01263 - Personnel Assistant		20.89
(Employment) III		20.09
01270 - Production Control Clerk		22.77
01290 - Rental Clerk		15.99
01290 - Scheduler Maintenance		17.06
		17.06
01311 - Secretary I 01312 - Secretary I		
01312 - Secretary II		19.08
01313 - Secretary III		21.26
01320 - Service Order Dispatcher		19.91
01410 - Supply Technician		24.05
01420 - Survey Worker		20.79
01460 - Switchboard		13.64
Operator/Receptionist		10 70
01531 - Travel Clerk I		13.79
01532 - Travel Clerk II		14.98
01533 - Travel Clerk III		16.22
01611 - Word Processor I		17.15
01612 - Word Processor II		19.25
01613 - Word Processor III		21.54
05000 - Automotive Service Occupations		00 10
05005 - Automobile Body Repairer		22.12
Fiberglass		00 14
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		19.51
05070 - Automotive Worker		19.51
05110 - Mobile Equipment Servicer		18.27
05130 - Motor Equipment Metal		20.76
Mechanic		10 51
05160 - Motor Equipment Metal Worker		19.51
05190 - Motor Vehicle Mechanic		20.76
05220 - Motor Vehicle Mechanic		17.65
Helper		

05250 - Motor Vehicle Upholstery	18.89
Worker	10 51
05280 - Motor Vehicle Wrecker	19.51
05310 - Painter Automotive	20.14
05340 - Radiator Repair Specialist	19.51
05370 - Tire Repairer	18.49
05400 - Transmission Repair	20.76
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.65
07041 - Cook I	13.02
07042 - Cook II	14.27
07070 - Dishwasher	10.93
07130 - Food Service Worker	11.40
07210 - Meat Cutter	15.27
07260 - Waiter/Waitress	10.61
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	21.10
09040 - Furniture Handler	17.69
09080 - Furniture Refinisher	23.21
09090 - Furniture Refinisher Helper	20.01
09110 - Furniture Repairer Minor	21.93
09130 - Upholsterer	21.10
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.62
11060 - Elevator Operator	13.86
11090 - Gardener	15.46
11122 - Housekeeping Aide	13.86
11150 - Janitor	13.86
11210 - Laborer Grounds Maintenance	13.01
11240 - Maid or Houseman	12.02
11260 - Pruner	12.00
11270 - Tractor Operator	14.64
11330 - Trail Maintenance Worker	13.01
11360 - Window Cleaner	14.96
12000 - Health Occupations	
12010 - Ambulance Driver	19.40
12011 - Breath Alcohol Technician	20.87
12012 - Certified Occupational	28.63
Therapist Assistant	
12015 - Certified Physical Therapist	24.77
Assistant	
12020 - Dental Assistant	19.16
12025 - Dental Hygienist	32.04
12030 - EKG Technician	26.22
12035 - Electroneurodiagnostic	26.22
Technologist	

12040 - Emergency Medical Technician	19.40
12071 - Licensed Practical Nurse I	18.66
12072 - Licensed Practical Nurse II	20.87
12073 - Licensed Practical Nurse III	23.26
12100 - Medical Assistant	16.43
12130 - Medical Laboratory	25.61
Technician	
12160 - Medical Record Clerk	16.88
12190 - Medical Record Technician	19.57
12195 - Medical Transcriptionist	17.71
12210 - Nuclear Medicine	34.28
Technologist	
12221 - Nursing Assistant I	13.14
12222 - Nursing Assistant II	14.76
12223 - Nursing Assistant III	16.11
12224 - Nursing Assistant IV	18.09
12235 - Optical Dispenser	17.04
12236 - Optical Technician	18.66
12250 - Pharmacy Technician	14.53
12280 - Phlebotomist	16.53
12305 - Radiologic Technologist	26.95
12311 - Registered Nurse I	27.50
12312 - Registered Nurse II	33.64
12313 - Registered Nurse II	33.64
Specialist	
12314 - Registered Nurse III	40.71
12315 - Registered Nurse III	40.71
Anesthetist	
12316 - Registered Nurse IV	48.78
12317 - Scheduler (Drug and Alcohol	25.85
Testing)	
12320 - Substance Abuse Treatment	26.57
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	20.10
13012 - Exhibits Specialist II	25.28
13013 - Exhibits Specialist III	30.92
13041 - Illustrator I	18.61
13042 - Illustrator II	23.45
13043 - Illustrator III	30.92
13047 - Librarian	25.96
13050 - Library Aide/Clerk	12.12
13054 - Library Information	25.57
Technology Systems	
Administrator	
13058 - Library Technician	15.73
13061 - Media Specialist I	16.32
13062 - Media Specialist II	18.25
13063 - Media Specialist III	20.36

13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.69
13075 - Photographer V		34.71
13090 - Technical Order Library		16.85
Clerk		
13110 - Video Teleconference		20.18
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		15.68
14042 - Computer Operator II		17.53
14043 - Computer Operator III		19.54
14044 - Computer Operator IV		21.72
14045 - Computer Operator V		24.05
14071 - Computer Programmer I	(see 1)	20.41
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(200 1)	15.68
Operator		20.00
14160 - Personal Computer Support		21.72
Technician		~~ • / ~
14170 - System Support Specialist		24.99
15000 - Instructional Occupations		21.99
15010 - Aircrew Training Devices		30.78
Instructor (Non-Rated)		00.70
15020 - Aircrew Training Devices		37.24
Instructor (Rated)		57.24
15030 - Air Crew Training Devices		44.63
Instructor (Pilot)		44.05
15050 - Computer Based Training		30.78
Specialist / Instructor		30.70
15060 - Educational Technologist		38.16
15070 - Flight Instructor (Pilot)		44.63
15080 - Graphic Artist		
15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed		22.51
Jet/Prop		45.13
15086 - Maintenance Test Pilot		45.13
		40.10
Rotary Wing		45.13
15088 - Non-Maintenance Test/Co-		40.13
Pilot		20 10
15090 - Technical Instructor		20.16
15095 - Technical Instructor/Course		24.64
Developer		10 00
15110 - Test Proctor		16.29

	1 6 0 0
15120 - Tutor	16.29
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 07
16010 - Assembler	11.37
16030 - Counter Attendant	11.37
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	16.00
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And	
Repair Occupations	00 11
19010 - Machine-Tool Operator (Tool	22.11
Room)	
19040 - Tool And Die Maker	25.86
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	20.74
21030 - Material Coordinator	22.77
21040 - Material Expediter	22.77
21050 - Material Handling Laborer	15.81
21071 - Order Filler	17.47
21080 - Production Line Worker (Food	20.74
Processing)	10.05
21110 - Shipping Packer	19.25
21130 - Shipping/Receiving Clerk	19.25
21140 - Store Worker I	18.20
21150 - Stock Clerk	22.92
21210 - Tools And Parts Attendant	20.74
21410 - Warehouse Specialist	20.74
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	23.97
23019 - Aircraft Logs and Records	20.92
Technician	00.04
23021 - Aircraft Mechanic I	23.04
23022 - Aircraft Mechanic II	23.97
23023 - Aircraft Mechanic III	24.93
23040 - Aircraft Mechanic Helper	19.55
23050 - Aircraft Painter	25.66
23060 - Aircraft Servicer	20.92
23070 - Aircraft Survival Flight	25.66
Equipment Technician	01 (1
23080 - Aircraft Worker	21.61

23091 - Aircrew Life Support	21.61
Equipment (ALSE) Mechanic	21.01
-	23.04
23092 - Aircrew Life Support	23.04
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	21.10
23120 - Bicycle Repairer	19.81
23125 - Cable Splicer	42.76
23130 - Carpenter Maintenance	23.21
23140 - Carpet Layer	20.44
23160 - Electrician Maintenance	29.53
23181 - Electronics Technician	28.54
Maintenance I	
23182 - Electronics Technician	29.67
Maintenance II	
23183 - Electronics Technician	31.11
Maintenance III	
23260 - Fabric Worker	20.76
23290 - Fire Alarm System Mechanic	23.67
23310 - Fire Extinguisher Repairer	19.81
23311 - Fuel Distribution System	34.45
Mechanic	51.15
23312 - Fuel Distribution System	28.84
Operator	20.04
23370 - General Maintenance Worker	18.58
23380 - Ground Support Equipment	23.04
Mechanic	
23381 - Ground Support Equipment	20.92
Servicer	
23382 - Ground Support Equipment	21.61
Worker	
23391 - Gunsmith I	19.81
23392 - Gunsmith II	21.72
23393 - Gunsmith III	23.67
23410 - Heating Ventilation And Air-	21.50
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	22.31
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.71
23440 - Heavy Equipment Operator	23.61
23460 - Instrument Mechanic	23.67
23465 - Laboratory/Shelter Mechanic	22.58
23470 - Laborer	15.81
23510 - Locksmith	22.58
23530 - Machinery Maintenance	25.13
Mechanic	23.13
23550 - Machinist Maintenance	23.04
25550 - Machinist Mathlehance	23.04

23580 - Maintenance Trades Helper	17.01
23591 - Metrology Technician I	23.67
23592 - Metrology Technician II	24.57
23593 - Metrology Technician III	25.52
23640 - Millwright	32.40
23710 - Office Appliance Repairer	19.95
23760 - Painter Maintenance	21.10
23790 - Pipefitter Maintenance	28.95
23810 - Plumber Maintenance	25.41
23820 - Pneudraulic Systems Mechanic	23.67
23850 - Rigger	23.67
23870 - Scale Mechanic	21.72
23890 - Sheet-Metal Worker	24.41
Maintenance	01 55
23910 - Small Engine Mechanic	21.57
23931 - Telecommunications Mechanic	23.59
I	
23932 - Telecommunications Mechanic	24.42
II	00.04
23950 - Telephone Lineman	23.04
23960 - Welder Combination	22.10
Maintenance	00.04
23965 - Well Driller	23.04
23970 - Woodcraft Worker	23.67
23980 - Woodworker	19.81
24000 - Personal Needs Occupations	14 07
24550 - Case Manager	14.07
24570 - Child Care Attendant	11.39
24580 - Child Care Center Clerk 24610 - Chore Aide	14.20
	12.21
24620 - Family Readiness And Support	14.07
Services	
Coordinator	1445
24630 - Homemaker	14.45
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.41
25040 - Sewage Plant Operator	24.79
25070 - Stationary Engineer	27.41
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	21.57
	24.79
Operator 27000 - Protective Service Occupations	
ZIVVV - FICLECLIVE SERVICE UCCUDATIONS	19.57
_	
27004 - Alarm Monitor	
27004 - Alarm Monitor 27007 - Baggage Inspector	13.40
27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer	13.40 27.71
27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	13.40 27.71 21.01
27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler	13.40 27.71 21.01 17.04
27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	13.40 27.71 21.01

27101 - Guard I			13.40
27102 - Guard II			17.04
27131 - Police Officer I			23.25
27132 - Police Officer II			25.85
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			14.46
28042 - Carnival Equipment Repairer			15.38
28043 - Carnival Worker			11.67
28210 - Gate Attendant/Gate Tender			17.23
28310 - Lifequard			15.39
28350 - Park Attendant (Aide)			19.27
28510 - Recreation Aide/Health			14.63
Facility Attendant			
28515 - Recreation Specialist			23.73
28630 - Sports Official			15.35
28690 - Swimming Pool Operator			19.46
29000 - Stevedoring/Longshoremen			19.10
Occupational Services			
29010 - Blocker And Bracer			27.72
29010 - Blocker And Bracer 29020 - Hatch Tender			27.72
29020 - Hatch Tender 29030 - Line Handler			
			27.72
29041 - Stevedore I			26.93
29042 - Stevedore II			28.96
30000 - Technical Occupations		<u></u>	
30010 - Air Traffic Control	(see	2)	44.24
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	30.50
Specialist Station (HFO)			
30012 - Air Traffic Control			33.59
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			18.98
30022 - Archeological Technician II			21.22
30023 - Archeological Technician III			25.77
30030 - Cartographic Technician			26.30
30040 - Civil Engineering Technician			28.90
30051 - Cryogenic Technician I			26.67
30052 - Cryogenic Technician II			29.47
30061 - Drafter/CAD Operator I			18.98
30062 - Drafter/CAD Operator II			21.22
30063 - Drafter/CAD Operator III			23.66
30064 - Drafter/CAD Operator IV			29.12
30081 - Engineering Technician I			17.03
30082 - Engineering Technician II			19.12
30083 - Engineering Technician III			21.39
30084 - Engineering Technician IV			26.50
30085 - Engineering Technician V			32.41
30086 - Engineering Technician VI			39.22
30090 - Environmental Technician			26.30
30095 - Evidence Control Specialist			24.09
-			21.07
30210 - Laboratory Technician			21.97

30221 - Latent Fingerprint			26.67
Technician I			
30222 - Latent Fingerprint			29.47
Technician II			
30240 - Mathematical Technician			28.93
30361 - Paralegal/Legal Assistant I			22.22
30362 - Paralegal/Legal Assistant II			27.53
30363 - Paralegal/Legal Assistant			33.67
III			
30364 - Paralegal/Legal Assistant IV			40.75
30375 - Petroleum Supply Specialist			29.47
30390 - Photo-Optics Technician			26.30
30395 - Radiation Control Technician			29.47
30461 - Technical Writer I			25.66
30462 - Technical Writer II			31.42
30463 - Technical Writer III			36.76
30491 - Unexploded Ordnance (UXO)			28.11
Technician I			
30492 - Unexploded Ordnance (UXO)			34.01
Technician II			
30493 - Unexploded Ordnance (UXO)			40.77
Technician III			
30494 - Unexploded (UXO) Safety			28.11
Escort			
30495 - Unexploded (UXO) Sweep			28.11
Personnel			
30501 - Weather Forecaster I			29.34
30502 - Weather Forecaster II			35.70
30620 - Weather Observer Combined	(see	2)	23.66
Upper Air Or	(000	2 /	20.00
Surface Programs			
30621 - Weather Observer Senior	(see	21	25.76
	(see	2)	23.70
31000 - Transportation/Mobile			
Equipment Operation Occupations			04 01
31010 - Airplane Pilot			34.01
31020 - Bus Aide			13.65
31030 - Bus Driver			16.95
21042 Driver Courier			1/ 25
31043 - Driver Courier			14.35
31260 - Parking and Lot Attendant			13.35
31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver			
31260 - Parking and Lot Attendant			13.35
31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver			13.35 16.75
31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver			13.35 16.75 16.89
 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 			13.35 16.75 16.89 15.23
 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 			13.35 16.75 16.89 15.23 15.96
 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 			13.35 16.75 16.89 15.23 15.96 21.27
<pre>31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations</pre>			13.35 16.75 16.89 15.23 15.96 21.27 21.27
<pre>31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>			13.35 16.75 16.89 15.23 15.96 21.27 21.27 16.58
<pre>31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier</pre>			13.35 16.75 16.89 15.23 15.96 21.27 21.27 21.27
<pre>31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>			13.35 16.75 16.89 15.23 15.96 21.27 21.27 16.58

99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker	13.04
I	
99252 - Laboratory Animal Caretaker	13.87
II	
99260 - Marketing Analyst	26.72
99310 - Mortician	31.98
99410 - Pest Controller	20.50
99510 - Photofinishing Worker	14.77
99710 - Recycling Laborer	19.33
99711 - Recycling Specialist	22.20
99730 - Refuse Collector	17.91
99810 - Sales Clerk	11.85
99820 - School Crossing Guard	11.67
99830 - Survey Party Chief	20.85
99831 - Surveying Aide	11.91
99832 - Surveying Technician	17.81
99840 - Vending Machine Attendant	24.49
99841 - Vending Machine Repairer	28.50
99842 - Vending Machine Repairer	24.49
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of fourteen 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 Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-4883
Daniel W. Simms Division of	Revision No.: 18
Director Wage Determination	ns 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.

State: Michigan

Area: Michigan Counties of Branch Hillsdale Ionia Saint Joseph

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.72
01012 - Accounting Clerk II		17.66
01013 - Accounting Clerk III		19.75
01020 - Administrative Assistant		24.05
01035 - Court Reporter		21.35
01041 - Customer Service		13.27
Representative I		
01042 - Customer Service		14.93
Representative II		

01043 - Customer Service Representative III		16.28
01051 - Data Entry Operator I		15.80
01052 - Data Entry Operator II		17.24
01060 - Dispatcher Motor Vehicle		22.28
01070 - Document Preparation Clerk		15.19
01090 - Duplicating Machine Operator		15.19
01111 - General Clerk I		13.85
01112 - General Clerk II		15.11
01113 - General Clerk III		16.96
01120 - Housing Referral Assistant		21.26
01141 - Messenger Courier		13.37
01191 - Order Clerk I		14.89
01192 - Order Clerk II		16.25
01261 - Personnel Assistant		16.76
(Employment) I		10.70
01262 - Personnel Assistant		18.74
(Employment) II		10./4
01263 - Personnel Assistant		20.89
(Employment) III		20.05
01270 - Production Control Clerk		22.77
01290 - Rental Clerk		15.88
01300 - Scheduler Maintenance		17.06
01311 - Secretary I		17.06
01312 - Secretary II		19.08
01313 - Secretary III		21.26
01320 - Service Order Dispatcher		19.91
01410 - Supply Technician		24.05
01420 - Survey Worker		20.79
01460 - Switchboard		13.64
Operator/Receptionist		10.01
operator, heceperonise		
01531 - Travel Clerk I		13 79
01531 - Travel Clerk I 01532 - Travel Clerk II		13.79 14 98
01532 - Travel Clerk II		14.98
01532 - Travel Clerk II 01533 - Travel Clerk III		14.98 16.22
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		14.98 16.22 17.15
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II		14.98 16.22 17.15 19.25
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		14.98 16.22 17.15
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations		14.98 16.22 17.15 19.25 21.54
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer		14.98 16.22 17.15 19.25
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations	Electrician	14.98 16.22 17.15 19.25 21.54 22.06
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	14.98 16.22 17.15 19.25 21.54 22.06 21.05
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	14.98 16.22 17.15 19.25 21.54 22.06 21.05 20.05
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	14.98 16.22 17.15 19.25 21.54 22.06 21.05 20.05 20.05
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	14.98 16.22 17.15 19.25 21.54 22.06 21.05 20.05 20.05 18.05
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	14.98 16.22 17.15 19.25 21.54 22.06 21.05 20.05 20.05
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	14.98 16.22 17.15 19.25 21.54 22.06 21.05 20.05 20.05 18.05
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	14.98 16.22 17.15 19.25 21.54 22.06 21.05 20.05 20.05 18.05 22.06
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	14.98 16.22 17.15 19.25 21.54 22.06 21.05 20.05 18.05 22.06 20.05

05250 - Motor Vehicle Upholstery	19.05
Worker	0.0.05
05280 - Motor Vehicle Wrecker	20.05
05310 - Painter Automotive	21.05
05340 - Radiator Repair Specialist	20.05
05370 - Tire Repairer	17.62
05400 - Transmission Repair	22.06
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	17.67
07041 - Cook I	16.28
07042 - Cook II	17.67
07070 - Dishwasher	13.43
07130 - Food Service Worker	13.43
07210 - Meat Cutter	17.67
07260 - Waiter/Waitress	14.12
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.63
09040 - Furniture Handler	17.47
09080 - Furniture Refinisher	22.69
09090 - Furniture Refinisher Helper	19.67
09110 - Furniture Repairer Minor	21.93
09130 - Upholsterer	20.63
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.95
11060 - Elevator Operator	13.86
11090 - Gardener	15.98
11122 - Housekeeping Aide	13.86
11150 - Janitor	13.86
11210 - Laborer Grounds Maintenance	13.86
11240 - Maid or Houseman	12.02
11260 - Pruner	14.77
11270 - Tractor Operator	15.57
11330 - Trail Maintenance Worker	13.86
11360 - Window Cleaner	14.96
12000 - Health Occupations	
12010 - Ambulance Driver	19.26
12011 - Breath Alcohol Technician	20.87
12012 - Certified Occupational	28.63
Therapist Assistant	
12015 - Certified Physical Therapist	24.77
Assistant	
12020 - Dental Assistant	19.16
12025 - Dental Hygienist	32.04
12030 - EKG Technician	26.22
12035 - Electroneurodiagnostic	26.22
Technologist	

12040 - Emergency Medical Technician 19.26 12071 - Licensed Practical Nurse II 20.87 12073 - Licensed Practical Nurse III 23.26 12100 - Medical Assistant 16.43 12130 - Medical Assistant 16.43 12160 - Medical Record Clerk 16.88 12190 - Medical Record Technician 19.57 12191 - Nuclear Medicine 74.17 Technologist 17.11 12221 - Nursing Assistant I 13.14 12222 - Nursing Assistant III 16.81 12223 - Nursing Assistant III 16.11 12224 - Nursing Assistant IV 18.09 12235 - Optical Dispenser 16.81 12236 - Optical Technician 16.28 12230 - Phaleotomist 16.53 12312 - Registered Nurse II 33.64 12313 - Registered Nurse III 33.64 12314 - Registered Nurse III 40.71 12315 - Registered Nurse III 40.71 12316 - Registered Nurse III 40.71 12317 - Scheduler (Drug and Alcohol 25.85 Testing) 13000 - Information And Arts 0ccupations 13041 - Illustrator III <td< th=""><th></th><th>10.00</th></td<>		10.00
12072 - Licensed Practical Nurse II 20.87 12073 - Licensed Practical Nurse III 23.26 12100 - Medical Assistant 16.43 12130 - Medical Record Clerk 16.88 12160 - Medical Record Technician 19.57 12195 - Medical Record Technician 19.57 12100 - Nuclear Medicine 34.17 Technologist 11 12221 - Nursing Assistant I 13.14 12222 - Nursing Assistant II 16.81 12235 - Optical Dispenser 16.81 12250 - Pharmacy Technician 18.66 12250 - Pharmacy Technician 16.28 12235 - Optical Technologist 26.95 12311 - Registered Nurse I 27.50 12312 - Registered Nurse II 33.64 12313 - Registered Nurse III 40.71 12314 - Registered Nurse III 40.71 12315 - Registered Nurse III 40.71 12316 - Scheduler (Drug and Alcohol 25.85 Testing) 12320 - Substance Abuse Treatment 26.57 13001 - Information And Arts 22.12 13013 - Exhibits Specialist I 17.85 13042 - Illustrator II 17.85 <td>12040 - Emergency Medical Technician</td> <td>19.26</td>	12040 - Emergency Medical Technician	19.26
12073 - Licensed Practical Nurse III 23.26 12100 - Medical Assistant 16.43 12130 - Medical Laboratory 26.47 Technician 12.160 - Medical Record Clerk 16.88 12190 - Medical Record Technician 19.57 12195 - Medical Transcriptionist 17.71 12210 - Nuclear Medicine 34.17 Technologist 13.14 12222 - Nursing Assistant II 14.76 12223 - Nursing Assistant IV 18.09 12235 - Optical Dispenser 16.81 12236 - Optical Technician 16.63 12280 - Phlebotomist 16.53 12305 - Radiologic Technologist 26.95 12311 - Registered Nurse II 33.64 Specialist 12313 - Registered Nurse III 40.71 12314 - Registered Nurse III 40.71 12315 - Registered Nurse IV 48.78 12317 - Scheduler (Drug and Alcohol 25.85 Testing) 13011 - Exhibits Specialist II 17.85 13012 - Exhibits Specialist II 17.85 13042 - Illustrator II 13041 - Illustrator II 27.06 13043 - Illustrator III 13042 - Illustrator III		
12100 - Medical Assistant 16.43 12130 - Medical Laboratory 26.47 Technician 12160 - Medical Record Clerk 16.68 12190 - Medical Transcriptionist 17.71 121210 - Nuclear Medicine 34.17 Technologist 34.17 12221 - Nursing Assistant I 13.14 12222 - Nursing Assistant II 16.81 12223 - Nursing Assistant IV 18.09 12235 - Optical Dispenser 16.81 12236 - Optical Technician 18.66 12250 - Pharmacy Technician 16.53 12305 - Radiologic Technologist 26.95 12311 - Registered Nurse II 33.64 12312 - Registered Nurse III 33.64 12313 - Registered Nurse III 40.71 12314 - Registered Nurse III 40.71 12315 - Registered Nurse IV 48.78 12317 - Scheduler (Drug and Alcohol 25.85 Testing) 13011 - Exhibits Specialist I 17.85 13012 - Exhibits Specialist II 17.85 13013 - Exhibits Specialist III 27.06 13042 - Illustrator II 27.06 13041 - Illustrator II 27.06		
12130 - Medical Laboratory 26.47 Technician 12160 - Medical Record Clerk 16.88 12195 - Medical Record Technician 19.57 12195 - Medical Record Technician 19.57 12210 - Nuclear Medicine 34.17 Technologist 13.14 12221 - Nursing Assistant I 13.14 12222 - Nursing Assistant II 16.81 12235 - Optical Dispenser 16.81 12236 - Optical Technician 18.66 12230 - Pharmacy Technician 16.28 12200 - Phlebotomist 16.53 12312 - Registered Nurse II 33.64 12312 - Registered Nurse III 33.64 12313 - Registered Nurse III 40.71 12315 - Registered Nurse III 40.71 12316 - Registered Nurse III 40.71 12317 - Scheduler (Drug and Alcohol 25.85 Testing) 13011 - Exhibits Specialist I 17.85 13012 - Exhibits Specialist II 27.06 13013 - Exhibits Specialist II 27.80 13014 - Tilustrator I 7.85 13015 - Substance Abuse Treatment 26.57 Coupations 13041 - Tilustrator I		
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13042 - Illustrator II 22.12 13043 - Illustrator III 27.06 13047 - Librarian 24.50 13050 - Library Aide/Clerk 13.54 13054 - Library Information 22.12 Technology Systems 3.54 Administrator 3.81 13058 - Library Technician 13.81 13061 - Media Specialist I 15.96 13062 - Media Specialist II 17.85	13013 - Exhibits Specialist III	27.06
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-	13061 - Media Specialist I	15.96
13063 - Media Specialist III 19.90	13062 - Media Specialist II	17.85
	13063 - Media Specialist III	19.90

13071 - Photographer I		16.10
13072 - Photographer II		17.05
13073 - Photographer III		20.11
13074 - Photographer IV		24.60
13075 - Photographer V		29.76
13090 - Technical Order Library		16.85
Clerk		
13110 - Video Teleconference		20.18
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.12
14042 - Computer Operator II		19.15
14043 - Computer Operator III		21.36
14044 - Computer Operator IV		23.73
14045 - Computer Operator V		26.27
14071 - Computer Programmer I	(see 1)	21.24
14072 - Computer Programmer II	(see 1)	26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	()	17.12
Operator		-
14160 - Personal Computer Support		23.73
Technician		
14170 - System Support Specialist		26.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		31.13
Instructor (Non-Rated)		01110
15020 - Aircrew Training Devices		37.66
Instructor (Rated)		
15030 - Air Crew Training Devices		45.13
Instructor (Pilot)		10,110
15050 - Computer Based Training		31.13
Specialist / Instructor		01.10
15060 - Educational Technologist		38.16
15070 - Flight Instructor (Pilot)		45.13
15080 - Graphic Artist		21.86
15085 - Maintenance Test Pilot Fixed		45.13
Jet/Prop		
15086 - Maintenance Test Pilot		45.13
Rotary Wing		-0.10
15088 - Non-Maintenance Test/Co-		45.13
Pilot		10.10
15090 - Technical Instructor		24.30
15095 - Technical Instructor/Course		29.73
Developer		27.15
15110 - Test Proctor		19.97
TOTIO TESC FLOCIOL		19.91

	10 07
15120 - Tutor	19.97
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 07
16010 - Assembler	11.37
16030 - Counter Attendant	11.37
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	16.00
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	21.43
Room)	
19040 - Tool And Die Maker	25.52
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	19.32
21030 - Material Coordinator	22.77
21040 - Material Expediter	22.77
21050 - Material Handling Laborer	15.81
21071 - Order Filler	16.79
21080 - Production Line Worker (Food	20.02
Processing)	
21110 - Shipping Packer	17.11
21130 - Shipping/Receiving Clerk	17.11
21140 - Store Worker I	18.20
21150 - Stock Clerk	22.92
21210 - Tools And Parts Attendant	19.32
21410 - Warehouse Specialist	19.79
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	23.40
23019 - Aircraft Logs and Records	19.88
Technician	
23021 - Aircraft Mechanic I	22.38
23022 - Aircraft Mechanic II	23.40
23023 - Aircraft Mechanic III	24.43
23040 - Aircraft Mechanic Helper	18.22
23050 - Aircraft Painter	21.77
23060 - Aircraft Servicer	19.88
23070 - Aircraft Survival Flight	21.77
Equipment Technician	
23080 - Aircraft Worker	20.70

	00 70
23091 - Aircrew Life Support	20.70
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	22.38
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	22.21
23120 - Bicycle Repairer	19.81
23125 - Cable Splicer	43.16
23130 - Carpenter Maintenance	20.92
23140 - Carpet Layer	21.72
23160 - Electrician Maintenance	26.12
23181 - Electronics Technician	28.54
Maintenance I	
23182 - Electronics Technician	29.67
Maintenance II	
23183 - Electronics Technician	31.11
Maintenance III	
23260 - Fabric Worker	20.76
23290 - Fire Alarm System Mechanic	23.67
23310 - Fire Extinguisher Repairer	19.81
23311 - Fuel Distribution System	34.45
Mechanic	
23312 - Fuel Distribution System	28.84
Operator	
23370 - General Maintenance Worker	19.06
23380 - Ground Support Equipment	22.38
Mechanic	
23381 - Ground Support Equipment	19.88
Servicer	
23382 - Ground Support Equipment	20.70
Worker	
23391 - Gunsmith I	19.81
23392 - Gunsmith II	21.72
23393 - Gunsmith III	23.67
23410 - Heating Ventilation And Air-	25.58
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	26.74
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.71
23440 - Heavy Equipment Operator	23.61
23460 - Instrument Mechanic	23.67
23465 - Laboratory/Shelter Mechanic	22.58
23470 - Laborer	15.81
23510 - Locksmith	23.06
23530 - Machinery Maintenance	23.21
Mechanic	
23550 - Machinist Maintenance	21.59

23580 - Maintenance Trades Helper	17.35
23591 - Metrology Technician I	23.67
23592 - Metrology Technician II	24.57
23593 - Metrology Technician III	25.52
23640 - Millwright	30.11
23710 - Office Appliance Repairer	20.96
23760 - Painter Maintenance	20.63
23790 - Pipefitter Maintenance	26.41
23810 - Plumber Maintenance	24.71
23820 - Pneudraulic Systems Mechanic	23.67
23850 - Rigger	23.67
23870 - Scale Mechanic	21.72
23890 - Sheet-Metal Worker	27.51
Maintenance	01 58
23910 - Small Engine Mechanic	21.57
23931 - Telecommunications Mechanic	25.28
I	06.15
23932 - Telecommunications Mechanic	26.15
II	
23950 - Telephone Lineman	23.24
23960 - Welder Combination	21.46
Maintenance	00 70
23965 - Well Driller	22.73
23970 - Woodcraft Worker	23.67
23980 - Woodworker	19.81
24000 - Personal Needs Occupations	
24550 - Case Manager	14.75
24570 - Child Care Attendant	11.59
24580 - Child Care Center Clerk 24610 - Chore Aide	14.45
	12.62
24620 - Family Readiness And Support	14.75
Services	
Coordinator	1005
24630 - Homemaker	16.05
25000 - Plant And System Operations	
Occupations 25010 - Boiler Tender	27.41
25010 - Boller Tender 25040 - Sewage Plant Operator	27.41
25040 - Sewage Flant Operator 25070 - Stationary Engineer	24.79
	27.41
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	21.75
Operator	24.19
-	
27000 - Protective Service Occupations 27004 - Alarm Monitor	19.57
27004 - Alarm Monitor 27007 - Baggage Inspector	13.40
27007 - Baggage Inspector 27008 - Corrections Officer	27.71
27008 - Corrections Officer 27010 - Court Security Officer	27.71
27010 - Court Security Officer 27030 - Detection Dog Handler	16.64
27030 - Detection Dog Handler 27040 - Detention Officer	27.71
27040 - Detention Officer 27070 - Firefighter	17.65
ZIVIV - FILELIGILLEL	T1.03

27101 - Guard I			13.40
27102 - Guard II			16.64
27131 - Police Officer I			24.29
27132 - Police Officer II			26.51
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			15.15
28042 - Carnival Equipment Repairer			15.81
28043 - Carnival Worker			13.47
28210 - Gate Attendant/Gate Tender			17.13
28310 - Lifeguard			15.09
28350 - Park Attendant (Aide)			19.15
28510 - Recreation Aide/Health			13.98
Facility Attendant			
28515 - Recreation Specialist			23.73
28630 - Sports Official			15.26
28690 - Swimming Pool Operator			20.18
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			29.92
29020 - Hatch Tender			29.92
29030 - Line Handler			29.92
29041 - Stevedore I			28.72
29042 - Stevedore II			31.42
30000 - Technical Occupations			01112
30010 - Air Traffic Control	(see	2)	44.24
Specialist Center (HFO)	(000	2,	
30011 - Air Traffic Control	(see	2)	30.50
Specialist Station (HFO)	(000	- /	00.00
30012 - Air Traffic Control			33.59
Specialist Terminal (HFO) (see 2)			00.00
30021 - Archeological Technician I			18.21
30022 - Archeological Technician II			20.36
30023 - Archeological Technician III			25.23
30030 - Cartographic Technician			25.23
30040 - Civil Engineering Technician			28.90
30051 - Cryogenic Technician I			26.67
30052 - Cryogenic Technician II			29.47
30061 - Drafter/CAD Operator I			18.21
30062 - Drafter/CAD Operator II			20.36
30063 - Drafter/CAD Operator III			20.00
			22 72
			22.72
30064 - Drafter/CAD Operator IV			27.94
30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I			27.94 16.53
30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II			27.94 16.53 18.57
30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III			27.94 16.53 18.57 21.34
30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV			27.94 16.53 18.57 21.34 25.73
30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V			27.94 16.53 18.57 21.34 25.73 31.24
30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI			27.94 16.53 18.57 21.34 25.73 31.24 37.80
30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI 30090 - Environmental Technician			27.94 16.53 18.57 21.34 25.73 31.24 37.80 25.81
30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI			27.94 16.53 18.57 21.34 25.73 31.24 37.80

30221 - Latent Fingerprint Technician I	2	26.67
	~	
30222 - Latent Fingerprint	2	29.47
Technician II	-	
30240 - Mathematical Technician		27.75
30361 - Paralegal/Legal Assistant I		2.22
30362 - Paralegal/Legal Assistant II	2	27.53
30363 - Paralegal/Legal Assistant	3	3.67
III		
30364 - Paralegal/Legal Assistant IV	4	0.75
30375 - Petroleum Supply Specialist	2	.9.47
30390 - Photo-Optics Technician	2	25.23
30395 - Radiation Control Technician		29.47
30461 - Technical Writer I		25.23
30462 - Technical Writer II		30.88
30463 - Technical Writer III		35.65
30491 - Unexploded Ordnance (UXO)	2	28.11
Technician I		
30492 - Unexploded Ordnance (UXO)	3	34.01
Technician II		
30493 - Unexploded Ordnance (UXO)	4	0.77
Technician III		
30494 - Unexploded (UXO) Safety	2	28.11
Escort		
30495 - Unexploded (UXO) Sweep	2	.8.11
Personnel		
30501 - Weather Forecaster I	2	.9.34
30502 - Weather Forecaster II		35.70
30620 - Weather Observer Combined (see		22.72
Upper Air Or	2 / 2	
Surface Programs		
_	2)	26.49
	۷) ۷	.0.49
31000 - Transportation/Mobile		
Equipment Operation Occupations		1
31010 - Airplane Pilot		84.01
31010 - Airplane Pilot 31020 - Bus Aide	1	3.18
31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver	1 1	3.18
31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier	1 1 1	3.18 6.71 5.94
31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver	1 1 1	3.18
31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier	1 1 1 1	3.18 6.71 5.94
31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant	1 1 1 1 1	.3.18 .6.71 .5.94 .3.35
31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver	1 1 1 1 1 1	.3.18 .6.71 .5.94 .3.35 .7.34
31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver	1 1 1 1 1 1 1 1	.3.18 .6.71 .5.94 .3.35 .7.34 .7.34 .6.87
<pre>31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium</pre>	1 1 1 1 1 1 1 1 1	3.18 6.71 5.94 3.35 7.34 7.34 6.87 7.81
<pre>31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy</pre>	1 1 1 1 1 1 1 1 2	.3.18 .6.71 .5.94 .3.35 .7.34 .7.34 .6.87 .7.81 .1.92
<pre>31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer</pre>	1 1 1 1 1 1 1 1 2	3.18 6.71 5.94 3.35 7.34 7.34 6.87 7.81
<pre>31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations</pre>	1 1 1 1 1 1 1 1 2 2	3.18 6.71 5.94 3.35 7.34 7.34 6.87 7.81 1.92
<pre>31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>	1 1 1 1 1 1 1 1 2 2 2	3.18 6.71 5.94 3.35 7.34 7.34 6.87 7.81 1.92 1.92
<pre>31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier</pre>	1 1 1 1 1 1 1 1 2 2 2 2 1 1	.3.18 .6.71 .5.94 .3.35 .7.34 .7.34 .6.87 .7.81 .1.92 .1.92 .1.92
<pre>31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>	1 1 1 1 1 1 1 1 2 2 2 2 1 1 1 1 1 1	3.18 6.71 5.94 3.35 7.34 7.34 6.87 7.81 1.92 1.92

99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker	13.39
I	
99252 - Laboratory Animal Caretaker	14.18
II	
99260 - Marketing Analyst	26.72
99310 - Mortician	31.89
99410 - Pest Controller	19.98
99510 - Photofinishing Worker	14.77
99710 - Recycling Laborer	19.33
99711 - Recycling Specialist	22.20
99730 - Refuse Collector	17.91
99810 - Sales Clerk	11.85
99820 - School Crossing Guard	12.21
99830 - Survey Party Chief	21.71
99831 - Surveying Aide	11.40
99832 - Surveying Technician	18.09
99840 - Vending Machine Attendant	24.49
99841 - Vending Machine Repairer	28.56
99842 - Vending Machine Repairer	24.49
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of fourteen 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 Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of	Wage Determination No.: 2015-4885
Director Wage Determination:	B 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.

State: Michigan

Area: Michigan County of Allegan

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.72
01012 - Accounting Clerk II		17.66
01013 - Accounting Clerk III		19.75
01020 - Administrative Assistant		24.05
01035 - Court Reporter		21.35
01041 - Customer Service		13.27
Representative I		
01042 - Customer Service		14.93
Representative II		

01043 - Customer Service Representative III		16.28
01051 - Data Entry Operator I		15.80
01052 - Data Entry Operator II		17.24
01060 - Dispatcher Motor Vehicle		22.28
01070 - Document Preparation Clerk		15.19
01090 - Duplicating Machine Operator		15.19
01111 - General Clerk I		13.85
01112 - General Clerk II		15.11
01113 - General Clerk III		16.96
01120 - Housing Referral Assistant		21.26
01141 - Messenger Courier		13.37
01191 - Order Clerk I		14.74
01192 - Order Clerk II		16.08
01261 - Personnel Assistant		16.76
(Employment) I		10.70
01262 - Personnel Assistant		18.74
(Employment) II		10./4
01263 - Personnel Assistant		20.89
(Employment) III		20.09
01270 - Production Control Clerk		22.77
01290 - Rental Clerk		16.06
01300 - Scheduler Maintenance		17.06
01311 - Secretary I		17.06
01312 - Secretary II		19.08
01313 - Secretary III		21.26
01320 - Service Order Dispatcher		19.91
01410 - Supply Technician		24.05
01420 - Survey Worker		20.79
01460 - Switchboard		13.64
Operator/Receptionist		10 80
01531 - Travel Clerk I		13.79
01532 - Travel Clerk II		14.98
01533 - Travel Clerk III		16.22
01611 - Word Processor I		17.15
01612 - Word Processor II		19.25
01613 - Word Processor III		21.54
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		22.64
05005 - Automobile Body Repairer Fiberglass		
05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	20.63
05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	20.63 19.84
05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	20.63 19.84 19.84
05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	20.63 19.84 19.84 18.24
05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	20.63 19.84 19.84
05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	20.63 19.84 19.84 18.24 21.75
05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	20.63 19.84 19.84 18.24 21.75
05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	20.63 19.84 19.84 18.24 21.75
05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	20.63 19.84 19.84 18.24 21.75

05250 - Motor Vehicle Upholstery	19.06
Worker	1004
05280 - Motor Vehicle Wrecker	19.84
05310 - Painter Automotive	20.63
05340 - Radiator Repair Specialist	19.84
05370 - Tire Repairer	17.62
05400 - Transmission Repair	21.46
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	16.72
07041 - Cook I	15.04
07042 - Cook II	16.72
07070 - Dishwasher	12.21
07130 - Food Service Worker	12.21
07210 - Meat Cutter	16.72
07260 - Waiter/Waitress	12.84
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.43
09040 - Furniture Handler	17.13
09080 - Furniture Refinisher	21.37
09090 - Furniture Refinisher Helper	19.23
09110 - Furniture Repairer Minor	21.27
09130 - Upholsterer	19.43
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.62
11060 - Elevator Operator	14.00
11090 - Gardener	15.46
11122 - Housekeeping Aide	14.00
11150 - Janitor	14.00
11210 - Laborer Grounds Maintenance	13.40
11240 - Maid or Houseman	12.02
11260 - Pruner	12.52
11270 - Tractor Operator	15.20
11330 - Trail Maintenance Worker	13.40
11360 - Window Cleaner	14.96
12000 - Health Occupations	
12010 - Ambulance Driver	18.52
12011 - Breath Alcohol Technician	20.87
12012 - Certified Occupational	28.63
Therapist Assistant	
12015 - Certified Physical Therapist	24.77
Assistant	
12020 - Dental Assistant	19.16
12025 - Dental Hygienist	32.04
12030 - EKG Technician	26.59
12035 - Electroneurodiagnostic	26.59
Technologist	

12040 - Emergency Medical Technician	18.52
12071 - Licensed Practical Nurse I	18.66
12072 - Licensed Practical Nurse II	20.87
12073 - Licensed Practical Nurse III	23.26
12100 - Medical Assistant	16.43
12130 - Medical Laboratory	26.47
Technician	
12160 - Medical Record Clerk	16.88
12190 - Medical Record Technician	19.40
12195 - Medical Transcriptionist	17.71
12210 - Nuclear Medicine	34.17
Technologist	10 11
12221 - Nursing Assistant I	13.14
12222 - Nursing Assistant II	14.76
12223 - Nursing Assistant III	16.11
12224 - Nursing Assistant IV	18.09
12235 - Optical Dispenser	16.81
12236 - Optical Technician	18.66
12250 - Pharmacy Technician	15.42
12280 - Phlebotomist	16.53
12305 - Radiologic Technologist	26.95
12311 - Registered Nurse I	27.50
12312 - Registered Nurse II	33.64
12313 - Registered Nurse II	33.64
Specialist	
12314 - Registered Nurse III	40.71
12315 - Registered Nurse III	40.71
Anesthetist	
12316 - Registered Nurse IV	48.78
12317 - Scheduler (Drug and Alcohol	25.85
Testing)	
12320 - Substance Abuse Treatment	26.57
Counselor	
13000 - Information And Arts	
Occupations	10 50
13011 - Exhibits Specialist I	19.50
13012 - Exhibits Specialist II	24.16
13013 - Exhibits Specialist III	29.56
13041 - Illustrator I	19.50
13042 - Illustrator II	24.16
13043 - Illustrator III	29.56
13047 - Librarian	26.75
13050 - Library Aide/Clerk	12.57
13054 - Library Information	24.16
Technology Systems	
Administrator	14 65
13058 - Library Technician	14.65
13061 - Media Specialist I	17.43
13062 - Media Specialist II	19.50
13063 - Media Specialist III	21.75

13071 - Photographer I		16.53
13072 - Photographer II		18.46
13073 - Photographer III		22.04
13074 - Photographer IV		26.31
13075 - Photographer V		31.63
13090 - Technical Order Library		16.85
Clerk		
13110 - Video Teleconference		21.17
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.22
14042 - Computer Operator II		18.14
14043 - Computer Operator III		20.23
14044 - Computer Operator IV		22.49
14045 - Computer Operator V		24.89
14071 - Computer Programmer I	(see 1)	20.78
14072 - Computer Programmer II	(see 1)	25.74
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	. ,	16.22
Operator		
14160 - Personal Computer Support		22.49
Technician		
14170 - System Support Specialist		24.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		33.21
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		40.15
Instructor (Rated)		
15030 - Air Crew Training Devices		45.13
Instructor (Pilot)		
15050 - Computer Based Training		33.21
Specialist / Instructor		
15060 - Educational Technologist		38.16
15070 - Flight Instructor (Pilot)		45.13
15080 - Graphic Artist		23.15
15085 - Maintenance Test Pilot Fixed		45.13
Jet/Prop		
15086 - Maintenance Test Pilot		45.13
Rotary Wing		
15088 - Non-Maintenance Test/Co-		45.13
Pilot		
15090 - Technical Instructor		20.43
15095 - Technical Instructor/Course		24.99
Developer		2
15110 - Test Proctor		16.48
		10.10

15100 mater	1 (10
15120 - Tutor	16.48
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 07
16010 - Assembler	11.37
16030 - Counter Attendant	11.37
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	1 6 0 0
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	22.72
Room)	
19040 - Tool And Die Maker	25.50
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	20.21
21030 - Material Coordinator	22.77
21040 - Material Expediter	22.77
21050 - Material Handling Laborer	15.81
21071 - Order Filler	15.26
21080 - Production Line Worker (Food	20.21
Processing)	
21110 - Shipping Packer	17.11
21130 - Shipping/Receiving Clerk	17.11
21140 - Store Worker I	18.20
21150 - Stock Clerk	22.92
21210 - Tools And Parts Attendant	20.21
21410 - Warehouse Specialist	20.21
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	24.62
23019 - Aircraft Logs and Records	20.34
Technician	
23021 - Aircraft Mechanic I	23.56
23022 - Aircraft Mechanic II	24.62
23023 - Aircraft Mechanic III	25.70
23040 - Aircraft Mechanic Helper	18.93
23050 - Aircraft Painter	26.83
23060 - Aircraft Servicer	20.34
23070 - Aircraft Survival Flight	26.83
Equipment Technician	
23080 - Aircraft Worker	21.41

	01 41
23091 - Aircrew Life Support	21.41
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	23.56
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	22.58
23120 - Bicycle Repairer	19.81
23125 - Cable Splicer	43.16
23130 - Carpenter Maintenance	19.61
23140 - Carpet Layer	20.41
23160 - Electrician Maintenance	26.12
23181 - Electronics Technician	28.54
Maintenance I	
23182 - Electronics Technician	29.67
Maintenance II	
23183 - Electronics Technician	31.11
Maintenance III	
23260 - Fabric Worker	20.76
23290 - Fire Alarm System Mechanic	23.67
23310 - Fire Extinguisher Repairer	19.81
23311 - Fuel Distribution System	34.45
Mechanic	
23312 - Fuel Distribution System	28.84
Operator	
23370 - General Maintenance Worker	18.51
23380 - Ground Support Equipment	23.56
Mechanic	
23381 - Ground Support Equipment	20.34
Servicer	
23382 - Ground Support Equipment	21.41
Worker	
23391 - Gunsmith I	19.81
23392 - Gunsmith II	21.72
23393 - Gunsmith III	23.67
23410 - Heating Ventilation And Air-	23.55
Conditioning	20.00
Mechanic	
23411 - Heating Ventilation And Air	24.62
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.71
23440 - Heavy Equipment Operator	23.61
23460 - Instrument Mechanic	23.67
23465 - Laboratory/Shelter Mechanic	22.58
23470 - Laborar	15.81
23510 - Locksmith	22.58
23530 - Machinery Maintenance	24.08
Mechanic	24.00
23550 - Machinist Maintenance	20.88
25550 - Machinist Mathlehance	20.00

23580 - Maintenance Trades Helper	17.74
23591 - Metrology Technician I	23.67
23592 - Metrology Technician II	24.57
23593 - Metrology Technician III	25.52
23640 - Millwright	30.11
23710 - Office Appliance Repairer	19.70
23760 - Painter Maintenance	19.93
23790 - Pipefitter Maintenance	25.30
23810 - Plumber Maintenance	22.31
23820 - Pneudraulic Systems Mechanic	23.67
23850 - Rigger	23.67
23870 - Scale Mechanic	21.72
23890 - Sheet-Metal Worker	22.06
Maintenance	
23910 - Small Engine Mechanic	21.57
23931 - Telecommunications Mechanic	25.67
I	
23932 - Telecommunications Mechanic	26.95
II	
23950 - Telephone Lineman	24.90
23960 - Welder Combination	20.88
Maintenance	
23965 - Well Driller	22.73
23970 - Woodcraft Worker	23.67
23980 - Woodworker	19.81
24000 - Personal Needs Occupations	
24550 - Case Manager	14.45
24570 - Child Care Attendant	12.09
24580 - Child Care Center Clerk	15.07
24610 - Chore Aide	12.21
24620 - Family Readiness And Support	14.45
Services	
Coordinator	
24630 - Homemaker	16.74
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.41
25040 - Sewage Plant Operator	24.79
25070 - Stationary Engineer	27.41
25190 - Ventilation Equipment Tender	21.20
25210 - Water Treatment Plant	24.79
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.57
27007 - Baggage Inspector	13.40
27008 - Corrections Officer	27.71
27010 - Court Security Officer	21.92
27030 - Detection Dog Handler	17.25
27040 - Detention Officer	27.71
27070 - Firefighter	19.68

27101 - Guard I			13.40
27102 - Guard II			17.25
27131 - Police Officer I			25.86
27132 - Police Officer II			28.70
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			14.46
28042 - Carnival Equipment Repairer			15.38
28043 - Carnival Worker			12.21
28210 - Gate Attendant/Gate Tender			17.13
28310 - Lifeguard			16.68
28350 - Park Attendant (Aide)			19.15
28510 - Recreation Aide/Health			13.98
Facility Attendant			
28515 - Recreation Specialist			23.73
28630 - Sports Official			15.26
28690 - Swimming Pool Operator			18.63
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			31.36
29020 - Hatch Tender			31.36
29030 - Line Handler			31.36
29041 - Stevedore I			29.79
29042 - Stevedore II			32.92
30000 - Technical Occupations			02102
30010 - Air Traffic Control	(see	2)	44.24
Specialist Center (HFO)	(500	<i>2</i> /	11•21
30011 - Air Traffic Control	(see	2)	30.50
Specialist Station (HFO)	(500	2)	00.00
30012 - Air Traffic Control			33.59
Specialist Terminal (HFO) (see 2)			55.55
30021 - Archeological Technician I			19.12
30022 - Archeological Technician II			21.39
30023 - Archeological Technician III			26.50
30030 - Cartographic Technician			26.50
30040 - Civil Engineering Technician			28.90
30051 - Cryogenic Technician I			26.67
30052 - Cryogenic Technician II			29.47
30061 - Drafter/CAD Operator I			19.12
30062 - Drafter/CAD Operator II			21.39
30063 - Drafter/CAD Operator III			23.85
30064 - Drafter/CAD Operator IV			29.34
30081 - Engineering Technician I			17.03
30082 - Engineering Technician II			19.12
30082 - Engineering Technician III			21.39
30083 - Engineering Technician IV			26.50
30084 - Engineering Technician V			32.41
30085 - Engineering Technician V 30086 - Engineering Technician VI			
50000 - Engineering rechnician VI			30 22
			39.22
30090 - Environmental Technician			25.81

30221 - Latent Fingerprint		26.67
Technician I		
30222 - Latent Fingerprint		29.47
Technician II		
30240 - Mathematical Technician		29.15
30361 - Paralegal/Legal Assistant I		22.22
30362 - Paralegal/Legal Assistant II		27.53
30363 - Paralegal/Legal Assistant		33.67
III		
30364 - Paralegal/Legal Assistant IV		40.75
30375 - Petroleum Supply Specialist		29.47
30390 - Photo-Optics Technician		26.50
30395 - Radiation Control Technician		29.47
30461 - Technical Writer I		24.09
30462 - Technical Writer II		29.47
30463 - Technical Writer III		35.65
30491 - Unexploded Ordnance (UXO)		28.11
Technician I		
30492 - Unexploded Ordnance (UXO)		34.01
Technician II		
30493 - Unexploded Ordnance (UXO)		40.77
Technician III		
30494 - Unexploded (UXO) Safety		28.11
Escort		
30495 - Unexploded (UXO) Sweep		28.11
Personnel		
30501 - Weather Forecaster I		29.34
30502 - Weather Forecaster II		35.70
	ee 2)	23.85
Upper Air Or		20.00
Surface Programs		
_	ee 2)	26.50
31000 - Transportation/Mobile	20 2)	20.30
-		
Equipment Operation Occupations		24 01
31010 - Airplane Pilot		34.01
31020 - Bus Aide		14.86
31030 - Bus Driver		18.85
31043 - Driver Courier		16.39
31260 - Parking and Lot Attendant		13.35
31290 - Shuttle Bus Driver		17.36
31310 - Taxi Driver		16.71
31361 - Truckdriver Light		17.36
31362 - Truckdriver Medium		17.61
31363 - Truckdriver Heavy		21.27
31364 - Truckdriver Tractor-Trailer		21.27
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.58
99030 - Cashier		11.41
99050 - Desk Clerk		11.33
99095 - Embalmer		31.89
		JT.09

99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker	13.39
I	
99252 - Laboratory Animal Caretaker	14.19
II	
99260 - Marketing Analyst	26.72
99310 - Mortician	31.89
99410 - Pest Controller	19.98
99510 - Photofinishing Worker	14.77
99710 - Recycling Laborer	19.33
99711 - Recycling Specialist	22.20
99730 - Refuse Collector	17.91
99810 - Sales Clerk	11.85
99820 - School Crossing Guard	12.31
99830 - Survey Party Chief	21.17
99831 - Surveying Aide	11.68
99832 - Surveying Technician	17.81
99840 - Vending Machine Attendant	22.40
99841 - Vending Machine Repairer	26.94
99842 - Vending Machine Repairer	22.40
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of fourteen 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 Day after Thanksgiving Christmas Eve and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	 Wage Determination No.: 2015-4887 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.

State: Wisconsin

Area: Wisconsin Counties of Calumet Outagamie

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.06
01012 - Accounting Clerk II		16.91
01013 - Accounting Clerk III		18.91
01020 - Administrative Assistant		26.45
01035 - Court Reporter		17.94
01041 - Customer Service		13.73
Representative I		
01042 - Customer Service		15.16
Representative II		

01043 - Customer Service Representative III		16.83
01051 - Data Entry Operator I		13.48
01052 - Data Entry Operator II		14.71
01060 - Dispatcher Motor Vehicle		21.84
01070 - Document Preparation Clerk		15.33
01090 - Duplicating Machine Operator		15.33
01111 - General Clerk I		14.55
01112 - General Clerk II		15.88
01113 - General Clerk III		17.84
01120 - Housing Referral Assistant		20.00
01141 - Messenger Courier		14.76
01191 - Order Clerk I		15.67
01192 - Order Clerk II		17.10
01261 - Personnel Assistant		16.17
(Employment) I		10.1/
01262 - Personnel Assistant		18.08
		10.00
(Employment) II 01263 - Personnel Assistant		20.15
		20.15
(Employment) III		00 O 4
01270 - Production Control Clerk		23.04
01290 - Rental Clerk		14.26
01300 - Scheduler Maintenance		16.04
01311 - Secretary I		16.04
01312 - Secretary II		17.94
01313 - Secretary III		20.00
01320 - Service Order Dispatcher		19.51
01410 - Supply Technician		26.45
01410 - Supply Technician 01420 - Survey Worker		26.45 17.80
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard		26.45
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		26.45 17.80 14.55
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		26.45 17.80 14.55 18.29
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		26.45 17.80 14.55 18.29 19.79
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk III 01533 - Travel Clerk III		26.45 17.80 14.55 18.29 19.79 21.41
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		26.45 17.80 14.55 18.29 19.79 21.41 14.28
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II		26.45 17.80 14.55 18.29 19.79 21.41 14.28 16.04
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		26.45 17.80 14.55 18.29 19.79 21.41 14.28
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III		26.45 17.80 14.55 18.29 19.79 21.41 14.28 16.04 17.94
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer		26.45 17.80 14.55 18.29 19.79 21.41 14.28 16.04
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass		26.45 17.80 14.55 18.29 19.79 21.41 14.28 16.04 17.94
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	26.45 17.80 14.55 18.29 19.79 21.41 14.28 16.04 17.94 20.10 19.16
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer	Electrician	26.45 17.80 14.55 18.29 19.79 21.41 14.28 16.04 17.94 20.10 19.16 18.37
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	26.45 17.80 14.55 18.29 19.79 21.41 14.28 16.04 17.94 20.10 19.16 18.37 18.37
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	26.45 17.80 14.55 18.29 19.79 21.41 14.28 16.04 17.94 20.10 19.16 18.37 18.37 16.97
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	26.45 17.80 14.55 18.29 19.79 21.41 14.28 16.04 17.94 20.10 19.16 18.37 18.37
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	26.45 17.80 14.55 18.29 19.79 21.41 14.28 16.04 17.94 20.10 19.16 18.37 18.37 16.97 19.76
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05005 - Automotive Glass Installer 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	26.45 17.80 14.55 18.29 19.79 21.41 14.28 16.04 17.94 20.10 19.16 18.37 18.37 16.97
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	26.45 17.80 14.55 18.29 19.79 21.41 14.28 16.04 17.94 20.10 19.16 18.37 18.37 16.97 19.76
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05005 - Automotive Glass Installer 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	26.45 17.80 14.55 18.29 19.79 21.41 14.28 16.04 17.94 20.10 19.16 18.37 18.37 16.97 19.76 18.37

05250 - Motor Vehicle Upholstery	17.77
Worker	10 07
05280 - Motor Vehicle Wrecker	18.37
05310 - Painter Automotive	19.16
05340 - Radiator Repair Specialist	18.37
05370 - Tire Repairer	15.07
05400 - Transmission Repair	19.76
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.96
07041 - Cook I	14.36
07042 - Cook II	16.11
07070 - Dishwasher	9.23
07130 - Food Service Worker	11.90
07210 - Meat Cutter	20.71
07260 - Waiter/Waitress	11.26
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	18.41
09040 - Furniture Handler	13.11
09080 - Furniture Refinisher	18.41
09090 - Furniture Refinisher Helper	14.73
09110 - Furniture Repairer Minor	16.41
09130 - Upholsterer	18.41
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.10
11060 - Elevator Operator	14.55
11090 - Gardener	21.18
11122 - Housekeeping Aide	14.55
11150 - Janitor	14.55
11210 - Laborer Grounds Maintenance	17.34
11240 - Maid or Houseman	12.22
11260 - Pruner	16.07
11270 - Tractor Operator	19.90
11330 - Trail Maintenance Worker	17.34
11360 - Window Cleaner	15.70
12000 - Health Occupations	1 7 1 7
12010 - Ambulance Driver 12011 - Breath Alcohol Technician	17.17
	21.95
12012 - Certified Occupational	27.46
Therapist Assistant	28.56
12015 - Certified Physical Therapist Assistant	20.00
12020 - Dental Assistant	20.13
12025 - Dental Hygienist	32.59
12025 - Dental Hygrenist 12030 - EKG Technician	34.59
12030 - Ekg Technician 12035 - Electroneurodiagnostic	34.59
Technologist	

12040 - Emergency Medical Technician	17.17
12071 - Licensed Practical Nurse I	19.63
12072 - Licensed Practical Nurse II	21.95
12073 - Licensed Practical Nurse III	24.47
12100 - Medical Assistant	17.55
12130 - Medical Laboratory	20.04
Technician	
12160 - Medical Record Clerk	19.55
12190 - Medical Record Technician	21.87
12195 - Medical Transcriptionist	18.06
12210 - Nuclear Medicine	48.25
Technologist	
12221 - Nursing Assistant I	12.04
12222 - Nursing Assistant II	13.54
12223 - Nursing Assistant III	14.77
12224 - Nursing Assistant IV	16.58
12235 - Optical Dispenser	16.61
12236 - Optical Technician	19.63
12250 - Pharmacy Technician	17.56
12280 - Phlebotomist	17.24
12305 - Radiologic Technologist	26.87
12311 - Registered Nurse I	24.38
12312 - Registered Nurse II	29.82
12313 - Registered Nurse II	29.82
Specialist	
12314 - Registered Nurse III	36.08
12315 - Registered Nurse III	36.08
Anesthetist	
12316 - Registered Nurse IV	43.24
12317 - Scheduler (Drug and Alcohol	27.20
Testing)	
12320 - Substance Abuse Treatment	19.64
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	22.57
13012 - Exhibits Specialist II	27.95
13013 - Exhibits Specialist III	34.20
13041 - Illustrator I	22.57
13042 - Illustrator II	27.95
13043 - Illustrator III	34.20
13047 - Librarian	30.96
13050 - Library Aide/Clerk	15.32
13054 - Library Information	27.95
Technology Systems	
Administrator	
13058 - Library Technician	14.60
13061 - Media Specialist I	20.17
13062 - Media Specialist II	22.57
13063 - Media Specialist III	25.16

13071 - Photographer I		17.81
13072 - Photographer II		19.91
13073 - Photographer III		24.67
13074 - Photographer IV		30.17
13075 - Photographer V		36.51
13090 - Technical Order Library		19.25
Clerk		
13110 - Video Teleconference		20.17
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.42
14042 - Computer Operator II		20.60
14043 - Computer Operator III		22.96
14044 - Computer Operator IV		25.52
14045 - Computer Operator V		28.26
14071 - Computer Programmer I	(see 1)	22.42
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(200 1)	18.42
Operator		10.11
14160 - Personal Computer Support		25.52
Technician		20.02
14170 - System Support Specialist		28.26
15000 - Instructional Occupations		20.20
15010 - Aircrew Training Devices		28.92
Instructor (Non-Rated)		20.92
15020 - Aircrew Training Devices		34.98
Instructor (Rated)		54.50
15030 - Air Crew Training Devices		41.92
Instructor (Pilot)		41.92
15050 - Computer Based Training		28.92
Specialist / Instructor		20.92
15060 - Educational Technologist		30.53
15070 - Flight Instructor (Pilot)		41.92
15080 - Graphic Artist		
-		21.93 41.92
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.92
15086 - Maintenance Test Pilot		41.92
		41.92
Rotary Wing		11 00
15088 - Non-Maintenance Test/Co-		41.92
Pilot		10 00
15090 - Technical Instructor		19.92
15095 - Technical Instructor/Course		24.37
Developer 15110 - Test Proctor		16.08

	1 6 0 0
15120 - Tutor	16.08
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	15.31
16030 - Counter Attendant	15.31
16040 - Dry Cleaner	17.50
16040 - Dry Cleaner 16070 - Finisher Flatwork Machine	17.30
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing	15.31
Apparel Laundry	10.01
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
19000 - Machine Tool Operation And	10.04
Repair Occupations	
19010 - Machine-Tool Operator (Tool	21.61
Room)	21.01
19040 - Tool And Die Maker	26.36
21000 - Materials Handling And Packing	20.30
Occupations	
21020 - Forklift Operator	18.05
21020 - Material Coordinator	23.04
21040 - Material Expediter	23.04
21050 - Material Handling Laborer	16.71
21071 - Order Filler	13.21
21080 - Production Line Worker (Food	18.05
Processing)	10.00
21110 - Shipping Packer	18.83
21130 - Shipping/Receiving Clerk	18.83
21140 - Store Worker I	16.06
21150 - Stock Clerk	20.26
21210 - Tools And Parts Attendant	18.05
21410 - Warehouse Specialist	18.05
23000 - Mechanics And Maintenance And	20.00
Repair Occupations	
23010 - Aerospace Structural Welder	28.38
23019 - Aircraft Logs and Records	22.65
Technician	
23021 - Aircraft Mechanic I	27.07
23022 - Aircraft Mechanic II	28.38
23023 - Aircraft Mechanic III	29.85
23040 - Aircraft Mechanic Helper	20.05
23050 - Aircraft Painter	25.40
23060 - Aircraft Servicer	22.65
23070 - Aircraft Survival Flight	25.40
Equipment Technician	
23080 - Aircraft Worker	23.94

23091 - Aircrew Life Support	23.94
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	27.07
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.40
23120 - Bicycle Repairer	19.87
23125 - Cable Splicer	38.98
23130 - Carpenter Maintenance	23.06
23140 - Carpet Layer	24.48
23160 - Electrician Maintenance	28.60
23181 - Electronics Technician	23.94
Maintenance I	
23182 - Electronics Technician	25.40
Maintenance II	
23183 - Electronics Technician	27.07
Maintenance III	
23260 - Fabric Worker	22.65
23290 - Fire Alarm System Mechanic	27.07
23310 - Fire Extinguisher Repairer	21.34
23311 - Fuel Distribution System	27.07
Mechanic	
23312 - Fuel Distribution System	22.61
Operator	
23370 - General Maintenance Worker	22.38
23380 - Ground Support Equipment	27.07
Mechanic	
23381 - Ground Support Equipment	22.65
Servicer	
23382 - Ground Support Equipment	23.94
Worker	
23391 - Gunsmith I	21.34
23392 - Gunsmith II	23.94
23393 - Gunsmith III	27.07
23410 - Heating Ventilation And Air-	24.55
Conditioning	21.00
Mechanic	
23411 - Heating Ventilation And Air	25.74
Contidioning	20.71
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.73
23440 - Heavy Equipment Operator	28.32
23460 - Instrument Mechanic	27.07
23465 - Laboratory/Shelter Mechanic	25.40
23470 - Laborar	16.71
23510 - Locksmith	25.40
23530 - Machinery Maintenance	25.40
Mechanic	20.10
23550 - Machinist Maintenance	21.78
	21.10

23580 - Maintenance Trades Helper	16.20
23591 - Metrology Technician I	27.07
23592 - Metrology Technician II	28.38
23593 - Metrology Technician III	29.85
23640 - Millwright	28.79
23710 - Office Appliance Repairer	21.85
23760 - Painter Maintenance	21.45
23790 - Pipefitter Maintenance	33.69
23810 - Plumber Maintenance	31.61
23820 - Pneudraulic Systems Mechanic	27.07
23850 - Rigger	27.07
23870 - Scale Mechanic	23.94
23890 - Sheet-Metal Worker	27.97
Maintenance	
23910 - Small Engine Mechanic	23.94
23931 - Telecommunications Mechanic	28.35
I	
23932 - Telecommunications Mechanic	29.72
II	
23950 - Telephone Lineman	25.93
23960 - Welder Combination	22.09
Maintenance	
23965 - Well Driller	27.07
23970 - Woodcraft Worker	27.07
23980 - Woodworker	21.34
24000 - Personal Needs Occupations	
24550 - Case Manager	20.64
24570 - Child Care Attendant	10.57
24580 - Child Care Center Clerk	15.19
24610 - Chore Aide	13.32
24620 - Family Readiness And Support	20.64
Services	
Coordinator	
24630 - Homemaker	20.64
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.07
25040 - Sewage Plant Operator	27.26
25070 - Stationary Engineer	27.07
25190 - Ventilation Equipment Tender	20.19
25210 - Water Treatment Plant	27.26
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.86
27007 - Baggage Inspector	14.08
27008 - Corrections Officer	27.16
27010 - Court Security Officer	21.40
27030 - Detection Dog Handler	15.74
27040 - Detention Officer	27.16
27070 - Firefighter	22.19

27101 - Guard I		14.08
27102 - Guard II		15.74
27131 - Police Officer I		27.26
27132 - Police Officer II		30.30
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.66
28042 - Carnival Equipment Repairer		12.82
28043 - Carnival Worker		10.13
28210 - Gate Attendant/Gate Tender		14.39
28310 - Lifeguard		11.84
28350 - Park Attendant (Aide)		16.10
28510 - Recreation Aide/Health		11.75
Facility Attendant		
28515 - Recreation Specialist		18.88
28630 - Sports Official		12.82
28690 - Swimming Pool Operator		17.53
29000 - Stevedoring/Longshoremen		1,100
Occupational Services		
29010 - Blocker And Bracer		23.94
29020 - Hatch Tender		23.94
29030 - Line Handler		23.94
29041 - Stevedore I		22.65
29042 - Stevedore II		25.40
30000 - Technical Occupations		23.40
30010 - Air Traffic Control	(see 2)	40.29
Specialist Center (HFO)	(See 2)	40.29
30011 - Air Traffic Control	(see 2)	27.78
Specialist Station (HFO)	(See 2)	21.10
30012 - Air Traffic Control		30.59
Specialist Terminal (HFO) (see 2)		50.59
30021 - Archeological Technician I		20.20
30022 - Archeological Technician II		22.59
30023 - Archeological Technician III		27.97
30030 - Cartographic Technician		27.97
30040 - Civil Engineering Technician		27.09
30051 - Cryogenic Technician I		30.99
30052 - Cryogenic Technician II		34.23
30061 - Drafter/CAD Operator I		20.20
· · ·		22.59
30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III		25.18
30064 - Drafter/CAD Operator IV		30.99
• •		
30081 - Engineering Technician I		15.40
30082 - Engineering Technician II		18.41
30083 - Engineering Technician III		20.86
30084 - Engineering Technician IV		25.84
30085 - Engineering Technician V		31.61
30086 - Engineering Technician VI		38.25
30090 - Environmental Technician		27.97
30095 - Evidence Control Specialist		27.97
30210 - Laboratory Technician		24.05

30221 - Latent Fingerprint			30.99
Technician I			
30222 - Latent Fingerprint			34.23
Technician II			
30240 - Mathematical Technician			27.97
30361 - Paralegal/Legal Assistant I			20.84
30362 - Paralegal/Legal Assistant II			25.82
30363 - Paralegal/Legal Assistant			31.58
III			
30364 - Paralegal/Legal Assistant IV			38.22
30375 - Petroleum Supply Specialist			34.23
30390 - Photo-Optics Technician			27.97
30395 - Radiation Control Technician			34.23
30461 - Technical Writer I			27.43
30462 - Technical Writer II			33.54
30463 - Technical Writer III			39.55
30491 - Unexploded Ordnance (UXO)			25.60
Technician I			20.00
30492 - Unexploded Ordnance (UXO)			30.98
Technician II			00.90
30493 - Unexploded Ordnance (UXO)			37.13
Technician III			57.15
30494 - Unexploded (UXO) Safety			25.60
Escort			23.00
			25.60
30495 - Unexploded (UXO) Sweep Personnel			23.00
30501 - Weather Forecaster I			30.99
30502 - Weather Forecaster II	/	\sim	37.69
	(see	∠)	25.18
Upper Air Or			
Surface Programs	,	<u></u>	
	(see	2)	27.97
31000 - Transportation/Mobile			
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			14.72
31030 - Bus Driver			19.09
31043 - Driver Courier			15.63
31260 - Parking and Lot Attendant			13.64
31290 - Shuttle Bus Driver			15.45
31310 - Taxi Driver			12.99
31361 - Truckdriver Light			16.63
31362 - Truckdriver Medium			17.65
31363 - Truckdriver Heavy			21.86
31364 - Truckdriver Tractor-Trailer			21.86
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			11.37
99050 - Desk Clerk			11.44
99095 - Embalmer			32.56

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.72
I	
99252 - Laboratory Animal Caretaker	14.60
II	
99260 - Marketing Analyst	25.99
99310 - Mortician	32.56
99410 - Pest Controller	24.43
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.19
99711 - Recycling Specialist	22.03
99730 - Refuse Collector	17.79
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	17.47
99830 - Survey Party Chief	27.54
99831 - Surveying Aide	16.09
99832 - Surveying Technician	21.03
99840 - Vending Machine Attendant	16.82
99841 - Vending Machine Repairer	19.96
99842 - Vending Machine Repairer	16.82
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-4889 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.

State: Wisconsin

Area: Wisconsin Counties of Chippewa Eau Claire

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.27
01012 - Accounting Clerk II		17.15
01013 - Accounting Clerk III		19.18
01020 - Administrative Assistant		27.97
01035 - Court Reporter		18.48
01041 - Customer Service		13.57
Representative I		
01042 - Customer Service		14.80
Representative II		

01043 - Customer Service Representative III		16.63
01051 - Data Entry Operator I		14.92
01052 - Data Entry Operator II		16.28
01060 - Dispatcher Motor Vehicle		19.56
01070 - Document Preparation Clerk		17.23
01090 - Duplicating Machine Operator		17.23
01111 - General Clerk I		13.58
01112 - General Clerk II		14.82
01113 - General Clerk III		16.65
01120 - Housing Referral Assistant		20.60
01141 - Messenger Courier		12.50
01191 - Order Clerk I		16.78
01192 - Order Clerk II		18.31
01261 - Personnel Assistant		16.14
(Employment) I		10.14
01262 - Personnel Assistant		18.05
		10.05
(Employment) II 01263 - Personnel Assistant		20.12
		20.12
(Employment) III		20 E.C
01270 - Production Control Clerk		22.56
01290 - Rental Clerk		16.44
01300 - Scheduler Maintenance		16.51
01311 - Secretary I		16.51
01312 - Secretary II		18.48
01313 - Secretary III		20.60
01320 - Service Order Dispatcher		17.46
01320 - Service Order Dispatcher 01410 - Supply Technician		17.46 27.97
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker		17.46 27.97 17.27
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard		17.46 27.97
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		17.46 27.97 17.27 15.15
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		17.46 27.97 17.27 15.15 17.61
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		17.46 27.97 17.27 15.15 17.61 19.01
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		17.46 27.97 17.27 15.15 17.61 19.01 20.44
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		17.46 27.97 17.27 15.15 17.61 19.01 20.44 14.71
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II		17.46 27.97 17.27 15.15 17.61 19.01 20.44 14.71 16.51
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		17.46 27.97 17.27 15.15 17.61 19.01 20.44 14.71
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III		17.46 27.97 17.27 15.15 17.61 19.01 20.44 14.71 16.51 18.48
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		17.46 27.97 17.27 15.15 17.61 19.01 20.44 14.71 16.51
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass		17.46 27.97 17.27 15.15 17.61 19.01 20.44 14.71 16.51 18.48
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	17.46 27.97 17.27 15.15 17.61 19.01 20.44 14.71 16.51 18.48 21.87 21.40
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer	Electrician	17.46 27.97 17.27 15.15 17.61 19.01 20.44 14.71 16.51 18.48 21.87 21.40 20.29
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	17.46 27.97 17.27 15.15 17.61 19.01 20.44 14.71 16.51 18.48 21.87 21.87 21.40 20.29 20.29
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	17.46 27.97 17.27 15.15 17.61 19.01 20.44 14.71 16.51 18.48 21.87 21.40 20.29
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	17.46 27.97 17.27 15.15 17.61 19.01 20.44 14.71 16.51 18.48 21.87 21.87 21.40 20.29 20.29
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	17.46 27.97 17.27 15.15 17.61 19.01 20.44 14.71 16.51 18.48 21.87 21.87 21.40 20.29 20.29 18.08 22.49
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	17.46 27.97 17.27 15.15 17.61 19.01 20.44 14.71 16.51 18.48 21.87 21.40 20.29 20.29 18.08
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	17.46 27.97 17.27 15.15 17.61 19.01 20.44 14.71 16.51 18.48 21.87 21.87 21.40 20.29 20.29 18.08 22.49
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	17.46 27.97 17.27 15.15 17.61 19.01 20.44 14.71 16.51 18.48 21.87 21.40 20.29 20.29 18.08 22.49

05250 - Motor Vehicle Upholstery	19.18
Worker	
05280 - Motor Vehicle Wrecker	20.29
05310 - Painter Automotive	21.40
05340 - Radiator Repair Specialist	20.29
05370 - Tire Repairer	15.46
05400 - Transmission Repair	22.49
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	16.40
07041 - Cook I	14.38
07042 - Cook II	16.13
07070 - Dishwasher	9.66
07130 - Food Service Worker	12.29
07210 - Meat Cutter	16.55
07260 - Waiter/Waitress	9.69
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.46
09040 - Furniture Handler	13.34
09080 - Furniture Refinisher	19.46
09090 - Furniture Refinisher Helper	15.44
09110 - Furniture Repairer Minor	17.45
09130 - Upholsterer	19.46
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.87
11060 - Elevator Operator	13.87
11090 - Gardener	17.82
11122 - Housekeeping Aide	14.11
11150 - Janitor	14.11
11210 - Laborer Grounds Maintenance	14.45
11240 - Maid or Houseman	11.76
11260 - Pruner	13.32
11270 - Tractor Operator	16.73
11330 - Trail Maintenance Worker	14.45
11360 - Window Cleaner	15.31
12000 - Health Occupations	
12010 - Ambulance Driver	20.31
12011 - Breath Alcohol Technician	19.76
12012 - Certified Occupational	27.10
Therapist Assistant	
12015 - Certified Physical Therapist	26.27
Assistant	
12020 - Dental Assistant	18.08
12025 - Dental Hygienist	33.30
12030 - EKG Technician	29.94
12035 - Electroneurodiagnostic	29.94
Technologist	

12040 - Emergency Medical Technician	20.31
12071 - Licensed Practical Nurse I	17.67
12072 - Licensed Practical Nurse II	19.76
12073 - Licensed Practical Nurse III	22.02
12100 - Medical Assistant	20.09
12130 - Medical Laboratory	27.16
Technician	
12160 - Medical Record Clerk	17.64
12190 - Medical Record Technician	19.73
12195 - Medical Transcriptionist	21.08
12210 - Nuclear Medicine	43.42
Technologist	
12221 - Nursing Assistant I	11.48
12222 - Nursing Assistant II	12.90
12223 - Nursing Assistant III	14.07
12224 - Nursing Assistant IV	15.80
12235 - Optical Dispenser	17.74
12236 - Optical Technician	17.67
12250 - Pharmacy Technician	16.62
12280 - Phlebotomist	17.81
12305 - Radiologic Technologist	29.07
12311 - Registered Nurse I	25.15
12312 - Registered Nurse II	30.76
12313 - Registered Nurse II	30.76
Specialist	
12314 - Registered Nurse III	37.22
12315 - Registered Nurse III	37.22
Anesthetist	
12316 - Registered Nurse IV	44.61
12317 - Scheduler (Drug and Alcohol	25.16
Testing)	
12320 - Substance Abuse Treatment	21.70
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	18.33
13012 - Exhibits Specialist II	22.72
13013 - Exhibits Specialist III	27.79
13041 - Illustrator I	18.33
13042 - Illustrator II	22.72
13043 - Illustrator III	27.79
13047 - Librarian	25.18
13050 - Library Aide/Clerk	14.61
13054 - Library Information	22.72
Technology Systems	
Administrator	
13058 - Library Technician	20.01
13061 - Media Specialist I	16.39
13062 - Media Specialist II	18.33
13063 - Media Specialist III	20.44

13071 - Photographer I		15.39
13072 - Photographer II		17.21
13073 - Photographer III		21.32
13074 - Photographer IV		26.08
13075 - Photographer V		31.56
13090 - Technical Order Library		19.40
Clerk		
13110 - Video Teleconference		19.98
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		15.94
14042 - Computer Operator II		17.82
14043 - Computer Operator III		19.86
14044 - Computer Operator IV		22.08
14045 - Computer Operator V		24.45
14071 - Computer Programmer I	(see 1)	20.94
14072 - Computer Programmer II	(see 1)	25.94
14073 - Computer Programmer III	(see 1)	20.91
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II 14103 - Computer Systems Analyst III	(see 1)	
14105 - Peripheral Equipment	(366 1)	15.94
		13.94
Operator		22.09
14160 - Personal Computer Support		22.08
Technician		00 07
14170 - System Support Specialist		28.97
15000 - Instructional Occupations		00.00
15010 - Aircrew Training Devices		28.32
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		34.27
Instructor (Rated)		
15030 - Air Crew Training Devices		41.07
Instructor (Pilot)		
15050 - Computer Based Training		28.32
Specialist / Instructor		
15060 - Educational Technologist		32.45
15070 - Flight Instructor (Pilot)		41.07
15080 - Graphic Artist		22.32
15085 - Maintenance Test Pilot Fixed		41.07
Jet/Prop		
15086 - Maintenance Test Pilot		41.07
Rotary Wing		
15088 - Non-Maintenance Test/Co-		41.07
Pilot		
15090 - Technical Instructor		19.23
15095 - Technical Instructor/Course		23.52
Developer		
15110 - Test Proctor		15.55

15120 - Tutor	15.55
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	12.00
16010 - Assembler	13.22
16030 - Counter Attendant	13.22
16040 - Dry Cleaner	15.65
16070 - Finisher Flatwork Machine	13.22
16090 - Presser Hand	13.22
16110 - Presser Machine Drycleaning	13.22
16130 - Presser Machine Shirts	13.22
16160 - Presser Machine Wearing	13.22
Apparel Laundry	
16190 - Sewing Machine Operator	16.57
16220 - Tailor	17.51
16250 - Washer Machine	13.89
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	22.60
Room)	
19040 - Tool And Die Maker	27.25
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	17.82
21030 - Material Coordinator	22.56
21040 - Material Expediter	22.56
21050 - Material Handling Laborer	16.83
21071 - Order Filler	12.89
21080 - Production Line Worker (Food	17.82
Processing)	
21110 - Shipping Packer	17.99
21130 - Shipping/Receiving Clerk	17.99
21140 - Store Worker I	14.13
21150 - Stock Clerk	18.08
21210 - Tools And Parts Attendant	17.82
21410 - Warehouse Specialist	17.82
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	29.30
23019 - Aircraft Logs and Records	23.83
Technician	
23021 - Aircraft Mechanic I	27.93
23022 - Aircraft Mechanic II	29.30
23023 - Aircraft Mechanic III	30.67
23040 - Aircraft Mechanic Helper	21.09
23050 - Aircraft Painter	26.58
23060 - Aircraft Servicer	23.83
23070 - Aircraft Survival Flight	26.58
Equipment Technician	
23080 - Aircraft Worker	25.19

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23091 - Aircrew Life Support	25.19
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	27.93
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.67
23120 - Bicycle Repairer	22.47
23125 - Cable Splicer	44.38
23130 - Carpenter Maintenance	27.22
23140 - Carpet Layer	25.19
23160 - Electrician Maintenance	34.13
23181 - Electronics Technician	25.19
Maintenance I	
23182 - Electronics Technician	26.58
Maintenance II	
23183 - Electronics Technician	27.93
Maintenance III	
23260 - Fabric Worker	23.83
23290 - Fire Alarm System Mechanic	27.93
23310 - Fire Extinguisher Repairer	22.47
23311 - Fuel Distribution System	27.93
Mechanic	
23312 - Fuel Distribution System	22.47
Operator	22 • 1 /
23370 - General Maintenance Worker	21.68
23380 - Ground Support Equipment	27.93
Mechanic	21.55
23381 - Ground Support Equipment	23.83
Servicer	23.05
23382 - Ground Support Equipment	25.19
Worker	23.19
23391 - Gunsmith I	22 47
23391 - Gunsmith I 23392 - Gunsmith II	22.47
	25.19
23393 - Gunsmith III	27.93
23410 - Heating Ventilation And Air-	26.33
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	27.62
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.81
23440 - Heavy Equipment Operator	28.42
23460 - Instrument Mechanic	27.93
23465 - Laboratory/Shelter Mechanic	26.58
23470 - Laborer	16.83
23510 - Locksmith	26.58
23530 - Machinery Maintenance	23.71
Mechanic	
23550 - Machinist Maintenance	19.83

23580 - Maintenance Trades Helper	19.72
23591 - Metrology Technician I	27.93
23592 - Metrology Technician II	29.30
23593 - Metrology Technician III	30.67
23640 - Millwright	32.31
23710 - Office Appliance Repairer	21.64
23760 - Painter Maintenance	20.78
23790 - Pipefitter Maintenance	34.74
23810 - Plumber Maintenance	32.46
23820 - Pneudraulic Systems Mechanic	27.93
23850 - Rigger	27.93
23870 - Scale Mechanic	25.19
23890 - Sheet-Metal Worker	27.94
Maintenance	
23910 - Small Engine Mechanic	25.19
23931 - Telecommunications Mechanic	25.65
I	
23932 - Telecommunications Mechanic	26.84
II	
23950 - Telephone Lineman	26.61
23960 - Welder Combination	20.92
Maintenance	
23965 - Well Driller	27.93
23970 - Woodcraft Worker	27.93
23980 - Woodworker	22.47
24000 - Personal Needs Occupations	
24550 - Case Manager	23.75
24570 - Child Care Attendant	11.84
24580 - Child Care Center Clerk	14.76
24610 - Chore Aide	12.41
24620 - Family Readiness And Support	23.75
Services	
Coordinator	
24630 - Homemaker	23.75
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.93
25040 - Sewage Plant Operator	25.96
25070 - Stationary Engineer	27.93
25190 - Ventilation Equipment Tender	21.09
25210 - Water Treatment Plant	25.96
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.69
	12.67
27007 - Baggage Inspector	01 10
27008 - Corrections Officer	21.10
27008 - Corrections Officer 27010 - Court Security Officer	19.62
27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler	19.62 15.04
27008 - Corrections Officer 27010 - Court Security Officer	19.62

			4.0. 6.7
27101 - Guard I			12.67
27102 - Guard II			15.04
27131 - Police Officer I			26.32
27132 - Police Officer II			29.25
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			12.05
28042 - Carnival Equipment Repairer			12.82
28043 - Carnival Worker			9.62
28210 - Gate Attendant/Gate Tender			16.36
28310 - Lifeguard			12.47
28350 - Park Attendant (Aide)			18.29
28510 - Recreation Aide/Health			13.34
Facility Attendant			
28515 - Recreation Specialist			22.65
28630 - Sports Official			14.56
28690 - Swimming Pool Operator			15.92
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			25.19
29020 - Hatch Tender			25.19
29030 - Line Handler			25.19
29041 - Stevedore I			23.83
29042 - Stevedore II			26.58
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			17.43
30022 - Archeological Technician II			19.51
30023 - Archeological Technician III			24.16
30030 - Cartographic Technician			24.16
30040 - Civil Engineering Technician			26.17
30051 - Cryogenic Technician I			26.47
30052 - Cryogenic Technician II			29.24
30061 - Drafter/CAD Operator I			17.43
30062 - Drafter/CAD Operator II			19.51
30063 - Drafter/CAD Operator III			21.75
30064 - Drafter/CAD Operator IV			26.76
30081 - Engineering Technician I			15.30
30082 - Engineering Technician II			17.18
30083 - Engineering Technician III			19.23
30084 - Engineering Technician IV			23.80
30085 - Engineering Technician V			29.13
30086 - Engineering Technician VI			35.23
30090 - Environmental Technician			24.16
30095 - Evidence Control Specialist			23.90
30210 - Laboratory Technician			23.30

30221 - Latent Fingerprint		26.47
Technician I		
30222 - Latent Fingerprint		29.24
Technician II		
30240 - Mathematical Technician		24.16
30361 - Paralegal/Legal Assistant I		17.29
30362 - Paralegal/Legal Assistant II		21.42
30363 - Paralegal/Legal Assistant		26.20
III		
30364 - Paralegal/Legal Assistant IV		31.71
30375 - Petroleum Supply Specialist		29.24
30390 - Photo-Optics Technician		23.90
30395 - Radiation Control Technician		29.24
30461 - Technical Writer I		24.16
30462 - Technical Writer II		29.55
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		20.00
30495 - Unexploded (UXO) Sweep		25.60
Personnel		20.00
30501 - Weather Forecaster I		26.76
30502 - Weather Forecaster II		32.55
	e 2)	21.75
Upper Air Or	0 27	21.10
Surface Programs		
_	e 2)	24.16
31000 - Transportation/Mobile	C 2)	21.10
Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		14.44
31030 - Bus Driver		19.15
31043 - Driver Courier		19.13
31260 - Parking and Lot Attendant		14.64
31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver		13.31
31290 - Shuttle Bus Driver 31310 - Taxi Driver		
		13.64
31361 - Truckdriver Light		16.09
31362 - Truckdriver Medium		17.20
31363 - Truckdriver Heavy		21.97
31364 - Truckdriver Tractor-Trailer		21.97
99000 - Miscellaneous Occupations		
99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist		15.10
99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier		15.10 11.70
99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist		15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	11.32
I	
99252 - Laboratory Animal Caretaker	12.02
II	
99260 - Marketing Analyst	23.00
99310 - Mortician	28.88
99410 - Pest Controller	21.84
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.41
99711 - Recycling Specialist	23.45
99730 - Refuse Collector	18.86
99810 - Sales Clerk	11.75
99820 - School Crossing Guard	15.39
99830 - Survey Party Chief	26.89
99831 - Surveying Aide	15.72
99832 - Surveying Technician	20.64
99840 - Vending Machine Attendant	18.04
99841 - Vending Machine Repairer	21.55
99842 - Vending Machine Repairer	18.04
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-4891 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.

State: Wisconsin

Area: Wisconsin County of Fond Du Lac

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.69
01012 - Accounting Clerk II		16.50
01013 - Accounting Clerk III		18.45
01020 - Administrative Assistant		27.59
01035 - Court Reporter		17.94
01041 - Customer Service		14.64
Representative I		
01042 - Customer Service		16.45
Representative II		

01043 - Customer Service Representative III		17.95
01051 - Data Entry Operator I		13.15
01052 - Data Entry Operator II		14.34
01060 - Dispatcher Motor Vehicle		18.11
01070 - Document Preparation Clerk		14.28
01090 - Duplicating Machine Operator		14.28
01111 - General Clerk I		14.58
01112 - General Clerk II		15.91
01113 - General Clerk III		17.87
01120 - Housing Referral Assistant		20.00
01141 - Messenger Courier		12.20
01191 - Order Clerk I		17.01
01192 - Order Clerk II		18.56
01261 - Personnel Assistant		16.04
(Employment) I		10.01
01262 - Personnel Assistant		17.94
(Employment) II		11.71
01263 - Personnel Assistant		20.00
(Employment) III		20.00
01270 - Production Control Clerk		19.61
01290 - Rental Clerk		13.48
01300 - Scheduler Maintenance		16.04
01311 - Secretary I		16.04
01312 - Secretary II		17.94
—		20.00
01313 - Secretary III 01320 Service Order Dispetcher		16.20
01320 - Service Order Dispatcher		27.59
01410 - Supply Technician		
01420 - Survey Worker 01460 - Switchboard		17.94 13.62
		13.02
Operator/Receptionist 01531 - Travel Clerk I		13.97
01532 - Travel Clerk II		15.12
01533 - Travel Clerk III		16.35
01611 - Word Processor I		14.28
01612 - Word Processor II		16.04
01613 - Word Processor III		17.94
05000 - Automotive Service Occupations		00 10
05005 - Automobile Body Repairer		20.18
Fiberglass		10 10
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		18.37
05070 - Automotive Worker		18.37
05110 - Mobile Equipment Servicer		16.97
05130 - Motor Equipment Metal		19.76
Mechanic		10 27
05160 - Motor Equipment Metal Worker		18.37
05190 - Motor Vehicle Mechanic		19.39
05220 - Motor Vehicle Mechanic		16.20
Helper		

05250 - Motor Vehicle Upholstery	17.77
Worker	10.05
05280 - Motor Vehicle Wrecker	18.37
05310 - Painter Automotive	19.16
05340 - Radiator Repair Specialist	18.37
05370 - Tire Repairer	14.59
05400 - Transmission Repair	19.76
Specialist	
07000 - Food Preparation And Service	
Occupations	1 5 0 5
07010 - Baker	15.07
07041 - Cook I	13.54
07042 - Cook II	15.19
07070 - Dishwasher	8.95
07130 - Food Service Worker	9.95
07210 - Meat Cutter	20.27
07260 - Waiter/Waitress	10.91
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	21.11
09040 - Furniture Handler	14.52
09080 - Furniture Refinisher	21.11
09090 - Furniture Refinisher Helper	16.66
09110 - Furniture Repairer Minor	18.82
09130 - Upholsterer	21.11
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.36
11060 - Elevator Operator	12.36
11090 - Gardener	19.73
11122 - Housekeeping Aide	12.05
11150 - Janitor	12.05
11210 - Laborer Grounds Maintenance	16.16
11240 - Maid or Houseman	10.41
11260 - Pruner	14.98
11270 - Tractor Operator	18.54
11330 - Trail Maintenance Worker	16.16
11360 - Window Cleaner	13.00
12000 - Health Occupations	
12010 - Ambulance Driver	21.65
12011 - Breath Alcohol Technician	22.70
12012 - Certified Occupational	27.09
Therapist Assistant	
12015 - Certified Physical Therapist	28.55
Assistant	
12020 - Dental Assistant	21.95
12025 - Dental Hygienist	34.98
12030 - EKG Technician	29.92
12035 - Electroneurodiagnostic	29.92
Technologist	

	01 65
12040 - Emergency Medical Technician	21.65
12071 - Licensed Practical Nurse I	17.66
12072 - Licensed Practical Nurse II	19.75
12073 - Licensed Practical Nurse III	22.01
12100 - Medical Assistant	18.44
12130 - Medical Laboratory	27.37
Technician	
12160 - Medical Record Clerk	17.40
12190 - Medical Record Technician	24.34
12195 - Medical Transcriptionist	17.66
12210 - Nuclear Medicine	43.40
Technologist	
12221 - Nursing Assistant I	11.98
12222 - Nursing Assistant II	13.47
12223 - Nursing Assistant III	14.69
12224 - Nursing Assistant IV	16.49
12235 - Optical Dispenser	19.75
12236 - Optical Technician	17.66
12250 - Pharmacy Technician	17.14
12280 - Phlebotomist	17.66
12305 - Radiologic Technologist	30.69
12311 - Registered Nurse I	24.64
12312 - Registered Nurse II	30.14
12313 - Registered Nurse II	30.14
Specialist	
12314 - Registered Nurse III	36.47
12315 - Registered Nurse III	36.47
Anesthetist	
12316 - Registered Nurse IV	43.71
12317 - Scheduler (Drug and Alcohol	28.12
Testing)	
12320 - Substance Abuse Treatment	27.53
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	20.77
13012 - Exhibits Specialist II	25.73
13013 - Exhibits Specialist III	31.47
13041 - Illustrator I	20.77
13042 - Illustrator II	25.73
13043 - Illustrator III	31.47
13047 - Librarian	28.46
13050 - Library Aide/Clerk	16.45
13054 - Library Information	25.71
Technology Systems	
Administrator	
13058 - Library Technician	16.67
13061 - Media Specialist I	18.55
13062 - Media Specialist II	20.71
13063 - Media Specialist III	23.13

13071 - Photographer I		18.46
13072 - Photographer II		20.66
13073 - Photographer III		25.59
13074 - Photographer IV		31.30
13075 - Photographer V		37.86
13090 - Technical Order Library		20.17
Clerk		
13110 - Video Teleconference		19.26
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.57
14042 - Computer Operator II		20.77
14043 - Computer Operator III		23.17
14044 - Computer Operator IV		25.74
14045 - Computer Operator V		29.25
14071 - Computer Programmer I	(see 1)	22.42
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		
14102 - Computer Systems Analyst I	(see 1)	
14102 Computer Systems Analyst II 14103 - Computer Systems Analyst III		
14150 - Peripheral Equipment	(See I)	18.57
Operator		10.07
14160 - Personal Computer Support		26.15
Technician		20.13
		29.25
14170 - System Support Specialist		29.25
15000 - Instructional Occupations		20.22
15010 - Aircrew Training Devices		29.33
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		35.49
Instructor (Rated)		
15030 - Air Crew Training Devices		42.53
Instructor (Pilot)		
15050 - Computer Based Training		29.33
Specialist / Instructor		
15060 - Educational Technologist		29.63
15070 - Flight Instructor (Pilot)		42.53
15080 - Graphic Artist		22.21
15085 - Maintenance Test Pilot Fixed		42.53
Jet/Prop		
15086 - Maintenance Test Pilot		42.53
Rotary Wing		
15088 - Non-Maintenance Test/Co-		42.53
Pilot		
15090 - Technical Instructor		22.73
15095 - Technical Instructor/Course		27.81
Developer		
15110 - Test Proctor		18.35

	10 05
15120 - Tutor	18.35
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	1 - 01
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	15.31
Apparel Laundry	10.00
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	21.69
Room)	
19040 - Tool And Die Maker	26.38
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	20.19
21030 - Material Coordinator	19.61
21040 - Material Expediter	19.61
21050 - Material Handling Laborer	16.65
21071 - Order Filler	12.24
21080 - Production Line Worker (Food	20.19
Processing)	10 15
21110 - Shipping Packer	18.15
21130 - Shipping/Receiving Clerk	18.15
21140 - Store Worker I	16.06
21150 - Stock Clerk	20.26
21210 - Tools And Parts Attendant	20.19
21410 - Warehouse Specialist	20.19
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	28.22
23019 - Aircraft Logs and Records	22.86
Technician	0.6.01
23021 - Aircraft Mechanic I	26.91
23022 - Aircraft Mechanic II	28.22
23023 - Aircraft Mechanic III	29.57
23040 - Aircraft Mechanic Helper	20.24
23050 - Aircraft Painter	25.47
23060 - Aircraft Servicer	22.86
23070 - Aircraft Survival Flight	25.47
Equipment Technician	
23080 - Aircraft Worker	24.17

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23091 - Aircrew Life Support	24.17
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	26.91
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.07
23120 - Bicycle Repairer	21.06
23125 - Cable Splicer	35.08
23130 - Carpenter Maintenance	29.83
23140 - Carpet Layer	24.48
23160 - Electrician Maintenance	32.90
23181 - Electronics Technician	24.17
Maintenance I	
23182 - Electronics Technician	25.47
Maintenance II	
23183 - Electronics Technician	26.91
Maintenance III	
23260 - Fabric Worker	22.86
23290 - Fire Alarm System Mechanic	26.72
23310 - Fire Extinguisher Repairer	21.54
23311 - Fuel Distribution System	26.91
Mechanic	
23312 - Fuel Distribution System	21.54
Operator	
23370 - General Maintenance Worker	20.33
23380 - Ground Support Equipment	26.91
Mechanic	
23381 - Ground Support Equipment	22.86
Servicer	
23382 - Ground Support Equipment	24.17
Worker	
23391 - Gunsmith I	21.54
23392 - Gunsmith II	24.17
23393 - Gunsmith III	26.91
23410 - Heating Ventilation And Air-	27.61
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	28.95
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.91
23440 - Heavy Equipment Operator	31.23
23460 - Instrument Mechanic	26.91
23465 - Laboratory/Shelter Mechanic	25.47
23470 - Laborer	16.65
23510 - Locksmith	25.23
23530 - Machinery Maintenance	24.61
Mechanic	
23550 - Machinist Maintenance	23.96

23580 - Maintenance Trades Helper	19.79
23591 - Metrology Technician I	26.91
23592 - Metrology Technician II	28.22
23593 - Metrology Technician III	29.57
23640 - Millwright	26.91
23710 - Office Appliance Repairer	25.07
23760 - Painter Maintenance	20.77
23790 - Pipefitter Maintenance	34.74
23810 - Plumber Maintenance	32.54
23820 - Pneudraulic Systems Mechanic	26.91
23850 - Rigger	26.91
23870 - Scale Mechanic	24.17
23890 - Sheet-Metal Worker	28.69
Maintenance	
23910 - Small Engine Mechanic	23.63
23931 - Telecommunications Mechanic	26.42
I	
23932 - Telecommunications Mechanic	27.70
II	
23950 - Telephone Lineman	26.91
23960 - Welder Combination	22.97
Maintenance	
23965 - Well Driller	26.91
23970 - Woodcraft Worker	26.91
23980 - Woodworker	21.54
24000 - Personal Needs Occupations	
24550 - Case Manager	19.24
24570 - Child Care Attendant	10.57
24580 - Child Care Center Clerk	15.19
24610 - Chore Aide	12.17
24620 - Family Readiness And Support	19.24
Services	
Coordinator	
24630 - Homemaker	19.24
25000 - Plant And System Operations	
Occupations	_
25010 - Boiler Tender	26.91
25040 - Sewage Plant Operator	25.89
25070 - Stationary Engineer	26.91
25190 - Ventilation Equipment Tender	20.24
25210 - Water Treatment Plant	25.89
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.84
27007 - Baggage Inspector	15.07
27008 - Corrections Officer	22.99
27010 - Court Security Officer	23.08
27030 - Detection Dog Handler	16.86
27040 - Detention Officer	22.99
27070 - Firefighter	21.01

27101 - Guard I 15.07 27102 - Guard II 16.86 27131 - Police Officer II 28.47 27132 - Police Officer II 31.64 28000 - Recreation Occupations 28.47 27131 - Carnival Equipment Operator 12.66 28041 - Carnival Equipment Repairer 13.07 28042 - Carnival Worker 10.13 2810 - Gate Attendant/Gate Tender 16.97 28310 - Lifeguard 15.11 28350 - Park Attendant (Aide) 18.98 28510 - Recreation Aide/Health 13.85 Facility Attendant 23.51 28630 - Sports Official 15.11 28630 - Stevedoring/Longshoremen 23.85 29000 - Stevedoring/Longshoremen 23.85 29010 - Blocker And Bracer 23.85 29030 - Line Handler 23.85 29030 - Line Handler 23.85 29041 - Stevedore I 22.63 30010 - Air Traffic Control (see 2) 27.78 Specialist Cattor (HFO) 30.59 30021 - Archeological Technician II 28.33 30022 - Archeological Technician III 25.41 300303 - Cartographic Te				
27131 - Police Officer II 28.47 27132 - Police Officer II 31.64 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 12.66 28042 - Carnival Equipment Repairer 13.07 28043 - Carnival Worker 10.13 2810 - Gate Attendant/Gate Tender 16.97 28310 - Lifeguard 15.11 28350 - Park Attendant (Aide) 18.98 28510 - Recreation Aide/Health 13.85 Facility Attendant 23.51 28630 - Sports Official 15.11 28690 - Swimming Pool Operator 19.28 29010 - Blocker And Bracer 23.85 29020 - Hatch Tender 23.85 29030 - Line Handler 23.85 29041 - Stevedore I 22.63 29042 - Stevedore II 20.63 30010 - Air Traffic Control (see 2) 30011 - Air Traffic Control (see 2) 30021 - Archeological Technician II 25.41 300302 - Archeological Technician I 28.33 30022 - Archeological Technician I 28.41 30030 - Cartographic Technician I 28.41 300302 - Archeological Technician II 25.41<				
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28000 - Recreation Occupations 12.66 28041 - Carnival Equipment Repairer 13.07 28043 - Carnival Worker 10.13 28210 - Gate Attendant/Gate Tender 16.97 28310 - Lifeguard 15.11 28350 - Park Attendant (Aide) 18.98 28510 - Recreation Aide/Health 13.85 Facility Attendant 23.51 28630 - Sports Official 15.11 28600 - Stevedoring/Longshoremen 23.85 29000 - Stevedoring/Longshoremen 23.85 29030 - Line Handler 23.85 29030 - Line Handler 23.85 29030 - Line Handler 23.85 29030 - Technical Occupations 30010 - Air Traffic Control (see 2) 27.78 30010 - Air Traffic Control (see 2) 27.78 30021 - Archeological Technician II 20.59 25.41 30030 - Cardorgraphic Technician II 20.51 30021 - Archeological Technician II 27.78 30021 - Archeological Technician II 25.41 30030 - Cardographic Technician II 27.21 30051 - Cryogenic Technician II 24.				
28041 - Carnival Equipment Operator 12.66 28042 - Carnival Worker 10.1 28043 - Carnival Worker 10.3 2810 - Gate Attendant/Gate Tender 16.97 28310 - Lifeguard 15.11 28350 - Park Attendant (Aide) 18.98 28515 - Recreation Aide/Health 13.85 Facility Attendant 23.51 28690 - Swimming Pool Operator 19.28 29010 - Stevedoring/Longshoremen 23.85 29010 - Blocker And Bracer 23.85 29010 - Blocker And Bracer 23.85 29010 - Stevedore I 22.63 29042 - Stevedore I 30.59 Specialist Center (HFO) 30.59 30011 - Air Traffic Control (see 2) 27.78 Specialist Station (HFO) 30.59 30022 - Archeological Technician I 18.33 30022 - Archeological Technician I 24.64 30051 - Cryogenic Technician I 24.64 30052 - Cryogenic Technician II				31.64
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28310 - Lifeguard 15.11 28350 - Park Attendant (Aide) 18.98 28510 - Recreation Aide/Health 13.85 Facility Attendant 23.51 28630 - Sports Official 15.11 28630 - Swimming Pool Operator 19.28 29000 - Stevedoring/Longshoremen 23.85 Occupational Services 23.85 29010 - Blocker And Bracer 23.85 29030 - Line Handler 23.85 29041 - Stevedore I 22.63 29042 - Stevedore I 25.07 30010 - Air Traffic Control (see 2) 40.29 Specialist Center (HFO) 30012 - Air Traffic Control (see 2) 27.78 Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician II 20.50 30021 - Archeological Technician II 25.41 3002.54 44.64 30030 - Cartographic Technician II 27.78 27.21 30051 - Cryogenic Technician II 27.46 30022 - Archeological Technician II 27.41 30040 - Civil Engineering Technician II 27.41 30040 - Civil Engineering Technician II 27.41 30051 - Cryogenic Technician II 27.21 30051 - Drafter/CAD Oper	28043 - Carnival Worker			10.13
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28510 - Recreation Aide/Health 13.85 Facility Attendant 23.51 28515 - Recreation Specialist 23.51 28630 - Sports Official 15.11 28690 - Swimming Pool Operator 19.28 29000 - Stevedoring/Longshoremen 23.85 29010 - Blocker And Bracer 23.85 29020 - Hatch Tender 23.85 29030 - Line Handler 23.85 29041 - Stevedore I 22.63 29042 - Stevedore II 25.07 30000 - Technical Occupations 30.10 30010 - Air Traffic Control (see 2) 27.78 Specialist Center (HFO) 30.59 Specialist Terminal (HFO) (see 2) 30.59 Specialist Terminal (HFO) (see 2) 30.022 30022 - Archeological Technician I 18.33 30022 - Archeological Technician II 25.41 30030 - Cartographic Technician II 24.64 30051 - Cryogenic Technician II 24.64 30052 - Cryogenic Technician II 28.33 30063 - Drafter/CAD Operator II 28.63 30064 - Drafter/CAD Operator III 28.63 30081 - Engineering Technician II 24.64	28310 - Lifeguard			15.11
Facility Attendant 28515 - Recreation Specialist 23,51 28630 - Sports Official 15,11 28690 - Stevedoring/Longshoremen 0 Occupational Services 23,85 29010 - Blocker And Bracer 23,85 29020 - Hatch Tender 23,85 29030 - Line Handler 23,85 29041 - Stevedore I 22,63 29042 - Stevedore II 25,07 30010 - Air Traffic Control (see 2) 40,29 Specialist Center (HFO) 30011 - Air Traffic Control (see 2) 27,78 Specialist Station (HFO) 30,59 30,59 30021 - Archeological Technician I 18,33 30022 - Archeological Technician II 20,50 30023 - Archeological Technician II 23,12 30051 - Cryogenic Technician III 21,21 30051 - Cryogenic Technician II 23,12 30052 - Drafter/CAD Operator II 20,50 30062 - Drafter/CAD Operator II 20,50 30063 - Drafter/CAD Operator III 28,13 30064 - Drafter/CAD Operator III 28,13 30081 - Engineering Technician II 15,40 30083 - Engineering Technician II	28350 - Park Attendant (Aide)			18.98
28515 - Recreation Specialist 23.51 28630 - Sports Official 15.11 28690 - Swimming Pool Operator 19.28 29000 - Stevedoring/Longshoremen 23.85 Cocupational Services 23.85 29010 - Blocker And Bracer 23.85 29020 - Hatch Tender 23.85 29030 - Line Handler 23.85 29041 - Stevedore I 22.63 29042 - Stevedore II 25.07 30010 - Air Traffic Control (see 2) 27.78 Specialist Center (HFO) 30012 - Air Traffic Control (see 2) 27.78 Specialist Station (HFO) 30021 - Archeological Technician I 18.33 30022 - Archeological Technician II 20.50 30023 - Archeological Technician III 20.50 30040 - Civil Engineering Technician 23.72 30051 - Cryogenic Technician III 27.21 30062 - Drafter/CAD Operator I 18.33 30062 - Drafter/CAD Operator III 20.50 30063 - Drafter/CAD Operator III 20.50 30063 - Drafter/CAD Operator III 28.13 30081 - Engineering Technician I 18.41 30082 - Engineering Technician II	28510 - Recreation Aide/Health			13.85
28630 - Sports Official 15.11 28690 - Swimming Pool Operator 19.28 29000 - Stevedoring/Longshoremen 2000 Occupational Services 23.85 29010 - Blocker And Bracer 23.85 29030 - Line Handler 23.85 29041 - Stevedore I 22.63 29042 - Stevedore II 22.63 29042 - Stevedore II 25.07 30010 - Technical Occupations 30010 - Air Traffic Control (see 2) 40.29 Specialist Center (HFO) 30.59 30.59 Specialist Station (HFO) 30.59 30.21 - Archeological Technician I 18.33 30022 - Archeological Technician III 20.46 30.59 Specialist Terminal (HFO) (see 2) 30.02 30.02 30021 - Archeological Technician II 20.46 30030 - Cartographic Technician III 20.46 30051 - Cryogenic Technician I 23.72 30051 - Cryogenic Technician II 20.50 30062 - Drafter/CAD Operator II 8.33 30062 - Drafter/CAD Operator III 20.50 30063 - Drafter/CAD Operator III 20.86 <td< th=""><th>Facility Attendant</th><th></th><th></th><th></th></td<>	Facility Attendant			
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29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 23.85 29020 - Hatch Tender 23.85 29030 - Line Handler 23.85 29041 - Stevedore I 22.63 29042 - Stevedore II 22.63 29042 - Stevedore II 25.07 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 (see 2) 27.78 Specialist Station (HFO) 30021 - Air Traffic Control s0.59 Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 18.33 30022 - Archeological Technician III 20.50 30023 - Archeological Technician III 25.41 30030 - Cartographic Technician I 23.72 30051 - Cryogenic Technician I 27.21 30051 - Cryogenic Technician I 27.21 30061 - Drafter/CAD Operator I 18.33 30062 - Drafter/CAD Operator I 18.33 30062 - Drafter/CAD Operator II 20.50 30063 - Drafter/CAD Operator II 20.50 30064 - Drafter/CAD Operator II 18.41 30081 - Engineering Technician I 18.41 30082 - Engineering Technician I 25.40 30084 - Engineering Technician I 25.84 30084 - Engineering Technician II 20.86 30084 - Engineering Technician II 20.86 30084 - Engineering Technician II 38.25 30090 - Environmental Technician V 38.25 30090 - Environmental Technician IV 25.84	28630 - Sports Official			15.11
29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 23.85 29020 - Hatch Tender 23.85 29030 - Line Handler 23.85 29041 - Stevedore I 22.63 29042 - Stevedore II 22.63 29042 - Stevedore II 25.07 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 (see 2) 27.78 Specialist Station (HFO) 30021 - Air Traffic Control s0.59 Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 18.33 30022 - Archeological Technician III 20.50 30023 - Archeological Technician III 25.41 30030 - Cartographic Technician I 23.72 30051 - Cryogenic Technician I 27.21 30051 - Cryogenic Technician I 27.21 30061 - Drafter/CAD Operator I 18.33 30062 - Drafter/CAD Operator I 18.33 30062 - Drafter/CAD Operator II 20.50 30063 - Drafter/CAD Operator II 20.50 30064 - Drafter/CAD Operator II 18.41 30081 - Engineering Technician I 18.41 30082 - Engineering Technician I 25.40 30084 - Engineering Technician I 25.84 30084 - Engineering Technician II 20.86 30084 - Engineering Technician II 20.86 30084 - Engineering Technician II 38.25 30090 - Environmental Technician V 38.25 30090 - Environmental Technician IV 25.84	28690 - Swimming Pool Operator			19.28
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30095 - Evidence Control Specialist 22.24				
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30210 - Laboratory Technician 22.27	-			
	30210 - Laboratory Technician			22.27

30221 - Latent Fingerprint Technician I			24.64
30222 - Latent Fingerprint			27.21
Technician II			21.21
30240 - Mathematical Technician			25.41
			18.58
30361 - Paralegal/Legal Assistant I			
30362 - Paralegal/Legal Assistant II			23.02
30363 - Paralegal/Legal Assistant			28.16
			24 00
30364 - Paralegal/Legal Assistant IV			34.08
30375 - Petroleum Supply Specialist			27.21
30390 - Photo-Optics Technician			25.41
30395 - Radiation Control Technician			27.21
30461 - Technical Writer I			24.75
30462 - Technical Writer II			30.27
30463 - Technical Writer III			34.73
30491 - Unexploded Ordnance (UXO)			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			20.00
30495 - Unexploded (UXO) Sweep			25.60
Personnel			20.00
30501 - Weather Forecaster I			28.13
30502 - Weather Forecaster II			34.21
	(see	21	22.86
Upper Air Or	(566	2)	22.00
Surface Programs			
-	1000	21	0E 41
30621 - Weather Observer Senior	(see	∠)	25.41
31000 - Transportation/Mobile			
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			15.64
31030 - Bus Driver			20.09
31043 - Driver Courier			12.30
31260 - Parking and Lot Attendant			13.91
31290 - Shuttle Bus Driver			12.52
31310 - Taxi Driver			11.23
31361 - Truckdriver Light			13.09
31362 - Truckdriver Medium			13.89
31363 - Truckdriver Heavy			23.27
31364 - Truckdriver Tractor-Trailer			23.27
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			11.92
99050 - Desk Clerk			11.29
99095 - Embalmer			32.56
			52.00

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.41
I	
99252 - Laboratory Animal Caretaker	16.42
II	
99260 - Marketing Analyst	26.72
99310 - Mortician	32.56
99410 - Pest Controller	24.43
99510 - Photofinishing Worker	14.69
99710 - Recycling Laborer	18.85
99711 - Recycling Specialist	21.63
99730 - Refuse Collector	17.47
99810 - Sales Clerk	12.14
99820 - School Crossing Guard	15.84
99830 - Survey Party Chief	25.04
99831 - Surveying Aide	14.63
99832 - Surveying Technician	19.12
99840 - Vending Machine Attendant	16.82
99841 - Vending Machine Repairer	19.96
99842 - Vending Machine Repairer	16.82
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-4893
Daniel W. Simms Division of	Revision No.: 16
Director Wage Determination	ns 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.

State: Wisconsin

Area: Wisconsin Counties of Brown Kewaunee Oconto

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.94
01012 - Accounting Clerk II		17.90
01013 - Accounting Clerk III		20.02
01020 - Administrative Assistant		27.69
01035 - Court Reporter		18.09
01041 - Customer Service		14.64
Representative I		
01042 - Customer Service		16.39
Representative II		

01043 - Customer Service		17.95
Representative III		16.20
01051 - Data Entry Operator I 01052 - Data Entry Operator II		17.68
01052 - Data Entry Operator II		21.72
01060 - Dispatcher Motor Vehicle		
01070 - Document Preparation Clerk		20.61
01090 - Duplicating Machine Operator		20.61
01111 - General Clerk I		14.24
01112 - General Clerk II		15.54
01113 - General Clerk III		17.46
01120 - Housing Referral Assistant		20.16
01141 - Messenger Courier		12.50
01191 - Order Clerk I		17.29
01192 - Order Clerk II		18.87
01261 - Personnel Assistant		16.20
(Employment) I		
01262 - Personnel Assistant		18.11
(Employment) II		
01263 - Personnel Assistant		20.19
(Employment) III		
01270 - Production Control Clerk		22.38
01290 - Rental Clerk		14.65
01300 - Scheduler Maintenance		16.18
01311 - Secretary I		16.18
01312 - Secretary II		18.09
01313 - Secretary III		20.16
01320 - Service Order Dispatcher		19.41
01410 - Supply Technician		27.69
01420 - Survey Worker		18.51
01460 - Switchboard		16.23
Operator/Receptionist		
01531 - Travel Clerk I		15.85
01532 - Travel Clerk II		17.14
01533 - Travel Clerk III		18.54
01611 - Word Processor I		14.40
01612 - Word Processor II		16.18
01613 - Word Processor III		18.09
05000 - Automotive Service Occupations		10.05
05005 - Automobile Body Repairer		24.38
Fiberglass		24.50
05010 - Automotive	Electrician	19.31
05040 - Automotive Glass Installer	BIECCIICIAII	18.37
05070 - Automotive Glass Installer		18.37
05110 - Mobile Equipment Servicer		16.97
		20.43
05130 - Motor Equipment Metal Mechanic		20.43
		18.37
05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		20.43
05220 - Motor Vehicle Mechanic Helper		16.20

05250 - Motor Vehicle Upholstery	17.77
Worker	10 08
05280 - Motor Vehicle Wrecker	18.37
05310 - Painter Automotive	19.31
05340 - Radiator Repair Specialist	18.37
05370 - Tire Repairer	16.23
05400 - Transmission Repair	20.43
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.70
07041 - Cook I	15.42
07042 - Cook II	17.30
07070 - Dishwasher	9.16
07130 - Food Service Worker	11.29
07210 - Meat Cutter	18.04
07260 - Waiter/Waitress	9.22
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	18.76
09040 - Furniture Handler	13.11
09080 - Furniture Refinisher	18.12
09090 - Furniture Refinisher Helper	14.73
09110 - Furniture Repairer Minor	16.17
09130 - Upholsterer	17.75
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.93
11060 - Elevator Operator	12.93
11090 - Gardener	18.43
11122 - Housekeeping Aide	14.01
11150 - Janitor	14.01
11210 - Laborer Grounds Maintenance	15.09
11240 - Maid or Houseman	12.15
11260 - Pruner	13.99
11270 - Tractor Operator	17.32
11330 - Trail Maintenance Worker	15.09
11360 - Window Cleaner	15.13
12000 - Health Occupations	
12010 - Ambulance Driver	17.18
12011 - Breath Alcohol Technician	18.92
12012 - Certified Occupational	23.87
Therapist Assistant	
12015 - Certified Physical Therapist	27.28
Assistant	
12020 - Dental Assistant	20.97
12025 - Dental Hygienist	32.24
12030 - EKG Technician	31.13
12035 - Electroneurodiagnostic	31.13
Technologist	

12040 - Emergency Medical Technician	17.18
12071 - Licensed Practical Nurse I	16.92
12072 - Licensed Practical Nurse II	18.92
12073 - Licensed Practical Nurse III	21.09
12100 - Medical Assistant	18.27
12130 - Medical Laboratory	24.66
Technician	
12160 - Medical Record Clerk	18.99
12190 - Medical Record Technician	21.23
12195 - Medical Transcriptionist	21.03
12210 - Nuclear Medicine	41.58
Technologist	
12221 - Nursing Assistant I	12.03
12222 - Nursing Assistant II	13.53
12223 - Nursing Assistant III	14.76
12224 - Nursing Assistant IV	16.57
12235 - Optical Dispenser	15.10
12236 - Optical Technician	16.85
12250 - Pharmacy Technician	15.04
12280 - Phlebotomist	17.10
12305 - Radiologic Technologist	28.31
12311 - Registered Nurse I	24.38
12312 - Registered Nurse II	29.82
12313 - Registered Nurse II	29.82
Specialist	
12314 - Registered Nurse III	36.08
12315 - Registered Nurse III	36.08
Anesthetist	
12316 - Registered Nurse IV	43.24
12317 - Scheduler (Drug and Alcohol	23.44
Testing)	
12320 - Substance Abuse Treatment	20.38
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	21.99
13012 - Exhibits Specialist II	27.24
13013 - Exhibits Specialist III	33.32
13041 - Illustrator I	21.99
13042 - Illustrator II	27.24
13043 - Illustrator III	33.32
13047 - Librarian	30.17
13050 - Library Aide/Clerk	17.51
13054 - Library Information	27.24
Technology Systems	
Administrator	
13058 - Library Technician	15.65
13061 - Media Specialist I	19.67
13062 - Media Specialist II	21.99
13063 - Media Specialist III	24.51

13071 - Photographer I		17.08
13072 - Photographer II		18.93
13073 - Photographer III		23.44
13074 - Photographer IV		28.69
13075 - Photographer V		34.69
13090 - Technical Order Library		21.99
Clerk		
13110 - Video Teleconference		20.06
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.57
14042 - Computer Operator II		20.77
14043 - Computer Operator III		23.17
14044 - Computer Operator IV		25.74
14045 - Computer Operator V		29.25
14071 - Computer Programmer I	(see 1)	22.42
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(000 1)	18.57
Operator		10.07
14160 - Personal Computer Support		26.15
Technician		20.10
14170 - System Support Specialist		36.10
15000 - Instructional Occupations		50.10
15010 - Aircrew Training Devices		30.19
Instructor (Non-Rated)		50.15
15020 - Aircrew Training Devices		36.54
Instructor (Rated)		30.34
15030 - Air Crew Training Devices		43.68
Instructor (Pilot)		43.00
15050 - Computer Based Training		30.19
		30.19
Specialist / Instructor 15060 - Educational Technologist		22 00
15060 - Educational Technologist 15070 - Flight Instructor (Pilot)		32.08 43.68
15080 - Graphic Artist		22.54
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.68
		12 (0
15086 - Maintenance Test Pilot		43.68
Rotary Wing		12 (0
15088 - Non-Maintenance Test/Co-		43.68
Pilot		
15090 - Technical Instructor		22.45
15095 - Technical Instructor/Course		27.46
Developer		
15110 - Test Proctor		18.12

	10 10
15120 - Tutor	18.12
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	15 01
16010 - Assembler	15.31 15.31
16030 - Counter Attendant	
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	15.31
Apparel Laundry	10.00
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	20.33
Room)	
19040 - Tool And Die Maker	22.37
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.22
21030 - Material Coordinator	22.38
21040 - Material Expediter	22.38
21050 - Material Handling Laborer	15.42
21071 - Order Filler	12.24
21080 - Production Line Worker (Food	18.22
Processing)	
21110 - Shipping Packer	17.71
21130 - Shipping/Receiving Clerk	17.71
21140 - Store Worker I	16.06
21150 - Stock Clerk	20.26
21210 - Tools And Parts Attendant	18.22
21410 - Warehouse Specialist	18.22
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	27.73
23019 - Aircraft Logs and Records	22.30
Technician	0645
23021 - Aircraft Mechanic I	26.45
23022 - Aircraft Mechanic II	27.73
23023 - Aircraft Mechanic III	29.07
23040 - Aircraft Mechanic Helper	19.75
23050 - Aircraft Painter	24.99
23060 - Aircraft Servicer	22.30
23070 - Aircraft Survival Flight	24.99
Equipment Technician	
23080 - Aircraft Worker	23.58

23091 - Aircrew Life Support	23.58
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	26.45
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.99
23120 - Bicycle Repairer	20.68
23125 - Cable Splicer	42.88
23130 - Carpenter Maintenance	24.21
23140 - Carpet Layer	24.48
23160 - Electrician Maintenance	27.62
23181 - Electronics Technician	23.58
Maintenance I	
23182 - Electronics Technician	24.99
Maintenance II	
23183 - Electronics Technician	26.45
Maintenance III	20.10
23260 - Fabric Worker	22.30
23290 - Fire Alarm System Mechanic	26.45
23310 - Fire Extinguisher Repairer	20.43
23311 - Fuel Distribution System	26.45
Mechanic	20.45
23312 - Fuel Distribution System	21.01
-	21.01
Operator	
23370 - General Maintenance Worker	22.45
23380 - Ground Support Equipment	26.45
Mechanic	00.00
23381 - Ground Support Equipment	22.30
Servicer	
23382 - Ground Support Equipment	23.58
Worker	
23391 - Gunsmith I	21.01
23392 - Gunsmith II	23.58
23393 - Gunsmith III	26.45
23410 - Heating Ventilation And Air-	26.22
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	27.26
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.88
23440 - Heavy Equipment Operator	31.86
23460 - Instrument Mechanic	26.45
23465 - Laboratory/Shelter Mechanic	24.99
23470 - Laborer	15.42
23510 - Locksmith	24.99
23530 - Machinery Maintenance	26.65
Mechanic	
23550 - Machinist Maintenance	23.28

23580 - Maintenance Trades Helper	16.20
23591 - Metrology Technician I	26.45
23592 - Metrology Technician II	27.73
23593 - Metrology Technician III	29.07
23640 - Millwright	33.66
23710 - Office Appliance Repairer	20.46
23760 - Painter Maintenance	21.76
23790 - Pipefitter Maintenance	34.51
23810 - Plumber Maintenance	32.38
23820 - Pneudraulic Systems Mechanic	26.45
23850 - Rigger	26.45
23870 - Scale Mechanic	23.58
23890 - Sheet-Metal Worker	26.37
Maintenance	
23910 - Small Engine Mechanic	23.26
23931 - Telecommunications Mechanic	26.15
I	
23932 - Telecommunications Mechanic	27.04
II	
23950 - Telephone Lineman	26.45
23960 - Welder Combination	21.90
Maintenance	
23965 - Well Driller	26.45
23970 - Woodcraft Worker	26.45
23980 - Woodworker	21.01
24000 - Personal Needs Occupations	01 00
24550 - Case Manager	21.89
24570 - Child Care Attendant	12.23
24580 - Child Care Center Clerk 24610 - Chore Aide	15.24 12.40
	21.89
24620 - Family Readiness And Support Services	21.09
Coordinator	
24630 - Homemaker	21.89
25000 - Plant And System Operations	21.09
Occupations	
25010 - Boiler Tender	26.23
25040 - Sewage Plant Operator	27.31
25070 - Stationary Engineer	26.23
25190 - Ventilation Equipment Tender	19.43
25210 - Water Treatment Plant	27.31
Operator	27.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.84
27007 - Baggage Inspector	13.03
27008 - Corrections Officer	21.43
27010 - Court Security Officer	21.43
27030 - Detection Dog Handler	14.89
27040 - Detention Officer	21.43
27070 - Firefighter	21.50

27101 - Guard I		13.03
27102 - Guard II		14.89
27131 - Police Officer I		31.79
27132 - Police Officer II		35.33
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.66
28042 - Carnival Equipment Repairer		12.84
28043 - Carnival Worker		10.13
28210 - Gate Attendant/Gate Tender		14.50
28310 - Lifeguard		11.84
28350 - Park Attendant (Aide)		16.21
28510 - Recreation Aide/Health		11.83
Facility Attendant		
28515 - Recreation Specialist		20.09
28630 - Sports Official		12.91
28690 - Swimming Pool Operator		17.53
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		25.18
29020 - Hatch Tender		25.18
29030 - Line Handler		25.18
29041 - Stevedore I		23.82
29042 - Stevedore II		26.54
30000 - Technical Occupations		
30010 - Air Traffic Control	(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		18.33
30022 - Archeological Technician II		20.50
30023 - Archeological Technician III		25.41
30030 - Cartographic Technician		25.41
30040 - Civil Engineering Technician		28.14
30051 - Cryogenic Technician I		28.02
30052 - Cryogenic Technician II		30.95
30061 - Drafter/CAD Operator I		18.33
30062 - Drafter/CAD Operator II		20.50
30063 - Drafter/CAD Operator III		22.86
30064 - Drafter/CAD Operator IV		28.13
30081 - Engineering Technician I		15.40
30082 - Engineering Technician II		18.41
30083 - Engineering Technician III		20.86
30084 - Engineering Technician IV		25.84
30085 - Engineering Technician V		31.61
30086 - Engineering Technician VI 30090 - Environmental Technician		38.25 24.46
30090 - Environmental Technician 30095 - Evidence Control Specialist		24.46
-		
30210 - Laboratory Technician		21.31

30221 - Latent Fingerprint Technician I		28.02
30222 - Latent Fingerprint		30.95
Technician II		50.55
30240 - Mathematical Technician		25.41
		18.93
30361 - Paralegal/Legal Assistant I		
30362 - Paralegal/Legal Assistant II		23.45
30363 - Paralegal/Legal Assistant		28.69
III		
30364 - Paralegal/Legal Assistant IV		34.70
30375 - Petroleum Supply Specialist		30.95
30390 - Photo-Optics Technician		25.41
30395 - Radiation Control Technician		30.95
30461 - Technical Writer I		25.30
30462 - Technical Writer II		30.95
30463 - Technical Writer III		37.45
30491 - Unexploded Ordnance (UXO)		25.60
Technician I		20.00
30492 - Unexploded Ordnance (UXO)		30.98
Technician II		50.90
		27 1 2
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		28.13
30502 - Weather Forecaster II		34.21
30620 - Weather Observer Combined (see	2)	22.86
Upper Air Or		
Surface Programs		
30621 - Weather Observer Senior (see	2)	25.41
31000 - Transportation/Mobile	_,	
Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		16.10
31030 - Bus Driver		
		20.86
31043 - Driver Courier		16.78
31260 - Parking and Lot Attendant		12.10
31290 - Shuttle Bus Driver		17.85
31310 - Taxi Driver		13.59
31361 - Truckdriver Light		17.85
31362 - Truckdriver Medium		18.95
31363 - Truckdriver Heavy		22.65
31364 - Truckdriver Tractor-Trailer		22.65
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.10
99030 - Cashier		10.88
99050 - Desk Clerk		11.92
JJUGU DEGR OTETR		
99095 - Embalmer		32.56

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.19
I	
99252 - Laboratory Animal Caretaker	15.10
II	
99260 - Marketing Analyst	26.08
99310 - Mortician	32.56
99410 - Pest Controller	24.43
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.85
99711 - Recycling Specialist	21.63
99730 - Refuse Collector	17.47
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	14.79
99830 - Survey Party Chief	27.70
99831 - Surveying Aide	16.18
99832 - Surveying Technician	21.15
99840 - Vending Machine Attendant	14.00
99841 - Vending Machine Repairer	16.71
99842 - Vending Machine Repairer	14.00
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-4895 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.

State: Wisconsin

Area: Wisconsin County of Rock

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.61
01012 - Accounting Clerk II		16.41
01013 - Accounting Clerk III		18.35
01020 - Administrative Assistant		26.22
01035 - Court Reporter		18.47
01041 - Customer Service		14.54
Representative I		
01042 - Customer Service		16.01
Representative II		

01043 - Customer Service		17.82
Representative III		
01051 - Data Entry Operator I		14.75
01052 - Data Entry Operator II		16.09
01060 - Dispatcher Motor Vehicle		22.39
01070 - Document Preparation Clerk		14.71
01090 - Duplicating Machine Operator		14.71
01111 - General Clerk I		13.51
01112 - General Clerk II		14.74
01113 - General Clerk III		16.56
01120 - Housing Referral Assistant		20.59
01141 – Messenger Courier		12.98
01191 - Order Clerk I		17.44
01192 - Order Clerk II		19.47
01261 - Personnel Assistant		16.62
(Employment) I		
01262 - Personnel Assistant		18.60
(Employment) II		
01263 - Personnel Assistant		20.73
(Employment) III		
01270 - Production Control Clerk		20.94
01290 - Rental Clerk		12.76
01300 - Scheduler Maintenance		16.52
01311 - Secretary I		16.52
01312 - Secretary II		18.47
01313 - Secretary III		20.59
01320 - Service Order Dispatcher		20.01
01410 - Supply Technician		26.22
01420 - Survey Worker		18.47
01460 - Switchboard		14.52
Operator/Receptionist		
01531 - Travel Clerk I		14.48
01532 - Travel Clerk II		15.67
01533 - Travel Clerk III		16.97
01611 - Word Processor I		14.71
01612 - Word Processor II		16.52
01613 - Word Processor III		18.47
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		20.80
Fiberglass		
05010 - Automotive	Electrician	21.65
05040 - Automotive Glass Installer		20.81
05070 - Automotive Worker		20.81
05110 - Mobile Equipment Servicer		18.83
05130 - Motor Equipment Metal		22.33
Mechanic		
05160 - Motor Equipment Metal Worker		20.81
05190 - Motor Vehicle Mechanic		22.33
05220 - Motor Vehicle Mechanic		17.73

05250 - Motor Vehicle Upholstery Worker	19.88
	0.0 0.1
05280 - Motor Vehicle Wrecker	20.81
05310 - Painter Automotive	21.49
05340 - Radiator Repair Specialist	20.81
05370 - Tire Repairer	13.98
05400 - Transmission Repair	22.33
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.33
07041 - Cook I	15.72
07042 - Cook II	17.27
07070 - Dishwasher	9.62
07130 - Food Service Worker	13.04
07210 - Meat Cutter	18.95
07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	18.82
09040 - Furniture Handler	14.87
09080 - Furniture Refinisher	18.82
09090 - Furniture Refinisher Helper	16.84
09090 - Furniture Repairer Minor	18.35
09130 - Upholsterer	19.99
	19.99
11000 - General Services And Support	
Occupations 11030 - Cleaner Vehicles	15.71
11060 - Elevator Operator	15.71
11090 - Gardener	17.53
11122 - Housekeeping Aide	12.37
11150 - Janitor	12.37
11210 - Laborer Grounds Maintenance	14.75
11240 - Maid or Houseman	10.96
11260 - Pruner	13.67
11270 - Tractor Operator	16.81
11330 - Trail Maintenance Worker	14.75
11330 - Trail Maintenance Worker 11360 - Window Cleaner	14.75 13.41
11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations	13.41
11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver	13.41 21.34
11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician	13.41 21.34 22.24
<pre>11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational</pre>	13.41 21.34
11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician	13.41 21.34 22.24 26.71
<pre>11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational</pre>	13.41 21.34 22.24
<pre>11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant</pre>	13.41 21.34 22.24 26.71
<pre>11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist</pre>	13.41 21.34 22.24 26.71
<pre>11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant</pre>	13.41 21.34 22.24 26.71 29.36
<pre>11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant</pre>	13.41 21.34 22.24 26.71 29.36 19.99
<pre>11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist</pre>	13.41 21.34 22.24 26.71 29.36 19.99 34.76

12040 - Emergency Medical Technician	21.34
12071 - Licensed Practical Nurse I	18.69
12072 - Licensed Practical Nurse II	20.90
12073 - Licensed Practical Nurse III	23.29
12100 - Medical Assistant	18.55
12130 - Medical Laboratory	25.96
Technician	
12160 - Medical Record Clerk	18.14
12190 - Medical Record Technician	20.28
12195 - Medical Transcriptionist	22.03
12210 - Nuclear Medicine	45.92
Technologist	10.00
12221 - Nursing Assistant I	12.02
12222 - Nursing Assistant II	13.51
12223 - Nursing Assistant III	14.74
12224 - Nursing Assistant IV	16.56
12235 - Optical Dispenser	17.59
12236 - Optical Technician	18.69
12250 - Pharmacy Technician	16.12
12280 - Phlebotomist	18.69
12305 - Radiologic Technologist	29.45
12311 - Registered Nurse I	24.18
12312 - Registered Nurse II	29.59
12313 - Registered Nurse II	29.59
Specialist	0 - 0 0
12314 - Registered Nurse III	35.80
12315 - Registered Nurse III	35.80
Anesthetist	40.01
12316 - Registered Nurse IV	42.91
12317 - Scheduler (Drug and Alcohol	27.54
Testing)	
12320 - Substance Abuse Treatment	25.86
Counselor	
13000 - Information And Arts	
Occupations	10 10
13011 - Exhibits Specialist I	19.13
13012 - Exhibits Specialist II	23.70
13013 - Exhibits Specialist III	28.99
13041 - Illustrator I 12042 - Illustrator II	19.13
13042 - Illustrator II	23.70
13043 - Illustrator III 13047 - Librarian	28.99
13047 - Librarian	26.24
13050 - Library Aide/Clerk	15.02
13054 - Library Information	22.67
Technology Systems Administrator	
	17 10
13058 - Library Technician	17.46
13061 - Media Specialist I 13062 Media Specialist II	17.00
13062 - Media Specialist II	19.13
13063 - Media Specialist III	21.33

13071 - Photographer I		17.00
13072 - Photographer II		19.02
13073 - Photographer III		23.55
13074 - Photographer IV		28.82
13075 - Photographer V		34.86
13090 - Technical Order Library		18.87
Clerk		
13110 - Video Teleconference		17.71
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		19.34
14042 - Computer Operator II		21.63
14043 - Computer Operator III		24.12
14044 - Computer Operator IV		26.81
14045 - Computer Operator V		29.67
14071 - Computer Programmer I	(see 1)	22.65
14072 - Computer Programmer II	(see 1)	27.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		19.34
Operator		
14160 - Personal Computer Support		26.81
Technician		
14170 - System Support Specialist		31.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		30.05
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		36.37
Instructor (Rated)		
15030 - Air Crew Training Devices		43.58
Instructor (Pilot)		
15050 - Computer Based Training		30.05
Specialist / Instructor		
15060 - Educational Technologist		35.95
15070 - Flight Instructor (Pilot)		43.58
15080 - Graphic Artist		21.91
15085 - Maintenance Test Pilot Fixed		43.58
Jet/Prop		
15086 - Maintenance Test Pilot		43.58
Rotary Wing		
15088 - Non-Maintenance Test/Co-		43.58
Pilot		
15090 - Technical Instructor		21.41
15095 - Technical Instructor/Course		26.19
Developer		
15110 - Test Proctor		17.28

	17 00
15120 - Tutor	17.28
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	1 - 21
16010 - Assembler	15.31 15.31
16030 - Counter Attendant	
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	15.31
Apparel Laundry	10.00
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	25.01
Room)	
19040 - Tool And Die Maker	28.21
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	20.53
21030 - Material Coordinator	20.94
21040 - Material Expediter	20.94
21050 - Material Handling Laborer	16.78
21071 - Order Filler	13.14
21080 - Production Line Worker (Food	20.53
Processing)	
21110 - Shipping Packer	18.01
21130 - Shipping/Receiving Clerk	18.01
21140 - Store Worker I	15.10
21150 - Stock Clerk	19.32
21210 - Tools And Parts Attendant	20.53
21410 - Warehouse Specialist	20.53
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	28.75
23019 - Aircraft Logs and Records	24.87
Technician	
23021 - Aircraft Mechanic I	27.93
23022 - Aircraft Mechanic II	28.75
23023 - Aircraft Mechanic III	29.65
23040 - Aircraft Mechanic Helper	22.20
23050 - Aircraft Painter	27.10
23060 - Aircraft Servicer	24.87
23070 - Aircraft Survival Flight	27.10
Equipment Technician	
23080 - Aircraft Worker	26.04

23091 - Aircrew Life Support	26.04
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	27.93
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.25
23120 - Bicycle Repairer	21.89
23125 - Cable Splicer	30.78
23130 - Carpenter Maintenance	23.60
23140 - Carpet Layer	24.28
23160 - Electrician Maintenance	30.57
23181 - Electronics Technician	24.28
Maintenance I	
23182 - Electronics Technician	25.25
Maintenance II	
23183 - Electronics Technician	26.04
Maintenance III	
23260 - Fabric Worker	23.18
23290 - Fire Alarm System Mechanic	26.04
23310 - Fire Extinguisher Repairer	22.09
23311 - Fuel Distribution System	26.04
Mechanic	
23312 - Fuel Distribution System	22.09
Operator	
23370 - General Maintenance Worker	21.76
23380 - Ground Support Equipment	27.93
Mechanic	
23381 - Ground Support Equipment	24.87
Servicer	
23382 - Ground Support Equipment	26.04
Worker	
23391 - Gunsmith I	22.09
23392 - Gunsmith II	24.28
23393 - Gunsmith III	26.04
23410 - Heating Ventilation And Air-	26.10
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	26.87
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.62
23440 - Heavy Equipment Operator	34.50
23460 - Instrument Mechanic	26.04
23465 - Laboratory/Shelter Mechanic	25.25
23470 - Laborer	16.78
23510 - Locksmith	25.25
23530 - Machinery Maintenance	28.75
Mechanic	, .
23550 - Machinist Maintenance	20.96
	20.50

23580 - Maintenance Trades Helper	16.84
23591 - Metrology Technician I	26.04
23592 - Metrology Technician II	26.81
23593 - Metrology Technician III	27.64
23640 - Millwright	26.04
23710 - Office Appliance Repairer	21.78
23760 - Painter Maintenance	25.02
23790 - Pipefitter Maintenance	37.37
23810 - Plumber Maintenance	36.29
23820 - Pneudraulic Systems Mechanic	26.04
23850 - Rigger	26.04
23870 - Scale Mechanic	24.28
23890 - Sheet-Metal Worker	26.04
Maintenance	04.05
23910 - Small Engine Mechanic	24.05
23931 - Telecommunications Mechanic	30.69
I	01 50
23932 - Telecommunications Mechanic	31.59
II	
23950 - Telephone Lineman	26.04
23960 - Welder Combination	22.02
Maintenance	
23965 - Well Driller	26.04
23970 - Woodcraft Worker	26.04
23980 - Woodworker	22.09
24000 - Personal Needs Occupations	
24550 - Case Manager	24.51
24570 - Child Care Attendant	11.70
24580 - Child Care Center Clerk	14.90
24610 - Chore Aide	11.55
24620 - Family Readiness And Support	24.51
Services Coordinator	
Coordinator	
24630 - Homemaker	24.51
24630 - Homemaker 25000 - Plant And System Operations	24.51
24630 - Homemaker 25000 - Plant And System Operations Occupations	
24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender	27.46
24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator	27.46 27.23
24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer	27.46 27.23 27.46
24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	27.46 27.23 27.46 22.00
24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	27.46 27.23 27.46
24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator	27.46 27.23 27.46 22.00
24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations	27.46 27.23 27.46 22.00 27.23
24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor	27.46 27.23 27.46 22.00 27.23 19.99
24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector	27.46 27.23 27.46 22.00 27.23 19.99 16.36
24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer	27.46 27.23 27.46 22.00 27.23 19.99 16.36 20.26
24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	27.46 27.23 27.46 22.00 27.23 19.99 16.36 20.26 21.33
24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler	27.46 27.23 27.46 22.00 27.23 19.99 16.36 20.26 21.33 18.49
24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	27.46 27.23 27.46 22.00 27.23 19.99 16.36 20.26 21.33

27101 - Guard I			16.36
27102 - Guard II			18.49
27131 - Police Officer I			30.07
27132 - Police Officer II			33.42
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			11.49
28042 - Carnival Equipment Repairer			12.28
28043 - Carnival Worker			9.66
28210 - Gate Attendant/Gate Tender			15.40
28310 - Lifequard			12.11
28350 - Park Attendant (Aide)			17.23
28510 - Recreation Aide/Health			12.66
Facility Attendant			
28515 - Recreation Specialist			16.25
28630 - Sports Official			13.72
28690 - Swimming Pool Operator			16.43
29000 - Stevedoring/Longshoremen			10.10
Occupational Services			
29010 - Blocker And Bracer			24.28
29010 - Blocker And Bracer 29020 - Hatch Tender			24.28
29020 - Hatten Tender 29030 - Line Handler			24.28
29041 - Stevedore I			23.18
29042 - Stevedore II			25.25
30000 - Technical Occupations		<u></u>	
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			17.25
30022 - Archeological Technician II			19.30
30023 - Archeological Technician III			23.90
30030 - Cartographic Technician			23.90
30040 - Civil Engineering Technician			22.40
30051 - Cryogenic Technician I			26.48
30052 - Cryogenic Technician II			29.25
30061 - Drafter/CAD Operator I			17.25
30062 - Drafter/CAD Operator II			19.30
30063 - Drafter/CAD Operator III			21.51
30064 - Drafter/CAD Operator IV			26.48
30081 - Engineering Technician I			15.37
30082 - Engineering Technician II			17.25
30083 - Engineering Technician III			19.30
30084 - Engineering Technician IV			23.90
30085 - Engineering Technician V			29.25
30086 - Engineering Technician VI			35.38
30090 - Environmental Technician			22.40
30095 - Evidence Control Specialist			23.90
30210 - Laboratory Technician			23.66
SVETV HADOLACOLY TECHILCIAN			20.00

30221 - Latent Fingerprint			26.48
Technician I			
30222 - Latent Fingerprint			29.25
Technician II			
30240 - Mathematical Technician			26.29
30361 - Paralegal/Legal Assistant I			19.71
30362 - Paralegal/Legal Assistant II			24.60
30363 - Paralegal/Legal Assistant			29.87
III			
30364 - Paralegal/Legal Assistant IV			36.14
30375 - Petroleum Supply Specialist			29.25
30390 - Photo-Optics Technician			22.40
30395 - Radiation Control Technician			29.25
30461 - Technical Writer I			23.32
30462 - Technical Writer II			28.53
30463 - Technical Writer III			34.52
30491 - Unexploded Ordnance (UXO)			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			26.48
30502 - Weather Forecaster II			32.20
30620 - Weather Observer Combined	(see	2)	21.51
Upper Air Or	(500	<i>4</i> /	21.01
Surface Programs			
30621 - Weather Observer Senior	(see	2)	23.90
	(see	۷)	23.90
31000 - Transportation/Mobile			
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			17.58
31030 - Bus Driver			22.86
31043 - Driver Courier			15.91
31260 - Parking and Lot Attendant			16.05
31290 - Shuttle Bus Driver			17.00
31310 - Taxi Driver			13.21
31361 - Truckdriver Light			17.00
31362 - Truckdriver Medium			17.99
31363 - Truckdriver Heavy			26.64
31364 - Truckdriver Tractor-Trailer			26.64
99000 - Miscellaneous Occupations			
-			15.10
99020 - Cabin Safety Specialist			15.10
99020 - Cabin Safety Specialist 99030 - Cashier			10.10
99020 - Cabin Safety Specialist			

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.19
I	
99252 - Laboratory Animal Caretaker	16.16
II	
99260 - Marketing Analyst	26.23
99310 - Mortician	30.33
99410 - Pest Controller	23.28
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	17.89
99711 - Recycling Specialist	20.76
99730 - Refuse Collector	16.50
99810 - Sales Clerk	12.91
99820 - School Crossing Guard	13.52
99830 - Survey Party Chief	24.43
99831 - Surveying Aide	18.06
99832 - Surveying Technician	18.91
99840 - Vending Machine Attendant	20.76
99841 - Vending Machine Repairer	24.37
99842 - Vending Machine Repairer	20.76
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of	 Wage Determination No.: 2015-4897 Revision No.: 17
Director Wage Determinations	B 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.

State: Wisconsin

Area: Wisconsin Counties of Columbia Dane Green Iowa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		17.07
01012 - Accounting Clerk II		19.17
01013 - Accounting Clerk III		21.44
01020 - Administrative Assistant		30.46
01035 - Court Reporter		17.76
01041 - Customer Service		15.42
Representative I		
01042 - Customer Service		16.83
Representative II		

01043 - Customer Service Representative III		18.90
01051 - Data Entry Operator I		16.09
01052 - Data Entry Operator II		17.56
01060 - Dispatcher Motor Vehicle		20.15
01070 - Document Preparation Clerk		15.14
01090 - Duplicating Machine Operator		15.14
01111 - General Clerk I		15.13
01112 - General Clerk II		16.51
01113 - General Clerk III		18.54
01120 - Housing Referral Assistant		19.80
01141 - Messenger Courier		14.99
01191 - Order Clerk I		16.74
01192 - Order Clerk II		18.26
01261 - Personnel Assistant		18.21
(Employment) I		
01262 - Personnel Assistant		20.38
(Employment) II		20100
01263 - Personnel Assistant		22.72
(Employment) III		
01270 - Production Control Clerk		24.28
01290 - Rental Clerk		14.04
01300 - Scheduler Maintenance		15.89
01311 - Secretary I		15.89
01312 - Secretary II		17.76
01313 - Secretary III		19.80
01320 - Service Order Dispatcher		18.01
01410 - Supply Technician		30.46
01420 - Survey Worker		20.33
01460 - Switchboard		17.03
Operator/Receptionist		
01531 - Travel Clerk I		18.29
01532 - Travel Clerk II		19.78
01532 - Travel Clerk II 01533 - Travel Clerk III		19.78 21.40
01533 - Travel Clerk III		21.40
01533 - Travel Clerk III 01611 - Word Processor I		21.40 18.26
01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II		21.40 18.26 20.51
01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		21.40 18.26 20.51
01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations		21.40 18.26 20.51 22.93
01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer	Electrician	21.40 18.26 20.51 22.93 24.81
01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	21.40 18.26 20.51 22.93 24.81
01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	21.40 18.26 20.51 22.93 24.81 21.71
01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	21.40 18.26 20.51 22.93 24.81 21.71 20.86
01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	21.40 18.26 20.51 22.93 24.81 21.71 20.86 20.86
01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	21.40 18.26 20.51 22.93 24.81 21.71 20.86 20.86 18.99 22.38
01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	21.40 18.26 20.51 22.93 24.81 21.71 20.86 20.86 18.99
01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	21.40 18.26 20.51 22.93 24.81 21.71 20.86 20.86 18.99 22.38 20.86 22.38
01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Glass Installer 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	21.40 18.26 20.51 22.93 24.81 21.71 20.86 20.86 18.99 22.38 20.86

05250 - Motor Vehicle Upholstery	19.93
Worker	00.00
05280 - Motor Vehicle Wrecker	20.86
05310 - Painter Automotive	21.71
05340 - Radiator Repair Specialist	20.86
05370 - Tire Repairer	15.26
05400 - Transmission Repair	22.38
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.55
07041 - Cook I	16.45
07042 - Cook II	18.07
07070 - Dishwasher	12.36
07130 - Food Service Worker	12.08
07210 - Meat Cutter	18.32
07260 - Waiter/Waitress	12.56
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	17.71
09040 - Furniture Handler	14.87
09080 - Furniture Refinisher	17.71
09090 - Furniture Refinisher Helper	15.31
09110 - Furniture Repairer Minor	16.26
09130 - Upholsterer	17.71
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	15.35
11060 - Elevator Operator	14.34
11090 - Gardener	20.25
11122 - Housekeeping Aide	14.34
11150 - Janitor	14.34
11210 - Laborer Grounds Maintenance	16.33
11240 - Maid or Houseman	13.57
11260 - Pruner	15.06
11270 - Tractor Operator	18.95
11330 - Trail Maintenance Worker	16.33
11360 - Window Cleaner	15.55
12000 - Health Occupations	
12010 - Ambulance Driver	16.76
12011 - Breath Alcohol Technician	20.94
12012 - Certified Occupational	23.44
Therapist Assistant	
12015 - Certified Physical Therapist	24.93
Assistant	
12020 - Dental Assistant	21.68
12025 - Dental Hygienist	35.70
12030 - EKG Technician	34.16
12035 - Electroneurodiagnostic	34.16
Technologist	
-	

12040 - Emergency Medical Technician	16.76
12071 - Licensed Practical Nurse I	18.71
12072 - Licensed Practical Nurse II	20.94
12073 - Licensed Practical Nurse III	23.34
12100 - Medical Assistant	19.29
12130 - Medical Laboratory	27.12
Technician	
12160 - Medical Record Clerk	20.60
12190 - Medical Record Technician	23.03
12195 - Medical Transcriptionist	19.45
12210 - Nuclear Medicine	44.10
Technologist	10 70
12221 - Nursing Assistant I	12.76
12222 - Nursing Assistant II	14.34
12223 - Nursing Assistant III	15.65 17.58
12224 - Nursing Assistant IV	
12235 - Optical Dispenser	18.70
12236 - Optical Technician	-
12250 - Pharmacy Technician 12280 - Phlebotomist	18.16
	17.98
12305 - Radiologic Technologist	30.31 24.18
12311 - Registered Nurse I	29.59
12312 - Registered Nurse II 12313 - Registered Nurse II	29.59
Specialist	29.39
12314 - Registered Nurse III	35.80
12314 - Registered Nurse III 12315 - Registered Nurse III	35.80
Anesthetist	55.00
12316 - Registered Nurse IV	42.91
12317 - Scheduler (Drug and Alcohol	25.93
Testing)	20.95
12320 - Substance Abuse Treatment	26.62
Counselor	20.02
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	21.80
13012 - Exhibits Specialist II	27.00
13013 - Exhibits Specialist III	33.04
13041 - Illustrator I	21.80
13042 - Illustrator II	27.00
13043 - Illustrator III	33.04
13047 - Librarian	29.91
13050 - Library Aide/Clerk	17.03
13054 - Library Information	27.00
Technology Systems	
Administrator	
13058 - Library Technician	14.64
13061 - Media Specialist I	19.49
13062 - Media Specialist II	21.80
13063 - Media Specialist III	24.31

13071 - Photographer I		17.31
13072 - Photographer II		19.37
13073 - Photographer III		24.00
13074 - Photographer IV		29.36
13075 - Photographer V		35.52
13090 - Technical Order Library		21.39
Clerk		
13110 - Video Teleconference		22.46
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		21.00
14042 - Computer Operator II		23.50
14043 - Computer Operator III		26.20
14044 - Computer Operator IV		29.11
14045 - Computer Operator V		32.24
14071 - Computer Programmer I	(see 1)	24.91
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	(500 1)	21.00
Operator		21.00
14160 - Personal Computer Support		29.11
Technician		29.11
14170 - System Support Specialist		36.05
15000 - Instructional Occupations		30.03
15010 - Aircrew Training Devices		29.01
Instructor (Non-Rated)		29.01
15020 - Aircrew Training Devices		35.11
Instructor (Rated)		3 3. II
		42.07
15030 - Air Crew Training Devices		42.07
Instructor (Pilot)		20 01
15050 - Computer Based Training		29.01
Specialist / Instructor		
15060 - Educational Technologist		34.57
15070 - Flight Instructor (Pilot)		42.07
15080 - Graphic Artist		25.82
15085 - Maintenance Test Pilot Fixed		42.07
Jet/Prop		
15086 - Maintenance Test Pilot		42.07
Rotary Wing		40.05
15088 - Non-Maintenance Test/Co-		42.07
Pilot		0.0
15090 - Technical Instructor		23.61
15095 - Technical Instructor/Course		28.88
Developer		
15110 - Test Proctor		19.06

	10.00
15120 - Tutor	19.06
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	1 - 21
16010 - Assembler	15.31 15.31
16030 - Counter Attendant	
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	15.31
Apparel Laundry	10.00
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	23.09
Room)	
19040 - Tool And Die Maker	26.03
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	19.21
21030 - Material Coordinator	24.28
21040 - Material Expediter	24.28
21050 - Material Handling Laborer	17.34
21071 - Order Filler	14.37
21080 - Production Line Worker (Food	19.21
Processing)	
21110 - Shipping Packer	17.77
21130 - Shipping/Receiving Clerk	17.77
21140 - Store Worker I	15.10
21150 - Stock Clerk	19.32
21210 - Tools And Parts Attendant	19.21
21410 - Warehouse Specialist	19.21
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	28.38
23019 - Aircraft Logs and Records	24.56
Technician	
23021 - Aircraft Mechanic I	27.57
23022 - Aircraft Mechanic II	28.38
23023 - Aircraft Mechanic III	29.27
23040 - Aircraft Mechanic Helper	22.20
23050 - Aircraft Painter	26.75
23060 - Aircraft Servicer	24.56
23070 - Aircraft Survival Flight	26.75
Equipment Technician	
23080 - Aircraft Worker	25.75

23091 - Aircrew Life Support	25.75
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	27.57
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.65
23120 - Bicycle Repairer	19.40
23125 - Cable Splicer	34.28
23130 - Carpenter Maintenance	26.81
23140 - Carpet Layer	29.73
23160 - Electrician Maintenance	29.06
23181 - Electronics Technician	27.35
Maintenance I	
23182 - Electronics Technician	28.46
Maintenance II	
23183 - Electronics Technician	29.34
Maintenance III	
23260 - Fabric Worker	24.44
23290 - Fire Alarm System Mechanic	24.02
23310 - Fire Extinguisher Repairer	23.29
23311 - Fuel Distribution System	38.68
Mechanic	
23312 - Fuel Distribution System	31.14
Operator	
23370 - General Maintenance Worker	20.78
23380 - Ground Support Equipment	27.57
Mechanic	
23381 - Ground Support Equipment	24.56
Servicer	
23382 - Ground Support Equipment	25.75
Worker	
23391 - Gunsmith I	23.29
23392 - Gunsmith II	25.59
23393 - Gunsmith III	27.45
23410 - Heating Ventilation And Air-	25.75
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	26.51
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.25
23440 - Heavy Equipment Operator	33.52
23460 - Instrument Mechanic	28.79
23465 - Laboratory/Shelter Mechanic	26.62
23470 - Laborer	17.34
23510 - Locksmith	20.14
23530 - Machinery Maintenance	26.93
Mechanic	20.90
23550 - Machinist Maintenance	21.28
	21.20

23580 - Maintenance Trades Helper	17.06
23591 - Metrology Technician I	28.79
23592 - Metrology Technician II	29.64
23593 - Metrology Technician III	30.56
23640 - Millwright	27.45
23710 - Office Appliance Repairer	21.78
23760 - Painter Maintenance	25.60
23790 - Pipefitter Maintenance	37.94
23810 - Plumber Maintenance	36.79
23820 - Pneudraulic Systems Mechanic	27.45
23850 - Rigger	27.45
23870 - Scale Mechanic	25.59
23890 - Sheet-Metal Worker	26.11
Maintenance	
23910 - Small Engine Mechanic	20.23
23931 - Telecommunications Mechanic	25.63
I	
23932 - Telecommunications Mechanic	27.27
II	
23950 - Telephone Lineman	31.70
23960 - Welder Combination	21.56
Maintenance	
23965 - Well Driller	27.45
23970 - Woodcraft Worker	27.45
23980 - Woodworker	23.29
24000 - Personal Needs Occupations	
24550 - Case Manager	18.25
24570 - Child Care Attendant	12.03
24580 - Child Care Center Clerk	15.01
24610 - Chore Aide	13.92
24620 - Family Readiness And Support	18.25
Services	
Coordinator	
24630 - Homemaker	18.25
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.45
25040 - Sewage Plant Operator	27.17
25070 - Stationary Engineer	27.45
25190 - Ventilation Equipment Tender	21.80
25210 - Water Treatment Plant	27.17
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.73
27007 - Baggage Inspector	15.95
27008 - Corrections Officer	20.30
27010 - Court Security Officer	21.46
27030 - Detection Dog Handler	18.31
27040 - Detention Officer	20.30
27070 - Firefighter	22.40

27101 - Guard I			15.95
27102 - Guard II			18.31
27131 - Police Officer I			28.16
27132 - Police Officer II			31.30
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			14.76
28042 - Carnival Equipment Repairer			15.77
28043 - Carnival Worker			11.73
28210 - Gate Attendant/Gate Tender			18.52
28310 - Lifeguard			12.11
28350 - Park Attendant (Aide)			20.72
28510 - Recreation Aide/Health			15.13
Facility Attendant			
28515 - Recreation Specialist			24.32
28630 - Sports Official			16.50
28690 - Swimming Pool Operator			17.32
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			25.59
29020 - Hatch Tender			25.59
29030 - Line Handler			25.59
29041 - Stevedore I			24.44
29042 - Stevedore II			26.62
30000 - Technical Occupations			
30010 - Air Traffic Control	(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			18.44
30022 - Archeological Technician II			20.64
30023 - Archeological Technician III			25.56
30030 - Cartographic Technician			25.56
30040 - Civil Engineering Technician			28.19
30051 - Cryogenic Technician I			28.14
30052 - Cryogenic Technician II			31.08
30061 - Drafter/CAD Operator I			18.44
30062 - Drafter/CAD Operator II			20.64
30063 - Drafter/CAD Operator III			23.01
30064 - Drafter/CAD Operator IV			28.31
30081 - Engineering Technician I			15.40
30082 - Engineering Technician II			17.29
30083 - Engineering Technician III			19.34
30084 - Engineering Technician IV			23.96
30085 - Engineering Technician V			29.31
30086 - Engineering Technician VI			35.46
30090 - Environmental Technician			26.78
30095 - Evidence Control Specialist			25.40
30210 - Laboratory Technician			20.72

30221 - Latent Fingerprint Technician I		24.28
30222 - Latent Fingerprint		26.82
Technician II		20.02
30240 - Mathematical Technician		28.67
30361 - Paralegal/Legal Assistant I		18.27
30362 - Paralegal/Legal Assistant II		22.63
30362 - Paralegal/Legal Assistant		27.69
TTT		27.09
30364 - Paralegal/Legal Assistant IV		33.50
30375 - Petroleum Supply Specialist		31.08
30390 - Photo-Optics Technician		25.40
30395 - Radiation Control Technician		31.08
30461 - Technical Writer I		23.09
30462 - Technical Writer II		28.25
30463 - Technical Writer III		34.17
30491 - Unexploded Ordnance (UXO)		25.60
Technician I		20100
30492 - Unexploded Ordnance (UXO)		30.98
Technician II		50.50
		27 1 2
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		34.44
30620 - Weather Observer Combined (see	e 2)	23.01
Upper Air Or		
Surface Programs		
-	e 2)	25.56
31000 - Transportation/Mobile		20.00
Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		
		21.46
31030 - Bus Driver		27.92
31043 - Driver Courier		16.15
31260 - Parking and Lot Attendant		13.50
31290 - Shuttle Bus Driver		17.11
31310 - Taxi Driver		15.58
31361 - Truckdriver Light		17.25
31362 - Truckdriver Medium		18.11
31363 - Truckdriver Heavy		24.42
31364 - Truckdriver Tractor-Trailer		24.42
99000 - Miscellaneous Occupations		
99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist		15.10
99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier		15.10 11.88
99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist		15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.48
I	
99252 - Laboratory Animal Caretaker	14.40
II	
99260 - Marketing Analyst	28.70
99310 - Mortician	37.77
99410 - Pest Controller	23.04
99510 - Photofinishing Worker	14.93
99710 - Recycling Laborer	22.39
99711 - Recycling Specialist	26.17
99730 - Refuse Collector	21.57
99810 - Sales Clerk	13.08
99820 - School Crossing Guard	16.70
99830 - Survey Party Chief	26.19
99831 - Surveying Aide	19.36
99832 - Surveying Technician	20.27
99840 - Vending Machine Attendant	17.30
99841 - Vending Machine Repairer	20.30
99842 - Vending Machine Repairer	17.30
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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) Does not apply to employees employed in a bona fide executive administrative or professional capacity as defined and delineated in 29 CFR Part 541. (See 29 CFR 4.156)

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

** HAZARDOUS PAY DIFFERENTIAL **

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

modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work. 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-4899 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.

State: Wisconsin

Area: Wisconsin Counties of Milwaukee Ozaukee Washington Waukesha

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		16.82
01012 - Accounting Clerk II		18.90
01013 - Accounting Clerk III		21.13
01020 - Administrative Assistant		30.41
01035 - Court Reporter		24.84
01041 - Customer Service		15.52
Representative I		
01042 - Customer Service		17.17
Representative II		

01043 - Customer Service Representative III		19.03
01051 - Data Entry Operator I		14.55
01052 - Data Entry Operator II		15.88
01060 - Dispatcher Motor Vehicle		22.64
01070 - Document Preparation Clerk		17.22
01090 - Duplicating Machine Operator		17.22
01111 - General Clerk I		14.78
01112 - General Clerk II		16.13
01113 - General Clerk III		18.12
01120 - Housing Referral Assistant		21.85
01141 - Messenger Courier		12.93
01191 - Order Clerk I		16.65
01192 - Order Clerk II		18.61
01261 - Personnel Assistant		17.07
(Employment) I		
01262 - Personnel Assistant		19.09
(Employment) II		
01263 - Personnel Assistant		21.29
(Employment) III		
01270 - Production Control Clerk		23.80
01290 - Rental Clerk		16.16
01300 - Scheduler Maintenance		17.53
01311 - Secretary I		17.53
01312 - Secretary II		19.60
01313 - Secretary III		21.85
01320 - Service Order Dispatcher		20.25
01410 - Supply Technician		30.41
01410 - Supply Technician 01420 - Survey Worker		30.41 18.54
01420 - Survey Worker		18.54
01420 - Survey Worker 01460 - Switchboard		18.54
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		18.54 16.10
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		18.54 16.10 16.65
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		18.54 16.10 16.65 18.00
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		18.54 16.10 16.65 18.00 19.48
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		18.54 16.10 16.65 18.00 19.48 18.02
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II		18.54 16.10 16.65 18.00 19.48 18.02 20.24
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		18.54 16.10 16.65 18.00 19.48 18.02 20.24
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III		18.54 16.10 16.65 18.00 19.48 18.02 20.24 22.63
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	18.54 16.10 16.65 18.00 19.48 18.02 20.24 22.63 22.36 22.36
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer	Electrician	18.54 16.10 16.65 18.00 19.48 18.02 20.24 22.63 22.36 21.18 20.38
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	18.54 16.10 16.65 18.00 19.48 18.02 20.24 22.63 22.36 22.36 21.18 20.38 20.38
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	18.54 16.10 16.65 18.00 19.48 18.02 20.24 22.63 22.36 22.36 21.18 20.38 20.38 18.76
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	18.54 16.10 16.65 18.00 19.48 18.02 20.24 22.63 22.36 22.36 21.18 20.38 20.38
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	18.54 16.10 16.65 18.00 19.48 18.02 20.24 22.63 22.36 21.18 20.38 20.38 18.76 21.91
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	18.54 16.10 16.65 18.00 19.48 18.02 20.24 22.63 22.36 22.36 21.18 20.38 20.38 18.76 21.91
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05005 - Automotive Glass Installer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic	Electrician	18.54 16.10 16.65 18.00 19.48 18.02 20.24 22.63 22.36 21.18 20.38 20.38 18.76 21.91 20.71 21.91
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	18.54 16.10 16.65 18.00 19.48 18.02 20.24 22.63 22.36 22.36 21.18 20.38 20.38 18.76 21.91

05250 - Motor Vehicle Upholstery	19.66
Worker	
05280 - Motor Vehicle Wrecker	20.38
05310 - Painter Automotive	21.18
05340 - Radiator Repair Specialist	20.38
05370 - Tire Repairer	16.09
05400 - Transmission Repair	21.91
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.77
07041 - Cook I	14.61
07042 - Cook II	16.35
07070 - Dishwasher	9.71
07130 - Food Service Worker	10.48
07210 - Meat Cutter	19.83
07260 - Waiter/Waitress	9.65
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.47
09040 - Furniture Handler	15.53
09080 - Furniture Refinisher	20.68
09090 - Furniture Refinisher Helper	17.44
09110 - Furniture Repairer Minor	19.20
09130 - Upholsterer	20.68
11000 - General Services And Support	20.00
Occupations	
11030 - Cleaner Vehicles	13.15
11060 - Elevator Operator	13.68
11090 - Gardener	21.31
11122 - Housekeeping Aide	13.68
11150 - Janitor	13.68
11210 - Laborer Grounds Maintenance	17.40
11240 - Maid or Houseman	12.75
11240 - Maid of Houseman 11260 - Pruner	16.13
11270 - Tractor Operator	19.99
11330 - Trail Maintenance Worker	17.40
11350 - Window Cleaner	
12000 - Health Occupations	14.76
12000 - Health Occupations 12010 - Ambulance Driver	10 00
12010 - Ambulance Driver 12011 - Breath Alcohol Technician	19.09
	23.08
12012 - Certified Occupational	24.06
Therapist Assistant	07 00
12015 - Certified Physical Therapist	27.39
Assistant	10 (1
12020 - Dental Assistant	18.61
12025 - Dental Hygienist	34.21
12030 - EKG Technician	32.52
12035 - Electroneurodiagnostic	32.52
Technologist	

	10 00
12040 - Emergency Medical Technician	19.09
12071 - Licensed Practical Nurse I	20.64
12072 - Licensed Practical Nurse II	23.08
12073 - Licensed Practical Nurse III	25.72
12100 - Medical Assistant	18.54
12130 - Medical Laboratory	26.83
Technician	
12160 - Medical Record Clerk	20.12
12190 - Medical Record Technician	22.51
12195 - Medical Transcriptionist	21.24
12210 - Nuclear Medicine	41.63
Technologist	
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	19.22
12236 - Optical Technician	17.90
12250 - Pharmacy Technician	17.65
12280 - Phlebotomist	17.81
12305 - Radiologic Technologist	30.66
12311 - Registered Nurse I	25.22
12312 - Registered Nurse II	30.83
12313 - Registered Nurse II	30.83
Specialist	
12314 - Registered Nurse III	37.30
12315 - Registered Nurse III	37.30
Anesthetist	
12316 - Registered Nurse IV	44.70
12317 - Scheduler (Drug and Alcohol	28.59
Testing)	
12320 - Substance Abuse Treatment	22.11
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	19.99
13012 - Exhibits Specialist II	24.56
13013 - Exhibits Specialist III	30.04
13041 - Illustrator I	20.82
13042 - Illustrator II	25.79
13043 - Illustrator III	31.53
13047 - Librarian	28.55
13050 - Library Aide/Clerk	15.14
13054 - Library Information	25.79
Technology Systems	
Administrator	
13058 - Library Technician	16.40
13061 - Media Specialist I	18.61
13062 - Media Specialist II	20.82
13063 - Media Specialist III	23.20

13071 - Photographer I		17.25
13072 - Photographer II		19.30
13073 - Photographer III		23.90
13074 - Photographer IV		29.24
13075 - Photographer V		35.38
13090 - Technical Order Library		19.02
Clerk		
13110 - Video Teleconference		18.88
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		20.06
14042 - Computer Operator II		22.47
14043 - Computer Operator III		25.08
14044 - Computer Operator IV		27.89
14045 - Computer Operator V		30.70
14071 - Computer Programmer I	(see 1)	26.21
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		20.06
Operator		
14160 - Personal Computer Support		27.89
Technician		
14170 - System Support Specialist		33.63
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		33.39
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		39.07
Instructor (Rated)		
15030 - Air Crew Training Devices		44.48
Instructor (Pilot)		
15050 - Computer Based Training		33.39
Specialist / Instructor		
15060 - Educational Technologist		31.88
15070 - Flight Instructor (Pilot)		44.48
15080 - Graphic Artist		26.11
15085 - Maintenance Test Pilot Fixed		39.99
Jet/Prop		
15086 - Maintenance Test Pilot		39.99
Rotary Wing		
15088 - Non-Maintenance Test/Co-		39.99
Pilot		
15090 - Technical Instructor		24.12
15095 - Technical Instructor/Course		29.50
Developer		
15110 - Test Proctor		19.47
		± 2 • ± /

	10 47
15120 - Tutor	19.47
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	15.31
Apparel Laundry	10.01
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
19000 - Machine Tool Operation And	10.01
Repair Occupations	
19010 - Machine-Tool Operator (Tool	21.94
Room)	21.91
19040 - Tool And Die Maker	28.83
21000 - Materials Handling And Packing	20.00
Occupations	
21020 - Forklift Operator	19.12
21030 - Material Coordinator	23.80
21040 - Material Expediter	23.80
21050 - Material Handling Laborer	17.00
21071 - Order Filler	13.31
21080 - Production Line Worker (Food	19.12
Processing)	
21110 - Shipping Packer	18.38
21130 - Shipping/Receiving Clerk	18.38
21140 - Store Worker I	16.51
21150 - Stock Clerk	20.83
21210 - Tools And Parts Attendant	19.12
21410 - Warehouse Specialist	19.12
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	30.27
23019 - Aircraft Logs and Records	24.56
Technician	
23021 - Aircraft Mechanic I	28.79
23022 - Aircraft Mechanic II	30.27
23023 - Aircraft Mechanic III	31.60
23040 - Aircraft Mechanic Helper	21.75
23050 - Aircraft Painter	27.37
23060 - Aircraft Servicer	24.56
23070 - Aircraft Survival Flight	27.37
Equipment Technician	
23080 - Aircraft Worker	25.95

23091 - Aircrew Life Support	25.95
Equipment (ALSE) Mechanic	
I	00 50
23092 - Aircrew Life Support	28.79
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.03
23120 - Bicycle Repairer	24.05
23125 - Cable Splicer	42.79
23130 - Carpenter Maintenance	26.81
23140 - Carpet Layer	22.53
23160 - Electrician Maintenance	34.97
23181 - Electronics Technician	26.96
Maintenance I	
23182 - Electronics Technician	28.43
Maintenance II	
23183 - Electronics Technician	29.91
Maintenance III	
23260 - Fabric Worker	25.48
23290 - Fire Alarm System Mechanic	23.91
23310 - Fire Extinguisher Repairer	24.05
23311 - Fuel Distribution System	37.95
Mechanic	
23312 - Fuel Distribution System	31.97
Operator	
23370 - General Maintenance Worker	21.72
23380 - Ground Support Equipment	28.79
Mechanic	
23381 - Ground Support Equipment	24.56
Servicer	
23382 - Ground Support Equipment	25.95
Worker	
23391 - Gunsmith I	24.05
23392 - Gunsmith II	26.92
23393 - Gunsmith III	29.86
23410 - Heating Ventilation And Air-	30.46
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	32.03
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	28.01
23440 - Heavy Equipment Operator	36.80
23460 - Instrument Mechanic	29.86
23465 - Laboratory/Shelter Mechanic	28.39
23470 - Laborer	17.00
23510 - Locksmith	22.24
23530 - Machinery Maintenance	27.62
Mechanic	
23550 - Machinist Maintenance	21.40
	21.10

23580 - Maintenance Trades Helper	17.44
23591 - Metrology Technician I	29.86
23592 - Metrology Technician II	31.39
23593 - Metrology Technician III	32.77
23640 - Millwright	32.14
23710 - Office Appliance Repairer	22.15
23760 - Painter Maintenance	25.05
23790 - Pipefitter Maintenance	39.80
23810 - Plumber Maintenance	37.83
23820 - Pneudraulic Systems Mechanic	29.86
23850 - Rigger	28.83
23870 - Scale Mechanic	26.92
23890 - Sheet-Metal Worker	33.02
Maintenance	
23910 - Small Engine Mechanic	20.36
23931 - Telecommunications Mechanic	29.67
I	01 11
23932 - Telecommunications Mechanic	31.11
23950 - Telephone Lineman	29.74
23960 - Welder Combination	23.89
Maintenance	
23965 - Well Driller	27.95
23970 - Woodcraft Worker	29.86
23980 - Woodworker	24.05
24000 - Personal Needs Occupations	17 00
24550 - Case Manager	17.86
24570 - Child Care Attendant	12.68
24580 - Child Care Center Clerk 24610 - Chore Aide	17.09
	11.94
24620 - Family Readiness And Support	17.86
Services	
Coordinator	10 CE
24630 - Homemaker	18.65
25000 - Plant And System Operations	
Occupations 25010 - Boiler Tender	21 20
	31.38 29.57
25040 - Sewage Plant Operator 25070 - Stationary Engineer	31.38
	23.71
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	29.57
	29.51
Operator 27000 - Protective Service Occupations	
27000 - Protective Service Occupations 27004 - Alarm Monitor	24.36
27004 - Alarm Monitor 27007 - Baggage Inspector	14.61
27007 - Baggage Inspector 27008 - Corrections Officer	22.49
27010 - Court Security Officer	23.27
27030 - Detection Dog Handler	18.64
27030 - Detection Dog Handler 27040 - Detention Officer	22.49
27040 - Detention Officer 27070 - Firefighter	25.98
ZIVIO - FILELIGIILEE	20.90

27101 - Guard I			14.61
27102 - Guard II			18.64
27131 - Police Officer I			33.10
27132 - Police Officer II			36.79
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			11.57
28042 - Carnival Equipment Repairer			12.34
28043 - Carnival Worker			9.34
28210 - Gate Attendant/Gate Tender			15.60
28310 - Lifeguard			11.70
28350 - Park Attendant (Aide)			17.45
28510 - Recreation Aide/Health			14.52
Facility Attendant			
28515 - Recreation Specialist			21.62
28630 - Sports Official			13.89
28690 - Swimming Pool Operator			19.18
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			22.24
29020 - Hatch Tender			22.24
29030 - Line Handler			22.24
29041 - Stevedore I			21.74
29042 - Stevedore II			23.43
30000 - Technical Occupations			20110
30010 - Air Traffic Control	(see	2)	42.02
Specialist Center (HFO)	(500	<i>2</i> /	12.02
30011 - Air Traffic Control	(see	2)	28.98
Specialist Station (HFO)	(500	2)	20.90
30012 - Air Traffic Control			31.91
Specialist Terminal (HFO) (see 2)			51.91
30021 - Archeological Technician I			17.93
30022 - Archeological Technician II			20.06
30023 - Archeological Technician III			24.85
30030 - Cartographic Technician			24.85
30040 - Civil Engineering Technician			27.10
30051 - Cryogenic Technician I			26.58
30052 - Cryogenic Technician II			29.36
30061 - Drafter/CAD Operator I			17.93
30062 - Drafter/CAD Operator II			20.06
30063 - Drafter/CAD Operator III			22.37
30064 - Drafter/CAD Operator IV			27.52
30081 - Engineering Technician I			16.66
30082 - Engineering Technician II			18.71
30082 - Engineering Technician III			20.96
30083 - Engineering Technician IV			25.93
30084 - Engineering Technician IV 30085 - Engineering Technician V			25.93
5 5			
30086 - Engineering Technician VI			XX 76
			38.36
30090 - Environmental Technician			27.93

30221 - Latent Fingerprint Technician I			28.51
			21 40
30222 - Latent Fingerprint			31.49
Technician II			
30240 - Mathematical Technician			31.37
30361 - Paralegal/Legal Assistant I			19.24
30362 - Paralegal/Legal Assistant II			24.79
30363 - Paralegal/Legal Assistant			30.34
III			
30364 - Paralegal/Legal Assistant IV			36.70
30375 - Petroleum Supply Specialist			29.36
30390 - Photo-Optics Technician			25.93
30395 - Radiation Control Technician			29.36
30461 - Technical Writer I			24.84
30462 - Technical Writer II			30.39
30463 - Technical Writer III			36.77
30491 - Unexploded Ordnance (UXO)			26.71
Technician I			
30492 - Unexploded Ordnance (UXO)			32.32
Technician II			
30493 - Unexploded Ordnance (UXO)			38.73
Technician III			
30494 - Unexploded (UXO) Safety			26.71
Escort			
30495 - Unexploded (UXO) Sweep			26.71
Personnel			
30501 - Weather Forecaster I			27.52
30502 - Weather Forecaster II			33.48
	see	2)	22.98
Upper Air Or		_ /	
Surface Programs			
_	see	2)	25.53
31000 - Transportation/Mobile	200	2)	23.33
-			
Equipment Operation Occupations			20 20
31010 - Airplane Pilot			32.32
31020 - Bus Aide			18.77
31030 - Bus Driver			24.35
31043 - Driver Courier			15.44
31260 - Parking and Lot Attendant			11.17
31290 - Shuttle Bus Driver			15.39
31310 - Taxi Driver			14.41
31361 - Truckdriver Light			15.45
31362 - Truckdriver Medium			19.55
31363 - Truckdriver Heavy			24.23
31364 - Truckdriver Tractor-Trailer			24.23
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.76
99030 - Cashier			11.22
99050 - Desk Clerk			
			11 53
99095 - Embalmer			11.53 28.81

99130 - Flight Follower	26.71
99251 - Laboratory Animal Caretaker	16.32
I	
99252 - Laboratory Animal Caretaker	17.40
II	
99260 - Marketing Analyst	30.46
99310 - Mortician	28.81
99410 - Pest Controller	18.16
99510 - Photofinishing Worker	14.82
99710 - Recycling Laborer	26.00
99711 - Recycling Specialist	29.87
99730 - Refuse Collector	24.11
99810 - Sales Clerk	13.11
99820 - School Crossing Guard	14.88
99830 - Survey Party Chief	28.46
99831 - Surveying Aide	18.87
99832 - Surveying Technician	25.91
99840 - Vending Machine Attendant	17.29
99841 - Vending Machine Repairer	20.63
99842 - Vending Machine Repairer	17.29
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-4901 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.

State: Wisconsin

Area: Wisconsin County of Winnebago

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.68
01012 - Accounting Clerk II		17.61
01013 - Accounting Clerk III		19.69
01020 - Administrative Assistant		28.78
01035 - Court Reporter		18.46
01041 - Customer Service		15.65
Representative I		
01042 - Customer Service		17.08
Representative II		

01043 - Customer Service Representative III		19.18
01051 - Data Entry Operator I		15.07
01052 - Data Entry Operator II		16.45
01060 - Dispatcher Motor Vehicle		21.32
01070 - Document Preparation Clerk		14.70
01090 - Duplicating Machine Operator		14.70
01111 - General Clerk I		14.20
01112 - General Clerk II		15.49
01113 - General Clerk III		17.40
01120 - Housing Referral Assistant		20.58
01141 - Messenger Courier		12.20
01191 - Order Clerk I		14.80
01192 - Order Clerk II		16.86
01261 - Personnel Assistant		16.45
(Employment) I		10.10
01262 - Personnel Assistant		18.41
(Employment) II		10.41
01263 - Personnel Assistant		20.52
(Employment) III		20.52
01270 - Production Control Clerk		24.28
01290 - Rental Clerk		12.76
01300 - Scheduler Maintenance		16.51
01311 - Secretary I		16.51
01312 - Secretary II		18.46
—		20.58
01313 - Secretary III 01320 Service Order Dispetcher		19.40
01320 - Service Order Dispatcher		28.78
01410 - Supply Technician		
01420 - Survey Worker 01460 - Switchboard		18.46
		15.58
Operator/Receptionist		10 00
01531 - Travel Clerk I		18.23
01532 - Travel Clerk II		19.71
01533 - Travel Clerk III		21.33
01611 - Word Processor I		14.70
01612 - Word Processor II		16.51
01613 - Word Processor III		18.46
05000 - Automotive Service Occupations		00 40
05005 - Automobile Body Repairer		22.42
Fiberglass		10 10
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		18.37
05070 - Automotive Worker		18.37
05110 - Mobile Equipment Servicer		16.97
05130 - Motor Equipment Metal		19.96
Mechanic		10 27
05160 - Motor Equipment Metal Worker		18.37
05190 - Motor Vehicle Mechanic		19.96
05220 - Motor Vehicle Mechanic		16.20
Helper		

05250 - Motor Vehicle Upholstery Worker	17.77
	10.05
05280 - Motor Vehicle Wrecker	18.37
05310 - Painter Automotive	19.16
05340 - Radiator Repair Specialist	18.37
05370 - Tire Repairer	15.74
05400 - Transmission Repair	19.96
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.84
07041 - Cook I	14.45
07042 - Cook II	16.21
07070 - Dishwasher	9.11
07130 - Food Service Worker	10.48
07210 - Meat Cutter	19.68
07260 - Waiter/Waitress	9.79
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.62
09040 - Furniture Handler	13.54
09080 - Furniture Refinisher	19.62
09090 - Furniture Refinisher Helper	15.54
09110 - Furniture Repairer Minor	17.56
09130 - Upholsterer	19.62
11000 - General Services And Support	19.02
Occupations	
11030 - Cleaner Vehicles	14.59
11060 - Elevator Operator	14.59
11090 - Gardener	19.94
11122 - Housekeeping Aide	12.54
11122 - Housekeeping Aide 11150 - Janitor	12.54
11210 - Laborer Grounds Maintenance	16.33
11240 - Maid or Houseman	11.64
11260 - Pruner	15.13
11270 - Tractor Operator	18.74
11330 - Trail Maintenance Worker 11360 - Window Cleaner	16.33
	13.53
12000 - Health Occupations	10 05
12010 - Ambulance Driver	18.05
12011 - Breath Alcohol Technician	19.08
12012 - Certified Occupational	23.27
Therapist Assistant	07.00
12015 - Certified Physical Therapist	27.92
Assistant	10 50
12020 - Dental Assistant	19.70
12025 - Dental Hygienist	30.96
12030 - EKG Technician	28.91
12035 - Electroneurodiagnostic	28.91
Technologist	

12040 - Emergency Medical Technician	18.05
12071 - Licensed Practical Nurse I	17.05
12072 - Licensed Practical Nurse II	19.08
12073 - Licensed Practical Nurse III	21.26
12100 - Medical Assistant	17.89
12130 - Medical Laboratory	29.14
Technician	
12160 - Medical Record Clerk	18.37
12190 - Medical Record Technician	20.54
12195 - Medical Transcriptionist	17.22
12210 - Nuclear Medicine	41.91
Technologist	11 00
12221 - Nursing Assistant I	11.89
12222 - Nursing Assistant II	13.36
12223 - Nursing Assistant III	14.58
12224 - Nursing Assistant IV	16.38
12235 - Optical Dispenser	17.01
12236 - Optical Technician	17.05
12250 - Pharmacy Technician	15.35
12280 - Phlebotomist	17.93
12305 - Radiologic Technologist	30.45
12311 - Registered Nurse I	24.38
12312 - Registered Nurse II	29.82
12313 - Registered Nurse II	29.82
Specialist	
12314 - Registered Nurse III	36.08
12315 - Registered Nurse III	36.08
Anesthetist	
12316 - Registered Nurse IV	43.24
12317 - Scheduler (Drug and Alcohol	23.63
Testing)	07 04
12320 - Substance Abuse Treatment	27.24
Counselor	
13000 - Information And Arts	
Occupations	01 50
13011 - Exhibits Specialist I	21.50
13012 - Exhibits Specialist II	26.64
13013 - Exhibits Specialist III	32.58
13041 - Illustrator I 12042 - Illustrator II	21.50
13042 - Illustrator II	26.64
13043 - Illustrator III 12047 - Libuarian	32.58
13047 - Librarian	29.50
13050 - Library Aide/Clerk	17.12
13054 - Library Information	26.64
Technology Systems Administrator	
	16 10
13058 - Library Technician	16.10
13061 - Media Specialist I 13062 Media Specialist II	19.23
13062 - Media Specialist II	21.50
13063 - Media Specialist III	23.97

13071 - Photographer I		19.23
13072 - Photographer II		21.50
13073 - Photographer III		26.64
13074 - Photographer IV		32.58
13075 - Photographer V		39.43
13090 - Technical Order Library		21.50
Clerk		
13110 - Video Teleconference		19.26
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.57
14042 - Computer Operator II		20.77
14043 - Computer Operator III		23.17
14044 - Computer Operator IV		25.74
14045 - Computer Operator V		29.25
14071 - Computer Programmer I	(see 1)	22.42
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		18.57
Operator		
14160 - Personal Computer Support		26.15
Technician		
14170 - System Support Specialist		32.78
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		30.28
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		36.63
Instructor (Rated)		
15030 - Air Crew Training Devices		43.90
Instructor (Pilot)		
15050 - Computer Based Training		30.28
Specialist / Instructor		
15060 - Educational Technologist		31.44
15070 - Flight Instructor (Pilot)		43.90
15080 - Graphic Artist		23.36
15085 - Maintenance Test Pilot Fixed		43.90
Jet/Prop		
15086 - Maintenance Test Pilot		43.90
Rotary Wing		
15088 - Non-Maintenance Test/Co-		43.90
Pilot		
15090 - Technical Instructor		20.06
15095 - Technical Instructor/Course		24.54
Developer		
15110 - Test Proctor		16.19
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15120 - Tutor	16.19
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	1 - 21
16010 - Assembler	15.31 15.31
16030 - Counter Attendant	
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	15.31
Apparel Laundry	10.00
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	20.33
Room)	
19040 - Tool And Die Maker	23.38
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	20.23
21030 - Material Coordinator	24.28
21040 - Material Expediter	24.28
21050 - Material Handling Laborer	17.70
21071 - Order Filler	13.29
21080 - Production Line Worker (Food	20.23
Processing)	
21110 - Shipping Packer	18.10
21130 - Shipping/Receiving Clerk	18.10
21140 - Store Worker I	16.06
21150 - Stock Clerk	20.26
21210 - Tools And Parts Attendant	20.23
21410 - Warehouse Specialist	20.23
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	27.76
23019 - Aircraft Logs and Records	22.15
Technician	
23021 - Aircraft Mechanic I	26.48
23022 - Aircraft Mechanic II	27.76
23023 - Aircraft Mechanic III	29.20
23040 - Aircraft Mechanic Helper	19.62
23050 - Aircraft Painter	24.85
23060 - Aircraft Servicer	22.15
23070 - Aircraft Survival Flight	24.85
Equipment Technician	0.0
23080 - Aircraft Worker	23.41

	00 41
23091 - Aircrew Life Support	23.41
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	26.48
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.35
23120 - Bicycle Repairer	21.30
23125 - Cable Splicer	35.44
23130 - Carpenter Maintenance	21.53
23140 - Carpet Layer	24.48
23160 - Electrician Maintenance	29.94
23181 - Electronics Technician	23.89
Maintenance I	
23182 - Electronics Technician	26.08
Maintenance II	
23183 - Electronics Technician	27.51
Maintenance III	
23260 - Fabric Worker	22.60
23290 - Fire Alarm System Mechanic	27.02
23310 - Fire Extinguisher Repairer	21.30
23311 - Fuel Distribution System	27.02
Mechanic	
23312 - Fuel Distribution System	21.30
Operator	
23370 - General Maintenance Worker	23.86
23380 - Ground Support Equipment	26.48
Mechanic	
23381 - Ground Support Equipment	22.15
Servicer	
23382 - Ground Support Equipment	23.41
Worker	
23391 - Gunsmith I	21.30
23392 - Gunsmith II	23.89
23393 - Gunsmith III	27.02
23410 - Heating Ventilation And Air-	25.67
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	26.91
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.02
23440 - Heavy Equipment Operator	27.86
23460 - Instrument Mechanic	27.02
23465 - Laboratory/Shelter Mechanic	25.35
23470 - Laborer	17.70
23510 - Locksmith	25.35
23530 - Machinery Maintenance	29.65
Mechanic	25.05
23550 - Machinist Maintenance	22.38
25550 - Machithitst Mathicenance	22.30

23580 - Maintenance Trades Helper	17.82
23591 - Metrology Technician I	27.02
23592 - Metrology Technician II	28.32
23593 - Metrology Technician III	29.79
23640 - Millwright	29.21
23710 - Office Appliance Repairer	18.31
23760 - Painter Maintenance	18.95
23790 - Pipefitter Maintenance	34.74
23810 - Plumber Maintenance	30.47
23820 - Pneudraulic Systems Mechanic	27.02
23850 - Rigger	27.02
23870 - Scale Mechanic	23.89
23890 - Sheet-Metal Worker	26.43
Maintenance	
23910 - Small Engine Mechanic	23.89
23931 - Telecommunications Mechanic	24.35
I	
23932 - Telecommunications Mechanic	25.53
II	
23950 - Telephone Lineman	30.60
23960 - Welder Combination	22.35
Maintenance	
23965 - Well Driller	27.02
23970 - Woodcraft Worker	27.02
23980 - Woodworker	21.30
24000 - Personal Needs Occupations	
24550 - Case Manager	21.80
24570 - Child Care Attendant	12.79
24580 - Child Care Center Clerk	17.96
24610 - Chore Aide	12.78
24620 - Family Readiness And Support	21.80
Services	
Coordinator	01 00
24630 - Homemaker	21.80
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.55
25040 - Sewage Plant Operator	26.95
25070 - Stationary Engineer	27.55
25190 - Ventilation Equipment Tender	20.72
25210 - Water Treatment Plant	26.95
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.05
27007 - Baggage Inspector	12.94
27008 - Corrections Officer	23.89
27010 - Court Security Officer	23.73
27030 - Detection Dog Handler	14.89
27040 - Detention Officer 27070 - Firefighter	23.89 22.51

27101 - Guard I			12.94
27102 - Guard II			14.89
27131 - Police Officer I			31.70
27132 - Police Officer II			35.23
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			12.89
28042 - Carnival Equipment Repairer			13.72
28043 - Carnival Worker			10.41
28210 - Gate Attendant/Gate Tender			15.04
28310 - Lifequard			13.08
28350 - Park Attendant (Aide)			16.82
28510 - Recreation Aide/Health			12.27
Facility Attendant			
28515 - Recreation Specialist			20.35
28630 - Sports Official			13.39
28690 - Swimming Pool Operator			21.21
29000 - Stevedoring/Longshoremen			~ + • ~ +
Occupational Services			
29010 - Blocker And Bracer			23.89
29010 - Blocker And Bracer 29020 - Hatch Tender			23.89
29020 - Hatch Tender 29030 - Line Handler			23.89
29041 - Stevedore I			22.60
29042 - Stevedore II			25.35
30000 - Technical Occupations		<u></u>	
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			20.02
30022 - Archeological Technician II			22.41
30023 - Archeological Technician III			27.75
30030 - Cartographic Technician			27.75
30040 - Civil Engineering Technician			26.75
30051 - Cryogenic Technician I			30.74
30052 - Cryogenic Technician II			33.95
30061 - Drafter/CAD Operator I			20.02
30062 - Drafter/CAD Operator II			22.41
30063 - Drafter/CAD Operator III			24.98
30064 - Drafter/CAD Operator IV			30.74
30081 - Engineering Technician I			15.40
30082 - Engineering Technician II			18.41
30083 - Engineering Technician III			20.86
30084 - Engineering Technician IV			25.84
30085 - Engineering Technician V			31.61
30086 - Engineering Technician VI			38.25
30090 - Environmental Technician			
			23.49
30095 - Evidence Control Specialist			23.49
30095 - Evidence Control Specialist 30210 - Laboratory Technician			23.49 27.75 25.03

30221 - Latent Fingerprint	30.74
Technician I	
30222 - Latent Fingerprint	33.95
Technician II	
30240 - Mathematical Technician	27.75
30361 - Paralegal/Legal Assistant I	19.92
30362 - Paralegal/Legal Assistant II	24.68
30363 - Paralegal/Legal Assistant	30.19
III	
30364 - Paralegal/Legal Assistant IV	36.53
30375 - Petroleum Supply Specialist	33.95
30390 - Photo-Optics Technician	27.75
30395 - Radiation Control Technician	33.95
30461 - Technical Writer I	27.75
30462 - Technical Writer II	33.95
30463 - Technical Writer III	41.08
30491 - Unexploded Ordnance (UXO)	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	20100
30495 - Unexploded (UXO) Sweep	25.60
Personnel	20.00
30501 - Weather Forecaster I	30.74
30502 - Weather Forecaster II	37.40
30620 - Weather Observer Combined (see 2)	24.98
Upper Air Or	21.90
Surface Programs	
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30621 - Weather Observer Senior (see 2)	27.75
30621 - Weather Observer Senior(see 2)31000 - Transportation/Mobile	21.15
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations	
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot	30.98
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide	30.98 17.07
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver	30.98 17.07 22.14
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver31043 - Driver Courier	30.98 17.07 22.14 16.20
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant	30.98 17.07 22.14 16.20 15.83
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant31290 - Shuttle Bus Driver	30.98 17.07 22.14 16.20 15.83 16.77
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant31290 - Shuttle Bus Driver31310 - Taxi Driver	30.98 17.07 22.14 16.20 15.83 16.77 15.68
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant31290 - Shuttle Bus Driver31310 - Taxi Driver31361 - Truckdriver Light	30.98 17.07 22.14 16.20 15.83 16.77 15.68 17.25
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant31290 - Shuttle Bus Driver31310 - Taxi Driver31361 - Truckdriver Light31362 - Truckdriver Medium	30.98 17.07 22.14 16.20 15.83 16.77 15.68 17.25 18.29
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant31290 - Shuttle Bus Driver31310 - Taxi Driver31361 - Truckdriver Light31363 - Truckdriver Heavy	30.98 17.07 22.14 16.20 15.83 16.77 15.68 17.25 18.29 23.28
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant31290 - Shuttle Bus Driver31310 - Taxi Driver31361 - Truckdriver Light31363 - Truckdriver Medium31364 - Truckdriver Tractor-Trailer	30.98 17.07 22.14 16.20 15.83 16.77 15.68 17.25 18.29
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31020 - Bus Aide1030 - Bus Driver31043 - Driver Courier1260 - Parking and Lot Attendant31260 - Parking and Lot Attendant131290 - Shuttle Bus Driver31310 - Taxi Driver131361 - Truckdriver Light31362 - Truckdriver Medium31363 - Truckdriver Medium31364 - Truckdriver Tractor-Trailer99000 - Miscellaneous Occupations	30.98 17.07 22.14 16.20 15.83 16.77 15.68 17.25 18.29 23.28 23.28
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31020 - Bus Aide1030 - Bus Driver31043 - Driver Courier1260 - Parking and Lot Attendant31290 - Shuttle Bus Driver31310 - Taxi Driver31361 - Truckdriver Light31362 - Truckdriver Medium31363 - Truckdriver Heavy31364 - Truckdriver Tractor-Trailer99000 - Miscellaneous Occupations99020 - Cabin Safety Specialist	30.98 17.07 22.14 16.20 15.83 16.77 15.68 17.25 18.29 23.28 23.28 23.28 15.10
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant31290 - Shuttle Bus Driver31310 - Taxi Driver31361 - Truckdriver Light31363 - Truckdriver Medium31364 - Truckdriver Tractor-Trailer99000 - Miscellaneous Occupations99020 - Cabin Safety Specialist99030 - Cashier	30.98 17.07 22.14 16.20 15.83 16.77 15.68 17.25 18.29 23.28 23.28 15.10 11.32
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31020 - Bus Aide1030 - Bus Driver31043 - Driver Courier1260 - Parking and Lot Attendant31290 - Shuttle Bus Driver31310 - Taxi Driver31361 - Truckdriver Light31362 - Truckdriver Medium31363 - Truckdriver Heavy31364 - Truckdriver Tractor-Trailer99000 - Miscellaneous Occupations99020 - Cabin Safety Specialist	30.98 17.07 22.14 16.20 15.83 16.77 15.68 17.25 18.29 23.28 23.28 23.28 15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	16.47
I	
99252 - Laboratory Animal Caretaker	17.52
II	
99260 - Marketing Analyst	29.30
99310 - Mortician	32.56
99410 - Pest Controller	23.36
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.81
99711 - Recycling Specialist	22.73
99730 - Refuse Collector	18.36
99810 - Sales Clerk	12.06
99820 - School Crossing Guard	15.43
99830 - Survey Party Chief	25.04
99831 - Surveying Aide	14.63
99832 - Surveying Technician	19.12
99840 - Vending Machine Attendant	21.63
99841 - Vending Machine Repairer	25.82
99842 - Vending Machine Repairer	21.63
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-4903
Daniel W. Simms Division of	Revision No.: 16
Director Wage Determination	ns 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.

State: Wisconsin

Area: Wisconsin County of Racine

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		16.49
01012 - Accounting Clerk II		18.52
01013 - Accounting Clerk III		20.71
01020 - Administrative Assistant		28.63
01035 - Court Reporter		19.27
01041 - Customer Service		15.44
Representative I		
01042 - Customer Service		17.00
Representative II		

01043 - Customer Service Representative III		18.92
01051 - Data Entry Operator I		16.42
01052 - Data Entry Operator II		17.93
01060 - Dispatcher Motor Vehicle		26.06
01070 - Document Preparation Clerk		14.67
01090 - Duplicating Machine Operator		14.67
01111 - General Clerk I		14.20
01112 - General Clerk II		15.49
01113 - General Clerk III		17.40
01120 - Housing Referral Assistant		20.53
01141 - Messenger Courier		12.30
01191 - Order Clerk I		14.65
01192 - Order Clerk II		16.57
01261 - Personnel Assistant		16.95
(Employment) I		10.95
01262 - Personnel Assistant		18.95
(Employment) II		10.95
01263 - Personnel Assistant		21.12
(Employment) III		21.12
01270 - Production Control Clerk		23.97
01290 - Rental Clerk		16.16
01300 - Scheduler Maintenance		16.47
01311 - Secretary I		16.47
01312 - Secretary II		18.43
01312 - Secretary II 01313 - Secretary III		20.53
01313 - Secretary III 01320 - Service Order Dispatcher		23.30
-		28.63
01410 - Supply Technician		
01420 - Survey Worker 01460 - Switchboard		18.54 15.38
		10.00
Operator/Receptionist 01531 - Travel Clerk I		14.50
01532 - Travel Clerk II 01533 - Travel Clerk III		15.69
01533 - Travel Clerk III 01611 - Word Processor I		17.00
		14.67
01612 - Word Processor II 01613 - Word Processor III		16.47
		18.43
05000 - Automotive Service Occupations		01 00
05005 - Automobile Body Repairer		21.93
Fiberglass	D]	
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		21.47
05070 - Automotive Worker		21.47
05110 - Mobile Equipment Servicer		19.18
05130 - Motor Equipment Metal		23.81
Mechanic		01 47
05160 - Motor Equipment Metal Worker		21.47
05190 - Motor Vehicle Mechanic		23.81
05220 - Motor Vehicle Mechanic Helper		17.99

05250 - Motor Vehicle Upholstery	20.32
Worker	01 48
05280 - Motor Vehicle Wrecker	21.47
05310 - Painter Automotive	22.64
05340 - Radiator Repair Specialist	21.47
05370 - Tire Repairer	16.09
05400 - Transmission Repair	23.81
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.97
07041 - Cook I	13.81
07042 - Cook II	15.46
07070 - Dishwasher	10.39
07130 - Food Service Worker	10.90
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	9.31
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.47
09040 - Furniture Handler	15.53
09080 - Furniture Refinisher	20.68
09090 - Furniture Refinisher Helper	17.44
09110 - Furniture Repairer Minor	19.20
09130 - Upholsterer	20.68
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.03
11060 - Elevator Operator	
	13.68
11090 - Gardener	19.18
11090 - Gardener 11122 - Housekeeping Aide	19.18 13.68
11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor	19.18 13.68 13.68
11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance	19.18 13.68 13.68 15.66
11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman	19.18 13.68 13.68 15.66 10.44
11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner	19.18 13.68 13.68 15.66 10.44 14.52
<pre>11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator</pre>	19.18 13.68 13.68 15.66 10.44 14.52 17.99
<pre>11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker</pre>	19.18 13.68 13.68 15.66 10.44 14.52 17.99 15.66
<pre>11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner</pre>	19.18 13.68 13.68 15.66 10.44 14.52 17.99
<pre>11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations</pre>	19.18 13.68 13.68 15.66 10.44 14.52 17.99 15.66 14.76
<pre>11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver</pre>	19.18 13.68 13.68 15.66 10.44 14.52 17.99 15.66 14.76 21.00
<pre>11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician</pre>	19.18 13.68 13.68 15.66 10.44 14.52 17.99 15.66 14.76 21.00 22.15
<pre>11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational</pre>	19.18 13.68 13.68 15.66 10.44 14.52 17.99 15.66 14.76 21.00
<pre>11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant</pre>	19.18 13.68 13.68 15.66 10.44 14.52 17.99 15.66 14.76 21.00 22.15 28.41
<pre>11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist</pre>	19.18 13.68 13.68 15.66 10.44 14.52 17.99 15.66 14.76 21.00 22.15
<pre>11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant</pre>	19.18 13.68 13.68 15.66 10.44 14.52 17.99 15.66 14.76 21.00 22.15 28.41 22.13
<pre>11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant</pre>	19.18 13.68 13.68 15.66 10.44 14.52 17.99 15.66 14.76 21.00 22.15 28.41 22.13 18.42
<pre>11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist</pre>	19.18 13.68 13.68 15.66 10.44 14.52 17.99 15.66 14.76 21.00 22.15 28.41 22.13 18.42 35.11
<pre>11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician</pre>	19.18 13.68 13.68 15.66 10.44 14.52 17.99 15.66 14.76 21.00 22.15 28.41 22.13 18.42 35.11 31.38
<pre>11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist</pre>	19.18 13.68 13.68 15.66 10.44 14.52 17.99 15.66 14.76 21.00 22.15 28.41 22.13 18.42 35.11

	01 00
12040 - Emergency Medical Technician	21.00
12071 - Licensed Practical Nurse I	18.52
12072 - Licensed Practical Nurse II	20.71
12073 - Licensed Practical Nurse III	23.08
12100 - Medical Assistant	17.86
12130 - Medical Laboratory	18.52
Technician	
12160 - Medical Record Clerk	17.64
12190 - Medical Record Technician	25.10
12195 - Medical Transcriptionist	18.52
12210 - Nuclear Medicine	45.51
Technologist	
12221 - Nursing Assistant I	12.27
12222 - Nursing Assistant II	13.78
12223 - Nursing Assistant III	15.04
12224 - Nursing Assistant IV	16.89
12235 - Optical Dispenser	20.71
12236 - Optical Technician	18.52
12250 - Pharmacy Technician	17.05
12280 - Phlebotomist	18.52
12305 - Radiologic Technologist	31.38
12311 - Registered Nurse I	25.22
12312 - Registered Nurse II	30.83
12313 - Registered Nurse II	30.83
Specialist	
12314 - Registered Nurse III	37.30
12315 - Registered Nurse III	37.30
Anesthetist	
12316 - Registered Nurse IV	44.70
12317 - Scheduler (Drug and Alcohol	27.45
Testing)	
12320 - Substance Abuse Treatment	24.71
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	21.66
13012 - Exhibits Specialist II	26.04
13013 - Exhibits Specialist III	31.86
13041 - Illustrator I	21.03
13042 - Illustrator II	24.57
13043 - Illustrator III	29.84
13047 - Librarian	28.84
13050 - Library Aide/Clerk	15.65
13054 - Library Information	26.04
Technology Systems	
Administrator	
13058 - Library Technician	15.51
13061 - Media Specialist I	18.79
13062 - Media Specialist II	21.03
13063 - Media Specialist III	23.44
▲ · · · · · · · · · · · · · · · · · · ·	

13071 - Photographer I		18.79
13072 - Photographer II		21.03
13073 - Photographer III		26.04
13074 - Photographer IV		31.86
13075 - Photographer V		38.54
13090 - Technical Order Library		19.65
Clerk		
13110 - Video Teleconference		18.71
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		20.28
14042 - Computer Operator II		22.68
14043 - Computer Operator III		25.30
14044 - Computer Operator IV		28.11
14045 - Computer Operator V		31.12
14071 - Computer Programmer I	(see 1)	26.21
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	()	20.28
Operator		
14160 - Personal Computer Support		28.11
Technician		
14170 - System Support Specialist		36.21
15000 - Instructional Occupations		30.21
15010 - Aircrew Training Devices		33.39
Instructor (Non-Rated)		00.00
15020 - Aircrew Training Devices		39.07
Instructor (Rated)		00.01
15030 - Air Crew Training Devices		44.48
Instructor (Pilot)		11.10
15050 - Computer Based Training		33.39
Specialist / Instructor		55.55
15060 - Educational Technologist		29.73
15070 - Flight Instructor (Pilot)		44.48
15080 - Graphic Artist		22.84
15085 - Maintenance Test Pilot Fixed		43.12
Jet/Prop		7J.1Z
15086 - Maintenance Test Pilot		43.12
Rotary Wing		4 J •12
15088 - Non-Maintenance Test/Co-		43.12
Pilot		J.IC
15090 - Technical Instructor		21.05
15090 - Technical Instructor 15095 - Technical Instructor/Course		21.03
Developer		23.14
15110 - Test Proctor		17.19
IJIIO - IESC PIOCIOI		11.19

	1 1 1 0
15120 - Tutor	17.19
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	1 - 01
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	15.31
Apparel Laundry	10.00
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	24.12
Room)	
19040 - Tool And Die Maker	29.12
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	19.98
21030 - Material Coordinator	23.97
21040 - Material Expediter	23.97
21050 - Material Handling Laborer	17.00
21071 - Order Filler	13.31
21080 - Production Line Worker (Food	19.98
Processing)	
21110 - Shipping Packer	18.33
21130 - Shipping/Receiving Clerk	18.33
21140 - Store Worker I	16.51
21150 - Stock Clerk	20.83
21210 - Tools And Parts Attendant	19.98
21410 - Warehouse Specialist	19.98
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	29.92
23019 - Aircraft Logs and Records	24.29
Technician	
23021 - Aircraft Mechanic I	28.46
23022 - Aircraft Mechanic II	29.92
23023 - Aircraft Mechanic III	31.33
23040 - Aircraft Mechanic Helper	21.50
23050 - Aircraft Painter	27.06
23060 - Aircraft Servicer	24.29
23070 - Aircraft Survival Flight	27.06
Equipment Technician	
23080 - Aircraft Worker	25.66

23091 - Aircrew Life Support	25.66
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	28.46
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	27.06
23120 - Bicycle Repairer	22.92
23125 - Cable Splicer	28.57
23130 - Carpenter Maintenance	27.59
23140 - Carpet Layer	23.35
23160 - Electrician Maintenance	37.06
23181 - Electronics Technician	25.66
Maintenance I	
23182 - Electronics Technician	27.06
Maintenance II	
23183 - Electronics Technician	28.46
Maintenance III	
23260 - Fabric Worker	24.29
23290 - Fire Alarm System Mechanic	28.46
23310 - Fire Extinguisher Repairer	22.92
23311 - Fuel Distribution System	28.46
Mechanic	
23312 - Fuel Distribution System	22.92
Operator	
23370 - General Maintenance Worker	21.48
23380 - Ground Support Equipment	28.46
Mechanic	
23381 - Ground Support Equipment	24.29
Servicer	
23382 - Ground Support Equipment	25.66
Worker	
23391 - Gunsmith I	22.92
23392 - Gunsmith II	25.66
23393 - Gunsmith III	28.46
23410 - Heating Ventilation And Air-	26.39
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	27.75
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.86
23440 - Heavy Equipment Operator	31.20
23460 - Instrument Mechanic	28.46
23465 - Laboratory/Shelter Mechanic	27.06
23470 - Laborer	17.00
23510 - Locksmith	27.06
23530 - Machinery Maintenance	27.23
Mechanic	
23550 - Machinist Maintenance	21.40

23580 - Maintenance Trades Helper	17.44
23591 - Metrology Technician I	28.46
23592 - Metrology Technician II	29.92
23593 - Metrology Technician III	31.33
23640 - Millwright	30.83
23710 - Office Appliance Repairer	24.63
23760 - Painter Maintenance	22.32
23790 - Pipefitter Maintenance	33.18
23810 - Plumber Maintenance	31.54
23820 - Pneudraulic Systems Mechanic	28.46
23850 - Rigger	28.46
23870 - Scale Mechanic	25.66
23890 - Sheet-Metal Worker	37.12
Maintenance	
23910 - Small Engine Mechanic	23.72
23931 - Telecommunications Mechanic	28.02
I	
23932 - Telecommunications Mechanic	29.46
II	00.46
23950 - Telephone Lineman	28.46
23960 - Welder Combination	22.81
Maintenance	00.46
23965 - Well Driller	28.46
23970 - Woodcraft Worker	28.46
23980 - Woodworker	22.92
24000 - Personal Needs Occupations	
24550 - Case Manager	20.25
24570 - Child Care Attendant	12.68
24580 - Child Care Center Clerk	17.09
24610 - Chore Aide	11.35
24620 - Family Readiness And Support	20.25
Services	
Coordinator	
24630 - Homemaker	20.50
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	28.46 26.72
25040 - Sewage Plant Operator	26.72
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	28.46
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	21.50
Operator	20.12
27000 - Protective Service Occupations	
27000 - Protective Service Occupations 27004 - Alarm Monitor	20.66
27004 - Alarm Monitor 27007 - Baggage Inspector	20.00
27007 - Baggage Inspector 27008 - Corrections Officer	23.45
27008 - Corrections Officer 27010 - Court Security Officer	23.45
27030 - Detection Dog Handler	18.64
27030 - Detection Dog Handler 27040 - Detention Officer	23.45
27040 - Detention Officer 27070 - Firefighter	23.45
ZIVIV - FILELIGIICEL	23.45

27101 - Guard I			14.41
27102 - Guard II			18.64
27131 - Police Officer I			30.95
27132 - Police Officer II			34.41
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			13.93
28042 - Carnival Equipment Repairer			14.65
28043 - Carnival Worker			11.61
28210 - Gate Attendant/Gate Tender			17.41
28310 - Lifequard			13.60
28350 - Park Attendant (Aide)			19.48
28510 - Recreation Aide/Health			14.96
Facility Attendant			
28515 - Recreation Specialist			24.13
28630 - Sports Official			15.51
28690 - Swimming Pool Operator			25.53
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			25.66
29020 - Hatch Tender			25.66
29030 - Line Handler			25.66
29041 - Stevedore I			24.29
29042 - Stevedore II			27.06
30000 - Technical Occupations			27.00
30010 - Air Traffic Control	(see	2)	42.02
Specialist Center (HFO)	(266	2)	42.02
30011 - Air Traffic Control	(see	2)	28.98
Specialist Station (HFO)	(566	2)	20.90
30012 - Air Traffic Control			31.91
Specialist Terminal (HFO) (see 2)			51.91
30021 - Archeological Technician I			19.05
30022 - Archeological Technician II			21.31
30023 - Archeological Technician III			26.40
30030 - Cartographic Technician			26.40
30040 - Civil Engineering Technician			25.64
30051 - Cryogenic Technician I			27.39
30052 - Cryogenic Technician II			30.25
30061 - Drafter/CAD Operator I			19.05
30062 - Drafter/CAD Operator II			21.31
30063 - Drafter/CAD Operator III			23.76
30064 - Drafter/CAD Operator IV			29.23
30081 - Engineering Technician I			16.97
5 5			
30082 - Engineering Technician II			19.05
30083 - Engineering Technician III			21.31
30084 - Engineering Technician IV			26.40
30085 - Engineering Technician V			32.29
30086 - Engineering Technician VI			39.07
30090 - Environmental Technician			24.77
30095 - Evidence Control Specialist			24.74
30210 - Laboratory Technician			23.76

30221 - Latent Fingerprint			27.39
Technician I			
30222 - Latent Fingerprint			30.25
Technician II			
30240 - Mathematical Technician			26.40
30361 - Paralegal/Legal Assistant I			21.16
30362 - Paralegal/Legal Assistant II			26.56
30363 - Paralegal/Legal Assistant			32.49
III			
30364 - Paralegal/Legal Assistant IV			39.32
30375 - Petroleum Supply Specialist			30.25
30390 - Photo-Optics Technician			26.40
30395 - Radiation Control Technician			30.25
30461 - Technical Writer I			26.40
30462 - Technical Writer II			32.29
30463 - Technical Writer III			39.07
30491 - Unexploded Ordnance (UXO)			26.71
Technician I			
30492 - Unexploded Ordnance (UXO)			32.32
Technician II			
30493 - Unexploded Ordnance (UXO)			38.73
Technician III			
30494 - Unexploded (UXO) Safety			26.71
Escort			
30495 - Unexploded (UXO) Sweep			26.71
Personnel			
30501 - Weather Forecaster I			29.23
30502 - Weather Forecaster II			35.56
30620 - Weather Observer Combined	(see	2)	23.76
Upper Air Or	、	,	
Surface Programs			
30621 - Weather Observer Senior	(see	2)	26.40
31000 - Transportation/Mobile	(500	2)	20.10
Equipment Operation Occupations			
31010 - Airplane Pilot			32.32
-			
31020 - Bus Aide			17.65
31030 - Bus Driver			22.90
31043 - Driver Courier			16.95
31260 - Parking and Lot Attendant			16.37
31290 - Shuttle Bus Driver			15.39
31310 - Taxi Driver			13.29
31361 - Truckdriver Light			16.45
31362 - Truckdriver Medium			19.55
31363 - Truckdriver Heavy			24.23
31364 - Truckdriver Tractor-Trailer			24.23
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.76
99030 - Cashier			10.85
99050 - Desk Clerk			11.53
99095 - Embalmer			28.04
			20.01

99130 - Flight Follower	26.71
99251 - Laboratory Animal Caretaker	14.01
I	
99252 - Laboratory Animal Caretaker	15.41
II	
99260 - Marketing Analyst	28.92
99310 - Mortician	28.04
99410 - Pest Controller	25.13
99510 - Photofinishing Worker	14.04
99710 - Recycling Laborer	23.85
99711 - Recycling Specialist	27.38
99730 - Refuse Collector	21.43
99810 - Sales Clerk	13.11
99820 - School Crossing Guard	12.72
99830 - Survey Party Chief	21.38
99831 - Surveying Aide	14.17
99832 - Surveying Technician	19.46
99840 - Vending Machine Attendant	22.25
99841 - Vending Machine Repairer	26.55
99842 - Vending Machine Repairer	22.25
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	<pre>Wage Determination No.: 2015-4905 Revision No.: 16 Date Of Last Revision: 12/27/2021</pre>

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.

State: Wisconsin

Area: Wisconsin County of Sheboygan

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.98
01012 - Accounting Clerk II		16.81
01013 - Accounting Clerk III		18.81
01020 - Administrative Assistant		24.95
01035 - Court Reporter		18.59
01041 - Customer Service		13.24
Representative I		
01042 - Customer Service		14.45
Representative II		

01043 - Customer Service Representative III		16.23
01051 - Data Entry Operator I		16.07
01052 - Data Entry Operator II		17.53
01060 - Dispatcher Motor Vehicle		18.77
01070 - Document Preparation Clerk		14.42
01090 - Duplicating Machine Operator		14.42
01111 - General Clerk I		14.48
01112 - General Clerk II		15.80
01113 - General Clerk III		17.75
01120 - Housing Referral Assistant		20.52
01141 - Messenger Courier		11.95
01191 - Order Clerk I		15.05
01192 - Order Clerk II		16.42
01261 - Personnel Assistant		17.21
(Employment) I		⊥/•∠⊥
01262 - Personnel Assistant		19.25
(Employment) II		19.25
01263 - Personnel Assistant		21.47
		21.4/
(Employment) III		
01270 - Production Control Clerk		26.54
01290 - Rental Clerk		15.00
01300 - Scheduler Maintenance		16.45
01311 - Secretary I		16.45
01312 - Secretary II		18.40
01313 - Secretary III		20.52
01320 - Service Order Dispatcher		18.84
01/10 - Supply Technician		
01410 - Supply Technician		25.08
01420 - Survey Worker		17.33
01420 - Survey Worker 01460 - Switchboard		
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		17.33 13.59
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		17.33 13.59 15.05
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		17.33 13.59 15.05 16.26
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		17.33 13.59 15.05 16.26 17.60
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		17.33 13.59 15.05 16.26 17.60 15.07
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II		17.33 13.59 15.05 16.26 17.60 15.07 16.91
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		17.33 13.59 15.05 16.26 17.60 15.07
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III		17.33 13.59 15.05 16.26 17.60 15.07 16.91 18.91
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer		17.33 13.59 15.05 16.26 17.60 15.07 16.91
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass		17.33 13.59 15.05 16.26 17.60 15.07 16.91 18.91 19.34
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	17.33 13.59 15.05 16.26 17.60 15.07 16.91 18.91 19.34 20.70
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer	Electrician	17.33 13.59 15.05 16.26 17.60 15.07 16.91 18.91 19.34 20.70 19.60
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	17.33 13.59 15.05 16.26 17.60 15.07 16.91 18.91 19.34 20.70 19.60 19.60
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	17.33 13.59 15.05 16.26 17.60 15.07 16.91 18.91 18.91 19.34 20.70 19.60 19.60 17.40
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	17.33 13.59 15.05 16.26 17.60 15.07 16.91 18.91 19.34 20.70 19.60 19.60
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	17.33 13.59 15.05 16.26 17.60 15.07 16.91 18.91 19.34 20.70 19.60 19.60 17.40 21.78
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	17.33 13.59 15.05 16.26 17.60 15.07 16.91 18.91 18.91 19.34 20.70 19.60 19.60 17.40
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	17.33 13.59 15.05 16.26 17.60 15.07 16.91 18.91 19.34 20.70 19.60 19.60 17.40 21.78
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	17.33 13.59 15.05 16.26 17.60 15.07 16.91 18.91 19.34 20.70 19.60 19.60 17.40 21.78

05250 - Motor Vehicle Upholstery	18.49
Worker	10.00
05280 - Motor Vehicle Wrecker	19.60
05310 - Painter Automotive	20.70
05340 - Radiator Repair Specialist	19.60
05370 - Tire Repairer	14.46
05400 - Transmission Repair	21.78
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	18.95
07041 - Cook I	14.10
07042 - Cook II	16.25
07070 - Dishwasher	12.41
07130 - Food Service Worker	13.37
07210 - Meat Cutter	18.13
07260 - Waiter/Waitress	12.54
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	23.57
09040 - Furniture Handler	14.80
09080 - Furniture Refinisher	23.57
09090 - Furniture Refinisher Helper	17.79
09110 - Furniture Repairer Minor	20.65
09130 - Upholsterer	23.57
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	15.10
11060 - Elevator Operator	15.10
11090 - Gardener	21.36
11122 - Housekeeping Aide	16.03
11150 - Janitor	16.03
11210 - Laborer Grounds Maintenance	16.41
11240 - Maid or Houseman	12.42
11260 - Pruner	15.00
11270 - Tractor Operator	19.75
11330 - Trail Maintenance Worker	16.41
11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	20.47
12011 - Breath Alcohol Technician	24.09
12012 - Certified Occupational	33.05
Therapist Assistant	
12015 - Certified Physical Therapist	32.19
Assistant	
12020 - Dental Assistant	20.94
12025 - Dental Hygienist	45.96
12030 - EKG Technician	36.51
12035 - Electroneurodiagnostic	36.51
Technologist	

12040 - Emergency Medical Technician	20.47
12071 - Licensed Practical Nurse I	21.53
12072 - Licensed Practical Nurse II	24.09
12073 - Licensed Practical Nurse III	26.86
12100 - Medical Assistant	18.12
12130 - Medical Laboratory	23.14
Technician	
12160 - Medical Record Clerk	20.86
12190 - Medical Record Technician	23.33
12195 - Medical Transcriptionist	21.53
12210 - Nuclear Medicine	52.94
Technologist	
12221 - Nursing Assistant I	11.63
12222 - Nursing Assistant II	13.08
12223 - Nursing Assistant III	14.27
12224 - Nursing Assistant IV	16.02
12235 - Optical Dispenser	19.06
12236 - Optical Technician	21.53
12250 - Pharmacy Technician	18.85
12280 - Phlebotomist	18.32
12305 - Radiologic Technologist	35.91
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10
12313 - Registered Nurse II	36.10
Specialist	
12314 - Registered Nurse III	43.68
12315 - Registered Nurse III	43.68
Anesthetist	
12316 - Registered Nurse IV	52.36
12317 - Scheduler (Drug and Alcohol	29.84
Testing)	
12320 - Substance Abuse Treatment	24.11
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	20.38
13012 - Exhibits Specialist II	25.26
13013 - Exhibits Specialist III	30.90
13041 - Illustrator I	20.38
13042 - Illustrator II	25.26
13043 - Illustrator III	30.90
13047 - Librarian	27.96
13050 - Library Aide/Clerk	14.18
13054 - Library Information	25.26
Technology Systems	
Administrator	
13058 - Library Technician	18.10
13061 - Media Specialist I	18.22
13062 - Media Specialist II	20.40
13063 - Media Specialist III	22.73
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13071 - Photographer I		16.41
13072 - Photographer II		18.36
13073 - Photographer III		22.74
13074 - Photographer IV		27.81
13075 - Photographer V		33.65
13090 - Technical Order Library		16.60
Clerk		
13110 - Video Teleconference		17.69
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		19.45
14042 - Computer Operator II		21.76
14043 - Computer Operator III		24.28
14044 - Computer Operator IV		26.98
14045 - Computer Operator V		29.87
14071 - Computer Programmer I	(see 1)	22.85
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	(800 1)	19.45
Operator		19.15
14160 - Personal Computer Support		26.98
Technician		20.90
14170 - System Support Specialist		29.87
15000 - Instructional Occupations		29.01
15010 - Aircrew Training Devices		30.62
Instructor (Non-Rated)		50.02
15020 - Aircrew Training Devices		37.04
-		37.04
Instructor (Rated)		11 20
15030 - Air Crew Training Devices		44.39
Instructor (Pilot)		20 60
15050 - Computer Based Training		30.62
Specialist / Instructor		
15060 - Educational Technologist		37.11
15070 - Flight Instructor (Pilot)		44.39
15080 - Graphic Artist		31.46
15085 - Maintenance Test Pilot Fixed		44.39
Jet/Prop		
15086 - Maintenance Test Pilot		44.39
Rotary Wing		
15088 - Non-Maintenance Test/Co-		44.39
Pilot		_
15090 - Technical Instructor		28.36
15095 - Technical Instructor/Course		32.54
Developer		
15110 - Test Proctor		21.49

	01 40
15120 - Tutor	21.49
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	15.47
16030 - Counter Attendant	15.47
	17.68
16040 - Dry Cleaner 16070 - Finisher Flatwork Machine	15.47
16090 - Presser Hand	15.47
	15.47
16110 - Presser Machine Drycleaning 16130 - Presser Machine Shirts	15.47
16160 - Presser Machine Wearing	15.47
Apparel Laundry	10.47
16190 - Sewing Machine Operator	18.42
16220 - Tailor	19.15
16250 - Washer Machine	16.21
19000 - Machine Tool Operation And	10.21
Repair Occupations	
19010 - Machine-Tool Operator (Tool	25.87
Room)	23.01
19040 - Tool And Die Maker	31.99
21000 - Materials Handling And Packing	51.99
Occupations	
21020 - Forklift Operator	18.37
21020 - Forkill Operator 21030 - Material Coordinator	26.54
21030 - Material Cooldinator 21040 - Material Expediter	26.54
21040 - Material Handling Laborer	15.69
21030 - Material Mandring Laborer 21071 - Order Filler	14.81
21080 - Production Line Worker (Food	18.37
Processing)	10.57
21110 - Shipping Packer	18.06
21130 - Shipping/Receiving Clerk	18.06
21140 - Store Worker I	14.41
21150 - Stock Clerk	18.78
21210 - Tools And Parts Attendant	18.37
21410 - Warehouse Specialist	18.37
23000 - Mechanics And Maintenance And	10.07
Repair Occupations	
23010 - Aerospace Structural Welder	28.94
23019 - Aircraft Logs and Records	22.67
Technician	
23021 - Aircraft Mechanic I	27.45
23022 - Aircraft Mechanic II	28.94
23023 - Aircraft Mechanic III	30.53
23040 - Aircraft Mechanic Helper	19.48
23050 - Aircraft Painter	25.87
23060 - Aircraft Servicer	22.67
23070 - Aircraft Survival Flight	25.87
Equipment Technician	
23080 - Aircraft Worker	24.28

23091 - Aircrew Life Support	24.28
Equipment (ALSE) Mechanic	24.20
-	27.45
23092 - Aircrew Life Support	27.45
Equipment (ALSE) Mechanic	
II	05 05
23110 - Appliance Mechanic	25.87
23120 - Bicycle Repairer	21.07
23125 - Cable Splicer	45.13
23130 - Carpenter Maintenance	23.42
23140 - Carpet Layer	24.28
23160 - Electrician Maintenance	33.75
23181 - Electronics Technician	29.83
Maintenance I	
23182 - Electronics Technician	31.80
Maintenance II	
23183 - Electronics Technician	33.74
Maintenance III	
23260 - Fabric Worker	22.67
23290 - Fire Alarm System Mechanic	27.45
23310 - Fire Extinguisher Repairer	21.07
23311 - Fuel Distribution System	27.45
Mechanic	
23312 - Fuel Distribution System	21.07
Operator	21.01
23370 - General Maintenance Worker	19.13
23380 - Ground Support Equipment	27.45
Mechanic	27.45
23381 - Ground Support Equipment	22.67
Servicer	22.07
	24 20
23382 - Ground Support Equipment	24.28
Worker	01 07
23391 - Gunsmith I	21.07
23392 - Gunsmith II	24.28
23393 - Gunsmith III	27.45
23410 - Heating Ventilation And Air-	26.81
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	28.26
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.56
23440 - Heavy Equipment Operator	26.21
23460 - Instrument Mechanic	27.45
23465 - Laboratory/Shelter Mechanic	25.87
23470 - Laborer	15.69
23510 - Locksmith	25.87
23530 - Machinery Maintenance	25.56
Mechanic	
23550 - Machinist Maintenance	24.12
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23580 - Maintenance Trades Helper	17.05
23591 - Metrology Technician I	27.45
23592 - Metrology Technician II	28.94
23593 - Metrology Technician III	30.53
23640 - Millwright	30.04
23710 - Office Appliance Repairer	25.87
23760 - Painter Maintenance	19.88
23790 - Pipefitter Maintenance	29.30
23810 - Plumber Maintenance	27.84
23820 - Pneudraulic Systems Mechanic	27.45
23850 - Rigger	27.45
23870 - Scale Mechanic	24.28
23890 - Sheet-Metal Worker	27.79
Maintenance	
23910 - Small Engine Mechanic	23.21
23931 - Telecommunications Mechanic	30.53
I	
23932 - Telecommunications Mechanic	32.18
II	
23950 - Telephone Lineman	27.45
23960 - Welder Combination	21.15
Maintenance	
23965 - Well Driller	27.45
23970 - Woodcraft Worker	27.45
23980 - Woodworker	21.07
24000 - Personal Needs Occupations	
24550 - Case Manager	18.78
24570 - Child Care Attendant	13.06
24580 - Child Care Center Clerk	16.28
24610 - Chore Aide	13.59
24620 - Family Readiness And Support	18.78
Services	
Coordinator	10 50
24630 - Homemaker	18.78
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.45
25040 - Sewage Plant Operator	23.87
25070 - Stationary Engineer	27.45
25190 - Ventilation Equipment Tender	20.58
25210 - Water Treatment Plant	23.87
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor 27007 - Baggage Inspector	24.52
z = z = z = z = z = z = z = z = z = z =	17.55
27008 - Corrections Officer	30.09
27008 - Corrections Officer 27010 - Court Security Officer	26.65
27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler	26.65 22.01
27008 - Corrections Officer 27010 - Court Security Officer	26.65

27101 - Guard I			17.55
27102 - Guard II			22.01
27131 - Police Officer I			29.11
27132 - Police Officer II			32.34
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			18.25
28042 - Carnival Equipment Repairer			19.74
28043 - Carnival Worker			13.87
28210 - Gate Attendant/Gate Tender			15.70
28310 - Lifeguard			13.48
28350 - Park Attendant (Aide)			17.56
28510 - Recreation Aide/Health			12.81
Facility Attendant			
28515 - Recreation Specialist			21.75
28630 - Sports Official			13.98
28690 - Swimming Pool Operator			24.39
29000 - Stevedoring/Longshoremen			21.00
Occupational Services			
29010 - Blocker And Bracer			27.81
29020 - Hatch Tender			27.81
29030 - Line Handler			27.81
29041 - Stevedore I			25.82
29041 - Stevedore I 29042 - Stevedore II			29.78
			29.10
30000 - Technical Occupations	,	2)	40.00
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	,	0.	07 70
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)			00 50
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			1 (1)
30021 - Archeological Technician I			16.14
30022 - Archeological Technician II			18.43
30023 - Archeological Technician III			24.07
30030 - Cartographic Technician			25.48
30040 - Civil Engineering Technician			31.59
30051 - Cryogenic Technician I			21.24
30052 - Cryogenic Technician II			23.46
30061 - Drafter/CAD Operator I			16.14
30062 - Drafter/CAD Operator II			18.43
30063 - Drafter/CAD Operator III			20.55
30064 - Drafter/CAD Operator IV			24.77
30081 - Engineering Technician I			16.35
30082 - Engineering Technician II			18.35
30083 - Engineering Technician III			20.53
30084 - Engineering Technician IV			25.43
30085 - Engineering Technician V			21 11
			31.11
30086 - Engineering Technician VI			38.46
30086 - Engineering Technician VI 30090 - Environmental Technician			38.46 22.34
30086 - Engineering Technician VI			38.46

30221 - Latent Fingerprint	21.24
Technician I	
30222 - Latent Fingerprint	23.46
Technician II	
30240 - Mathematical Technician	22.36
30361 - Paralegal/Legal Assistant I	18.27
30362 - Paralegal/Legal Assistant II	22.63
30363 - Paralegal/Legal Assistant	27.68
III	
30364 - Paralegal/Legal Assistant IV	33.49
30375 - Petroleum Supply Specialist	23.46
30390 - Photo-Optics Technician	22.36
30395 - Radiation Control Technician	23.46
30461 - Technical Writer I	22.20
30462 - Technical Writer II	27.15
30463 - Technical Writer III	32.85
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	20100
30495 - Unexploded (UXO) Sweep	25.60
Personnel	20.00
30501 - Weather Forecaster I	21.24
30502 - Weather Forecaster II	25.84
30620 - Weather Observer Combined (see 2	
Upper Air Or	., 20.00
Surface Programs	
30621 - Weather Observer Senior (see 2	20.75
31000 - Transportation/Mobile	20.70
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.99
31030 - Bus Driver	20.88
PTOPO DEP DITAGE	17.19
31043 - Driver Courier	エノ・エグ
31043 - Driver Courier 31260 - Parking and Lot Attendant	12 75
31260 - Parking and Lot Attendant	13.75
31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver	16.90
31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver	16.90 15.82
 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 	16.90 15.82 18.59
 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 	16.90 15.82 18.59 20.00
 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 	16.90 15.82 18.59 20.00 21.02
 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 	16.90 15.82 18.59 20.00
<pre>31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations</pre>	16.90 15.82 18.59 20.00 21.02 21.02
<pre>31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>	16.90 15.82 18.59 20.00 21.02 21.02 15.10
<pre>31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier</pre>	16.90 15.82 18.59 20.00 21.02 21.02 15.10 12.19
<pre>31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>	16.90 15.82 18.59 20.00 21.02 21.02 15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.27
I	
99252 - Laboratory Animal Caretaker	15.44
II	
99260 - Marketing Analyst	24.80
99310 - Mortician	25.60
99410 - Pest Controller	23.87
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	22.54
99711 - Recycling Specialist	27.12
99730 - Refuse Collector	20.18
99810 - Sales Clerk	13.53
99820 - School Crossing Guard	16.02
99830 - Survey Party Chief	25.39
99831 - Surveying Aide	15.95
99832 - Surveying Technician	21.83
99840 - Vending Machine Attendant	20.50
99841 - Vending Machine Repairer	25.57
99842 - Vending Machine Repairer	20.50
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-4907 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.

State: Wisconsin

Area: Wisconsin County of Marathon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.21
01012 - Accounting Clerk II		17.09
01013 - Accounting Clerk III		19.11
01020 - Administrative Assistant		23.07
01035 - Court Reporter		17.66
01041 - Customer Service		14.61
Representative I		
01042 - Customer Service		15.94
Representative II		

01043 - Customer Service Representative III		17.91
01051 - Data Entry Operator I		14.44
01052 - Data Entry Operator II		15.75
01060 - Dispatcher Motor Vehicle		22.48
01070 - Document Preparation Clerk		15.75
01090 - Duplicating Machine Operator		15.75
01111 - General Clerk I		13.80
01112 - General Clerk II		15.05
01113 - General Clerk III		16.91
01120 - Housing Referral Assistant		19.68
01141 - Messenger Courier		13.03
01191 - Order Clerk I		16.25
01192 - Order Clerk II		17.73
01261 - Personnel Assistant		15.58
(Employment) I		
01262 - Personnel Assistant		17.44
(Employment) II		
01263 - Personnel Assistant		19.44
(Employment) III		
01270 - Production Control Clerk		22.97
01290 - Rental Clerk		15.69
01300 - Scheduler Maintenance		15.79
01311 - Secretary I		15.79
01312 - Secretary II		17.66
01313 - Secretary III		19.68
01320 - Service Order Dispatcher		20.10
01410 - Supply Technician		23.07
01420 - Survey Worker		17.66
01460 - Switchboard		15.65
Operator/Receptionist		
01531 - Travel Clerk I		15.10
01532 - Travel Clerk II		16.24
01533 - Travel Clerk III		17.43
01611 - Word Processor I		14.06
01612 - Word Processor II		15.79
01613 - Word Processor III		17.66
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		22 01
ASAA WACOMODITE DOGA VEDATTEL		23.01
Fiberglass		23.01
Fiberglass 05010 - Automotive	Electrician	21.00
Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	21.00 19.91
Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	21.00 19.91 19.91
Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	21.00 19.91 19.91 17.75
Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	21.00 19.91 19.91
Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	21.00 19.91 19.91 17.75 22.07
Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	21.00 19.91 19.91 17.75 22.07 19.91
Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic	Electrician	21.00 19.91 19.91 17.75 22.07 19.91 22.07
Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	21.00 19.91 19.91 17.75 22.07 19.91

05250 - Motor Vehicle Upholstery	18.83
Worker	10.01
05280 - Motor Vehicle Wrecker	19.91
05310 - Painter Automotive	21.00
05340 - Radiator Repair Specialist	19.91
05370 - Tire Repairer	15.16
05400 - Transmission Repair	22.07
Specialist	
07000 - Food Preparation And Service	
Occupations	10.00
07010 - Baker	13.60
07041 - Cook I	13.56
07042 - Cook II	15.21
07070 - Dishwasher	10.88
07130 - Food Service Worker	11.33
07210 - Meat Cutter	19.19
07260 - Waiter/Waitress	10.46
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	18.94
09040 - Furniture Handler	13.11
09080 - Furniture Refinisher	18.94
09090 - Furniture Refinisher Helper	15.03
09110 - Furniture Repairer Minor	16.98
09130 - Upholsterer	18.94
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	18.17
11060 - Elevator Operator	18.17
11090 - Gardener	20.20
11122 - Housekeeping Aide	14.35
11150 - Janitor	14.35
11210 - Laborer Grounds Maintenance	16.38
11240 - Maid or Houseman	12.00
11260 - Pruner	15.09
11270 - Tractor Operator	18.96
11330 - Trail Maintenance Worker	16.38
11360 - Window Cleaner	15.57
12000 - Health Occupations	
12010 - Ambulance Driver	16.88
12011 - Breath Alcohol Technician	20.28
12012 - Certified Occupational	28.31
Therapist Assistant	
12015 - Certified Physical Therapist	28.06
Assistant	
12020 - Dental Assistant	18.79
12025 - Dental Hygienist	30.59
12030 - EKG Technician	30.73
12035 - Electroneurodiagnostic	30.73
Technologist	

12040 - Emergency Medical Technician	16.88
12071 - Licensed Practical Nurse I	18.13
12072 - Licensed Practical Nurse II	20.28
12073 - Licensed Practical Nurse III	22.60
12100 - Medical Assistant	17.99
12130 - Medical Laboratory	25.95
Technician	
12160 - Medical Record Clerk	18.64
12190 - Medical Record Technician	20.84
12195 - Medical Transcriptionist	21.60
12210 - Nuclear Medicine	44.56
Technologist	
12221 - Nursing Assistant I	12.20
12222 - Nursing Assistant II	13.71
12223 - Nursing Assistant III	14.96
12224 - Nursing Assistant IV	16.80
12235 - Optical Dispenser	18.10
12236 - Optical Technician	18.13
12250 - Pharmacy Technician	15.04
12280 - Phlebotomist	17.23
12305 - Radiologic Technologist	28.60
12311 - Registered Nurse I	24.38
12312 - Registered Nurse II	29.82
12313 - Registered Nurse II	29.82
Specialist	
12314 - Registered Nurse III	36.08
12315 - Registered Nurse III	36.08
Anesthetist	
12316 - Registered Nurse IV	43.24
12317 - Scheduler (Drug and Alcohol	25.12
Testing)	
12320 - Substance Abuse Treatment	23.30
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	24.02
13012 - Exhibits Specialist II	29.75
13013 - Exhibits Specialist III	36.39
13041 - Illustrator I	24.02
13042 - Illustrator II	29.75
13043 - Illustrator III	36.39
13047 - Librarian	32.95
13050 - Library Aide/Clerk	17.56
13054 - Library Information	29.75
Technology Systems	
Administrator	
13058 - Library Technician	20.17
13061 - Media Specialist I	21.46
13062 - Media Specialist II	24.02
13063 - Media Specialist III	26.76

13071 - Photographer I		19.55
13072 - Photographer II		21.86
13073 - Photographer III		27.07
13074 - Photographer IV		33.13
13075 - Photographer V		40.07
13090 - Technical Order Library		20.94
Clerk		
13110 - Video Teleconference		21.46
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.57
14042 - Computer Operator II		20.77
14043 - Computer Operator III		23.17
14044 - Computer Operator IV		25.74
14045 - Computer Operator V		29.25
14071 - Computer Programmer I	(see 1)	22.42
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(200 1)	18.57
Operator		20.01
14160 - Personal Computer Support		26.15
Technician		20.10
14170 - System Support Specialist		31.16
15000 - Instructional Occupations		01.10
15010 - Aircrew Training Devices		28.27
Instructor (Non-Rated)		20.27
15020 - Aircrew Training Devices		34.21
Instructor (Rated)		J1.21
15030 - Air Crew Training Devices		41.00
Instructor (Pilot)		41.00
15050 - Computer Based Training		28.27
Specialist / Instructor		20.27
15060 - Educational Technologist		32.59
15070 - Flight Instructor (Pilot)		41.00
15080 - Graphic Artist		21.93
15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed		41.00
Jet/Prop		41.00
15086 - Maintenance Test Pilot		41.00
Rotary Wing		-1.00
15088 - Non-Maintenance Test/Co-		41.00
Pilot		41.00
15090 - Technical Instructor		20.73
15095 - Technical Instructor/Course		25.36
Developer 15110 - Test Proctor		16 74
15110 - Test Proctor		16.74

15120 - Tutor	16.74
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	10.00
16010 - Assembler	13.22
16030 - Counter Attendant	13.22
16040 - Dry Cleaner	15.65
16070 - Finisher Flatwork Machine	13.22
16090 - Presser Hand	13.22
16110 - Presser Machine Drycleaning	13.22
16130 - Presser Machine Shirts	13.22
16160 - Presser Machine Wearing	13.22
Apparel Laundry	
16190 - Sewing Machine Operator	16.57
16220 - Tailor	17.51
16250 - Washer Machine	13.89
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	23.61
Room)	
19040 - Tool And Die Maker	27.39
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.88
21030 - Material Coordinator	22.97
21040 - Material Expediter	22.97
21050 - Material Handling Laborer	16.79
21071 - Order Filler	12.86
21080 - Production Line Worker (Food	18.88
Processing)	
21110 - Shipping Packer	20.86
21130 - Shipping/Receiving Clerk	20.86
21140 - Store Worker I	14.13
21150 - Stock Clerk	18.08
21210 - Tools And Parts Attendant	18.88
21410 - Warehouse Specialist	18.88
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	27.88
23019 - Aircraft Logs and Records	22.68
Technician	
23021 - Aircraft Mechanic I	26.59
23022 - Aircraft Mechanic II	27.88
23023 - Aircraft Mechanic III	29.19
23040 - Aircraft Mechanic Helper	20.07
23050 - Aircraft Painter	25.30
23060 - Aircraft Servicer	22.68
23070 - Aircraft Survival Flight	25.30
Equipment Technician	
23080 - Aircraft Worker	23.98

23091 - Aircrew Life Support	23.98
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	26.59
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.30
23120 - Bicycle Repairer	21.38
23125 - Cable Splicer	26.63
23130 - Carpenter Maintenance	21.72
23140 - Carpet Layer	24.48
23160 - Electrician Maintenance	29.99
23181 - Electronics Technician	23.98
Maintenance I	
23182 - Electronics Technician	25.30
Maintenance II	
23183 - Electronics Technician	26.59
Maintenance III	
23260 - Fabric Worker	22.68
23290 - Fire Alarm System Mechanic	26.59
23310 - Fire Extinguisher Repairer	21.38
23311 - Fuel Distribution System	26.59
Mechanic	
23312 - Fuel Distribution System	21.38
Operator	
23370 - General Maintenance Worker	22.44
23380 - Ground Support Equipment	26.59
Mechanic	
23381 - Ground Support Equipment	22.68
Servicer	
23382 - Ground Support Equipment	23.98
Worker	
23391 - Gunsmith I	21.38
23392 - Gunsmith II	23.98
23393 - Gunsmith III	26.59
23410 - Heating Ventilation And Air-	25.90
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	27.16
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.37
23440 - Heavy Equipment Operator	30.04
23460 - Instrument Mechanic	26.59
23465 - Laboratory/Shelter Mechanic	25.30
23470 - Laborer	16.79
23510 - Locksmith	25.30
23530 - Machinery Maintenance	26.25
Mechanic	
23550 - Machinist Maintenance	21.78
	L + , U

23580 - Maintenance Trades Helper	20.07
23591 - Metrology Technician I	26.59
23592 - Metrology Technician II	27.88
23593 - Metrology Technician III	29.19
23640 - Millwright	26.59
23710 - Office Appliance Repairer	23.09
23760 - Painter Maintenance	23.88
23790 - Pipefitter Maintenance	31.99
23810 - Plumber Maintenance	30.44
23820 - Pneudraulic Systems Mechanic	26.59
23850 - Rigger	26.59
23870 - Scale Mechanic	23.98
23890 - Sheet-Metal Worker	32.20
Maintenance	
23910 - Small Engine Mechanic	23.98
23931 - Telecommunications Mechanic	23.77
I	
23932 - Telecommunications Mechanic	24.74
II	
23950 - Telephone Lineman	26.86
23960 - Welder Combination	22.51
Maintenance	
23965 - Well Driller	26.59
23970 - Woodcraft Worker	26.59
23980 - Woodworker	21.38
24000 - Personal Needs Occupations	
24550 - Case Manager	21.64
24570 - Child Care Attendant	12.66
24580 - Child Care Center Clerk	16.12
24610 - Chore Aide	12.11
24620 - Family Readiness And Support	21.64
Services	
Coordinator	
24630 - Homemaker	21.64
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	26.59
25040 - Sewage Plant Operator	26.22
25070 - Stationary Engineer	26.59
25190 - Ventilation Equipment Tender	20.07
25210 - Water Treatment Plant	26.22
Operator	
27000 - Protective Service Occupations	10.0
27004 - Alarm Monitor	19.84
27007 - Baggage Inspector	12.53
27008 - Corrections Officer	20.90
27010 - Court Security Officer	20.98
27030 - Detection Dog Handler	14.89
27040 - Detention Officer	20.90
27070 - Firefighter	18.34

27101 - Guard I			12.53
27102 - Guard II			14.89
27131 - Police Officer I			28.59
27132 - Police Officer II			31.76
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			12.66
28042 - Carnival Equipment Repairer			12.82
28043 - Carnival Worker			10.13
28210 - Gate Attendant/Gate Tender			15.15
28310 - Lifeguard			11.84
28350 - Park Attendant (Aide)			16.94
28510 - Recreation Aide/Health			12.36
Facility Attendant			
28515 - Recreation Specialist			20.97
28630 - Sports Official			13.49
28690 - Swimming Pool Operator			19.28
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			23.98
29020 - Hatch Tender			23.98
29030 - Line Handler			23.98
29041 - Stevedore I			22.68
29042 - Stevedore II			25.30
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			18.33
30022 - Archeological Technician II			20.50
30023 - Archeological Technician III			25.41
30030 - Cartographic Technician			25.41
30040 - Civil Engineering Technician			25.30
30051 - Cryogenic Technician I			27.45
30052 - Cryogenic Technician II			30.32
30061 - Drafter/CAD Operator I			18.33
30062 - Drafter/CAD Operator II			20.50
30063 - Drafter/CAD Operator III			22.86
30064 - Drafter/CAD Operator IV			28.13
30081 - Engineering Technician I			15.40
30082 - Engineering Technician II			18.41
30083 - Engineering Technician III			20.86
30084 - Engineering Technician IV			25.84
30085 - Engineering Technician V			31.61
30086 - Engineering Technician VI			38.25
30090 - Environmental Technician			24.78
30095 - Evidence Control Specialist			24.78
-			
30210 - Laboratory Technician			22.99

30221 - Latent Fingerprint	27.45
Technician I	
30222 - Latent Fingerprint	30.32
Technician II	
30240 - Mathematical Technician	25.41
30361 - Paralegal/Legal Assistant I	20.66
30362 - Paralegal/Legal Assistant II	25.59
30363 - Paralegal/Legal Assistant	31.30
III	
30364 - Paralegal/Legal Assistant IV	37.87
30375 - Petroleum Supply Specialist	30.32
30390 - Photo-Optics Technician	25.41
30395 - Radiation Control Technician	30.32
30461 - Technical Writer I	24.32
30462 - Technical Writer II	29.75
30463 - Technical Writer III	35.99
30491 - Unexploded Ordnance (UXO)	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	20100
30495 - Unexploded (UXO) Sweep	25.60
Personnel	20.00
30501 - Weather Forecaster I	28.13
30502 - Weather Forecaster II	34.21
30620 - Weather Observer Combined (see 2)	22.86
30620 - Weather Observer Combined (see 2) Upper Air Or	
30620 - Weather Observer Combined (see 2) Upper Air Or Surface Programs	22.86
30620 - Weather Observer Combined(see 2)Upper Air OrSurface Programs30621 - Weather Observer Senior(see 2)	
30620 - Weather Observer Combined(see 2)Upper Air OrSurface Programs30621 - Weather Observer Senior(see 2)31000 - Transportation/Mobile	22.86
30620 - Weather Observer Combined(see 2)Upper Air OrSurface Programs30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations	22.86 25.41
30620 - Weather Observer Combined(see 2)Upper Air OrSurface Programs30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane PilotSurface Pilot	22.86 25.41 30.98
30620 - Weather Observer Combined(see 2)Upper Air Or Surface Programs30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide	22.86 25.41 30.98 15.51
30620 - Weather Observer Combined(see 2)Upper Air OrSurface Programs30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus DriverSurface	22.86 25.41 30.98 15.51 20.28
30620 - Weather Observer Combined (see 2) Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier	22.86 25.41 30.98 15.51 20.28 16.89
30620 - Weather Observer Combined(see 2)Upper Air Or Surface Programs	22.86 25.41 30.98 15.51 20.28 16.89 14.29
30620 - Weather Observer Combined(see 2)Upper Air OrSurface Programs30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant31290 - Shuttle Bus Driver	22.86 25.41 30.98 15.51 20.28 16.89 14.29 18.08
30620 - Weather Observer Combined (see 2) Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver	22.86 25.41 30.98 15.51 20.28 16.89 14.29 18.08 13.68
30620 - Weather Observer Combined(see 2)Upper Air Or Surface Programs(see 2)30621 - Weather Observer Senior(see 2)31000 - Transportation/Mobile(see 2)Equipment Operation Occupations(see 2)31010 - Airplane Pilot(see 2)31020 - Bus Aide(see 2)31030 - Bus Driver(see 2)31043 - Driver Courier(see 2)31260 - Parking and Lot Attendant(see 2)31310 - Taxi Driver(see 2)31361 - Truckdriver Light(see 2)	22.86 25.41 30.98 15.51 20.28 16.89 14.29 18.08 13.68 17.99
30620 - Weather Observer Combined(see 2)Upper Air OrSurface Programs30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant31290 - Shuttle Bus Driver31310 - Taxi Driver31361 - Truckdriver Light31362 - Truckdriver MediumSee 2)	22.86 25.41 30.98 15.51 20.28 16.89 14.29 18.08 13.68 17.99 19.09
30620 - Weather Observer Combined(see 2)Upper Air OrSurface Programs30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant31290 - Shuttle Bus Driver31310 - Taxi Driver31361 - Truckdriver Light31363 - Truckdriver Medium31363 - Truckdriver Heavy	22.86 25.41 30.98 15.51 20.28 16.89 14.29 18.08 13.68 17.99 19.09 22.76
30620 - Weather Observer Combined (see 2) Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer	22.86 25.41 30.98 15.51 20.28 16.89 14.29 18.08 13.68 17.99 19.09
30620 - Weather Observer Combined (see 2) Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations	22.86 25.41 30.98 15.51 20.28 16.89 14.29 18.08 13.68 17.99 19.09 22.76 22.76
30620 - Weather Observer Combined(see 2)Upper Air OrSurface Programs30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31020 - Bus AideImage: Second	22.86 25.41 30.98 15.51 20.28 16.89 14.29 18.08 13.68 17.99 19.09 22.76 22.76 22.76 15.10
30620 - Weather Observer Combined(see 2)Upper Air OrSurface Programs30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant31290 - Shuttle Bus Driver31310 - Taxi Driver31361 - Truckdriver Light31362 - Truckdriver Medium31363 - Truckdriver Tractor-Trailer99000 - Miscellaneous Occupations99020 - Cabin Safety Specialist99030 - Cashier	22.86 25.41 30.98 15.51 20.28 16.89 14.29 18.08 13.68 17.99 19.09 22.76 22.76 22.76 15.10 10.61
30620 - Weather Observer Combined(see 2)Upper Air OrSurface Programs30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31020 - Bus AideImage: Second	22.86 25.41 30.98 15.51 20.28 16.89 14.29 18.08 13.68 17.99 19.09 22.76 22.76 22.76 15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	16.95
I	
99252 - Laboratory Animal Caretaker	18.06
II	
99260 - Marketing Analyst	26.12
99310 - Mortician	32.56
99410 - Pest Controller	21.84
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.56
99711 - Recycling Specialist	20.65
99730 - Refuse Collector	17.02
99810 - Sales Clerk	12.02
99820 - School Crossing Guard	15.39
99830 - Survey Party Chief	25.04
99831 - Surveying Aide	14.63
99832 - Surveying Technician	19.12
99840 - Vending Machine Attendant	19.33
99841 - Vending Machine Repairer	23.09
99842 - Vending Machine Repairer	19.33
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR		
THE SERVICE CONTRACT ACT EMPLOYMENT STANDARDS ADMINISTRAT			
By direction of the Secretary of Labor	C WAGE AND HOUR DIVISION		
	WASHINGTON D.C. 20210		
	Wage Determination No.: 2015-4913		
Daniel W. Simms Division of	Revision No.: 17		
Director Wage Determination	ns 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.

State: Wisconsin

Area: Wisconsin County of Walworth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.40
01012 - Accounting Clerk II		17.28
01013 - Accounting Clerk III		19.33
01020 - Administrative Assistant		25.73
01035 - Court Reporter		19.31
01041 - Customer Service		14.62
Representative I		
01042 - Customer Service		16.08
Representative II		

01043 - Customer Service Representative III		17.92
01051 - Data Entry Operator I		14.97
01052 - Data Entry Operator II		16.34
01060 - Dispatcher Motor Vehicle		20.24
01070 - Document Preparation Clerk		16.04
01090 - Duplicating Machine Operator		16.04
01111 - General Clerk I		13.79
01112 - General Clerk II		15.05
01113 - General Clerk III		16.90
01120 - Housing Referral Assistant		21.52
01141 - Messenger Courier		13.82
01191 - Order Clerk I		14.86
01192 - Order Clerk II		16.22
01261 - Personnel Assistant		16.92
(Employment) I		20002
01262 - Personnel Assistant		18.93
(Employment) II		20.00
01263 - Personnel Assistant		21.11
(Employment) III		
01270 - Production Control Clerk		23.07
01290 - Rental Clerk		16.16
01300 - Scheduler Maintenance		17.27
01311 - Secretary I		17.27
01312 - Secretary II		19.31
01313 - Secretary III		21.52
01320 - Service Order Dispatcher		18.10
-		
01410 - Supply Technician		25.73
01410 - Supply Technician 01420 - Survey Worker		25.73 21.74
01420 - Survey Worker		21.74
01420 - Survey Worker 01460 - Switchboard		
01420 - Survey Worker		21.74 15.08
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		21.74 15.08 14.84
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		21.74 15.08
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		21.74 15.08 14.84 16.05 17.36
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		21.74 15.08 14.84 16.05 17.36 15.37
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		21.74 15.08 14.84 16.05 17.36 15.37 17.27
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		21.74 15.08 14.84 16.05 17.36 15.37
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III		21.74 15.08 14.84 16.05 17.36 15.37 17.27
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		21.74 15.08 14.84 16.05 17.36 15.37 17.27 19.31
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer	Electrician	21.74 15.08 14.84 16.05 17.36 15.37 17.27 19.31 21.91
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass	Electrician	21.74 15.08 14.84 16.05 17.36 15.37 17.27 19.31 21.91
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	21.74 15.08 14.84 16.05 17.36 15.37 17.27 19.31 21.91 21.18
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer	Electrician	21.74 15.08 14.84 16.05 17.36 15.37 17.27 19.31 21.91 21.18 20.38
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	21.74 15.08 14.84 16.05 17.36 15.37 17.27 19.31 21.91 21.91 21.18 20.38 20.38
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	21.74 15.08 14.84 16.05 17.36 15.37 17.27 19.31 21.91 21.91 21.18 20.38 20.38 18.76
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	21.74 15.08 14.84 16.05 17.36 15.37 17.27 19.31 21.91 21.18 20.38 20.38 18.76
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	21.74 15.08 14.84 16.05 17.36 15.37 17.27 19.31 21.91 21.18 20.38 20.38 18.76 21.91
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	21.74 15.08 14.84 16.05 17.36 15.37 17.27 19.31 21.91 21.18 20.38 20.38 18.76 21.91 20.71

05250 - Motor Vehicle Upholstery	19.66
Worker	0.0
05280 - Motor Vehicle Wrecker	20.38
05310 - Painter Automotive	21.18
05340 - Radiator Repair Specialist	20.38
05370 - Tire Repairer	17.76
05400 - Transmission Repair	21.91
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.33
07041 - Cook I	14.05
07042 - Cook II	15.59
07070 - Dishwasher	9.55
07130 - Food Service Worker	11.45
07210 - Meat Cutter	18.87
07260 - Waiter/Waitress	9.80
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.52
09040 - Furniture Handler	17.08
09080 - Furniture Refinisher	22.75
09090 - Furniture Refinisher Helper	19.18
09110 - Furniture Repairer Minor	21.12
09130 - Upholsterer	22.75
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	15.00
11060 - Elevator Operator	14.11
11090 - Gardener	17.48
11122 - Housekeeping Aide	14.34
11150 - Janitor	14.34
11210 - Laborer Grounds Maintenance	14.66
11240 - Maid or Houseman	11.78
11260 - Pruner	13.58
11270 - Tractor Operator	15.81
11330 - Trail Maintenance Worker	14.66
11360 - Window Cleaner	15.53
12000 - Health Occupations	
12010 - Ambulance Driver	19.61
12011 - Breath Alcohol Technician	20.10
12012 - Certified Occupational	28.45
Therapist Assistant	
12015 - Certified Physical Therapist	25.63
Assistant	
12020 - Dental Assistant	19.11
12025 - Dental Hygienist	38.30
12030 - EKG Technician	28.45
12035 - Electroneurodiagnostic	28.45
Technologist	

12040 - Emergency Medical Technician	19.61
12071 - Licensed Practical Nurse I	18.41
12072 - Licensed Practical Nurse II	20.59
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	18.52
12130 - Medical Laboratory	25.95
Technician	
12160 - Medical Record Clerk	17.35
12190 - Medical Record Technician	19.61
12195 - Medical Transcriptionist	19.88
12210 - Nuclear Medicine	44.17
Technologist	
12221 - Nursing Assistant I	11.72
12222 - Nursing Assistant II	13.17
12223 - Nursing Assistant III	14.37
12224 - Nursing Assistant IV	16.14
12235 - Optical Dispenser	17.82
12236 - Optical Technician	17.97
12250 - Pharmacy Technician	14.99
12280 - Phlebotomist	17.57
12305 - Radiologic Technologist	30.01
12311 - Registered Nurse I	25.22
12312 - Registered Nurse II	30.83
12313 - Registered Nurse II	30.83
Specialist	
12314 - Registered Nurse III	37.30
12315 - Registered Nurse III	37.30
Anesthetist	
12316 - Registered Nurse IV	44.70
12317 - Scheduler (Drug and Alcohol	24.90
Testing)	
12320 - Substance Abuse Treatment	22.45
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	19.69
13012 - Exhibits Specialist II	22.17
13013 - Exhibits Specialist III	27.13
13041 - Illustrator I	17.91
13042 - Illustrator II	22.17
13043 - Illustrator III	27.13
13047 - Librarian	24.56
13050 - Library Aide/Clerk	16.62
13054 - Library Information	22.17
Technology Systems	
Administrator	
13058 - Library Technician	15.51
13061 - Media Specialist I	16.00
13062 - Media Specialist II	19.05
13063 - Media Specialist III	19.95

13071 - Photographer I		15.83
13072 - Photographer II		17.71
13073 - Photographer III		21.94
13074 - Photographer IV		26.85
13075 - Photographer V		32.48
13090 - Technical Order Library		20.88
Clerk		
13110 - Video Teleconference		16.00
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		19.33
14042 - Computer Operator II		21.62
14043 - Computer Operator III		24.10
14044 - Computer Operator IV		26.78
14045 - Computer Operator V		29.66
14071 - Computer Programmer I	(see 1)	26.21
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	()	19.33
Operator		
14160 - Personal Computer Support		26.78
Technician		
14170 - System Support Specialist		29.66
15000 - Instructional Occupations		20.00
15010 - Aircrew Training Devices		33.39
Instructor (Non-Rated)		00.00
15020 - Aircrew Training Devices		39.07
Instructor (Rated)		00.07
15030 - Air Crew Training Devices		44.48
Instructor (Pilot)		
15050 - Computer Based Training		33.39
Specialist / Instructor		00.00
15060 - Educational Technologist		34.01
15070 - Flight Instructor (Pilot)		44.48
15080 - Graphic Artist		22.29
15085 - Maintenance Test Pilot Fixed		43.94
Jet/Prop		
15086 - Maintenance Test Pilot		43.94
Rotary Wing		
15088 - Non-Maintenance Test/Co-		43.94
Pilot		10.01
15090 - Technical Instructor		19.14
15095 - Technical Instructor/Course		23.40
Developer		20.10
15110 - Test Proctor		16.88
TOTIO TESC FLOCIOL		TO.00

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15120 - Tutor	16.88
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	15.31
16010 - Assembler	15.31
16030 - Counter Attendant	
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	15.31
Apparel Laundry	10.00
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	22.46
Room)	
19040 - Tool And Die Maker	28.83
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	19.30
21030 - Material Coordinator	23.07
21040 - Material Expediter	23.07
21050 - Material Handling Laborer	16.52
21071 - Order Filler	14.64
21080 - Production Line Worker (Food	19.30
Processing)	
21110 - Shipping Packer	18.08
21130 - Shipping/Receiving Clerk	18.08
21140 - Store Worker I	15.21
21150 - Stock Clerk	19.39
21210 - Tools And Parts Attendant	19.30
21410 - Warehouse Specialist	19.30
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	28.05
23019 - Aircraft Logs and Records	23.50
Technician	
23021 - Aircraft Mechanic I	26.97
23022 - Aircraft Mechanic II	28.05
23023 - Aircraft Mechanic III	29.16
23040 - Aircraft Mechanic Helper	20.89
23050 - Aircraft Painter	25.90
23060 - Aircraft Servicer	23.50
23070 - Aircraft Survival Flight	25.90
Equipment Technician	
23080 - Aircraft Worker	24.72

	04 70
23091 - Aircrew Life Support	24.72
Equipment (ALSE) Mechanic	
I	06.07
23092 - Aircrew Life Support	26.97
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.95
23120 - Bicycle Repairer	21.46
23125 - Cable Splicer	42.19
23130 - Carpenter Maintenance	23.83
23140 - Carpet Layer	23.81
23160 - Electrician Maintenance	33.75
23181 - Electronics Technician	29.03
Maintenance I	
23182 - Electronics Technician	30.60
Maintenance II	
23183 - Electronics Technician	32.31
Maintenance III	
23260 - Fabric Worker	22.64
23290 - Fire Alarm System Mechanic	25.98
23310 - Fire Extinguisher Repairer	21.46
23311 - Fuel Distribution System	32.52
Mechanic	
23312 - Fuel Distribution System	29.95
Operator	
23370 - General Maintenance Worker	19.31
23380 - Ground Support Equipment	26.97
Mechanic	
23381 - Ground Support Equipment	23.50
Servicer	
23382 - Ground Support Equipment	24.72
Worker	
23391 - Gunsmith I	21.46
23392 - Gunsmith II	23.81
23393 - Gunsmith III	25.98
23410 - Heating Ventilation And Air-	24.67
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	25.65
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.07
23440 - Heavy Equipment Operator	26.78
23460 - Instrument Mechanic	25.98
23465 - Laboratory/Shelter Mechanic	24.95
23470 - Laborer	16.52
23510 - Locksmith	24.95
23530 - Machinery Maintenance	26.28
Mechanic	20.20
23550 - Machinist Maintenance	21.40
	21.10

23580 - Maintenance Trades Helper	17.44
23591 - Metrology Technician I	25.98
23592 - Metrology Technician II	27.02
23593 - Metrology Technician III	28.08
23640 - Millwright	29.95
23710 - Office Appliance Repairer	19.98
23760 - Painter Maintenance	20.15
23790 - Pipefitter Maintenance	30.31
23810 - Plumber Maintenance	28.74
23820 - Pneudraulic Systems Mechanic	25.98
23850 - Rigger	25.98
23870 - Scale Mechanic	23.81
23890 - Sheet-Metal Worker	25.98
Maintenance	
23910 - Small Engine Mechanic	19.90
23931 - Telecommunications Mechanic	26.46
I	
23932 - Telecommunications Mechanic	27.50
II	
23950 - Telephone Lineman	28.12
23960 - Welder Combination	22.81
Maintenance	
23965 - Well Driller	26.99
23970 - Woodcraft Worker	25.98
23980 - Woodworker	21.46
24000 - Personal Needs Occupations	
24550 - Case Manager	20.05
24570 - Child Care Attendant	12.68
24580 - Child Care Center Clerk	17.09
24610 - Chore Aide	12.45
24620 - Family Readiness And Support	20.05
Services	
Coordinator	
24630 - Homemaker	20.52
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.98
25040 - Sewage Plant Operator	23.26
25070 - Stationary Engineer	25.98
25190 - Ventilation Equipment Tender	20.12
25210 - Water Treatment Plant	23.26
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.21
27007 - Baggage Inspector	14.41
27008 - Corrections Officer	21.35
27010 - Court Security Officer	21.05
27030 - Detection Dog Handler	18.64
27040 - Detention Officer	21.35
27070 - Firefighter	21.47

27101 - Guard I		14.41
27102 - Guard II		18.64
27131 - Police Officer I		27.10
27132 - Police Officer II		30.11
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.04
28042 - Carnival Equipment Repairer		13.91
28043 - Carnival Worker		10.41
28210 - Gate Attendant/Gate Tender		15.58
28310 - Lifeguard		12.87
28350 - Park Attendant (Aide)		17.42
28510 - Recreation Aide/Health		14.52
Facility Attendant		
28515 - Recreation Specialist		21.58
28630 - Sports Official		13.87
28690 - Swimming Pool Operator		19.18
29000 - Stevedoring/Longshoremen		10,110
Occupational Services		
29010 - Blocker And Bracer		25.54
29020 - Hatch Tender		25.54
29030 - Line Handler		25.54
29041 - Stevedore I		24.28
29041 Stevedore I 29042 - Stevedore II		24.20
30000 - Technical Occupations		20.75
30010 - Air Traffic Control	(see 2)	42.02
Specialist Center (HFO)	(366 2)	42.02
30011 - Air Traffic Control	(see 2)	28.98
Specialist Station (HFO)	(366 2)	20.90
30012 - Air Traffic Control		31.91
Specialist Terminal (HFO) (see 2)		JI.JI
30021 - Archeological Technician I		18.81
30022 - Archeological Technician II		21.04
30023 - Archeological Technician III		26.06
30030 - Cartographic Technician		26.06
30040 - Civil Engineering Technician		26.47
30051 - Cryogenic Technician I		28.86
30052 - Cryogenic Technician II		31.88
30061 - Drafter/CAD Operator I		18.81
30062 - Drafter/CAD Operator II		21.04
30063 - Drafter/CAD Operator III		23.45
30064 - Drafter/CAD Operator IV		28.86
30081 - Engineering Technician I		16.66
30082 - Engineering Technician II		18.71
30082 - Engineering Technician III		20.96
30084 - Engineering Technician IV		25.93
30085 - Engineering Technician V		31.73
30086 - Engineering Technician VI		38.36
30090 - Environmental Technician		26.06
30095 - Evidence Control Specialist		26.06
30210 - Laboratory Technician		22.08

30221 - Latent Fingerprint Technician I			28.86
			21 00
30222 - Latent Fingerprint			31.88
Technician II			
30240 - Mathematical Technician			26.06
30361 - Paralegal/Legal Assistant I			20.43
30362 - Paralegal/Legal Assistant II			25.31
30363 - Paralegal/Legal Assistant			30.96
III			
30364 - Paralegal/Legal Assistant IV			37.46
30375 - Petroleum Supply Specialist			31.88
30390 - Photo-Optics Technician			26.06
30395 - Radiation Control Technician			31.88
30461 - Technical Writer I			26.06
30462 - Technical Writer II			31.88
30463 - Technical Writer III			38.58
30491 - Unexploded Ordnance (UXO)			26.71
Technician I			
30492 - Unexploded Ordnance (UXO)			32.32
Technician II			
30493 - Unexploded Ordnance (UXO)			38.73
Technician III			
30494 - Unexploded (UXO) Safety			26.71
Escort			
30495 - Unexploded (UXO) Sweep			26.71
Personnel			201 /1
30501 - Weather Forecaster I			28.86
30502 - Weather Forecaster II			35.11
30620 - Weather Observer Combined	1000	2)	23.45
	(see	∠)	23.43
Upper Air Or			
Surface Programs			
30621 - Weather Observer Senior	(see	2)	26.06
31000 - Transportation/Mobile			
Equipment Operation Occupations			
31010 - Airplane Pilot			32.32
31020 - Bus Aide			15.12
31030 - Bus Driver			20.47
31043 - Driver Courier			15.44
31260 - Parking and Lot Attendant			13.97
31290 - Shuttle Bus Driver			15.39
31310 - Taxi Driver			14.62
31361 - Truckdriver Light			14.02
31362 - Truckdriver Medium			14.95
31363 - Truckdriver Heavy			22.78
31364 - Truckdriver Tractor-Trailer			22.78
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.76
99030 - Cashier			11.20
99050 - Desk Clerk			11.73
99095 - Embalmer			32.18

99130 - Flight Follower	26.71
99251 - Laboratory Animal Caretaker	13.20
I	
99252 - Laboratory Animal Caretaker	14.08
II	
99260 - Marketing Analyst	24.98
99310 - Mortician	32.18
99410 - Pest Controller	23.38
99510 - Photofinishing Worker	14.04
99710 - Recycling Laborer	23.66
99711 - Recycling Specialist	27.37
99730 - Refuse Collector	21.43
99810 - Sales Clerk	13.30
99820 - School Crossing Guard	12.84
99830 - Survey Party Chief	23.52
99831 - Surveying Aide	15.59
99832 - Surveying Technician	21.41
99840 - Vending Machine Attendant	14.81
99841 - Vending Machine Repairer	16.91
99842 - Vending Machine Repairer	14.81
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-4917 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.

State: Wisconsin

Area: Wisconsin County of Polk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.12
01012 - Accounting Clerk II		16.97
01013 - Accounting Clerk III		18.99
01020 - Administrative Assistant		24.72
01035 - Court Reporter		19.17
01041 - Customer Service		14.35
Representative I		
01042 - Customer Service		15.66
Representative II		

01043 - Customer Service Representative III		17.59
01051 - Data Entry Operator I		15.44
01052 - Data Entry Operator II		16.84
01060 - Dispatcher Motor Vehicle		21.93
01070 - Document Preparation Clerk		15.07
01090 - Duplicating Machine Operator		15.07
01111 - General Clerk I		14.45
01112 - General Clerk II		15.77
01113 - General Clerk III		18.25
01120 - Housing Referral Assistant		22.38
01141 - Messenger Courier		13.62
01191 - Order Clerk I		16.23
01192 - Order Clerk II		17.72
01261 - Personnel Assistant		17.75
(Employment) I		11.15
01262 - Personnel Assistant		19.86
(Employment) II		19.00
01263 - Personnel Assistant		22.13
(Employment) III		22.13
01270 - Production Control Clerk		22.34
01290 - Rental Clerk		18.48
01300 - Scheduler Maintenance		17.95
01311 - Secretary I		17.95
01312 - Secretary II		20.09
01312 - Secretary II 01313 - Secretary III		22.38
01320 - Service Order Dispatcher		20.00
01410 - Supply Technician		24.72
01420 - Survey Worker		19.57
01460 - Switchboard		15.80
		20.00
Operator/Receptionist		
Operator/Receptionist 01531 - Travel Clerk I		15.10
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		15.10 16.24
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		15.10 16.24 17.43
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		15.10 16.24 17.43 15.01
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II		15.10 16.24 17.43 15.01 16.85
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		15.10 16.24 17.43 15.01
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations		15.10 16.24 17.43 15.01 16.85 18.85
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer		15.10 16.24 17.43 15.01 16.85
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass	Electrician	15.10 16.24 17.43 15.01 16.85 18.85 23.66
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	15.10 16.24 17.43 15.01 16.85 18.85 23.66 20.79
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	15.10 16.24 17.43 15.01 16.85 18.85 23.66 20.79 19.11
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	15.10 16.24 17.43 15.01 16.85 18.85 23.66 20.79 19.11 19.93
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	15.10 16.24 17.43 15.01 16.85 18.85 23.66 20.79 19.11 19.93 17.51
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	15.10 16.24 17.43 15.01 16.85 18.85 23.66 20.79 19.11 19.93
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	15.10 16.24 17.43 15.01 16.85 18.85 23.66 20.79 19.11 19.93 17.51 21.60
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	15.10 16.24 17.43 15.01 16.85 18.85 23.66 20.79 19.11 19.93 17.51
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	15.10 16.24 17.43 15.01 16.85 18.85 23.66 20.79 19.11 19.93 17.51 21.60

05250 - Motor Vehicle Upholstery	18.51
Worker	1.0.00
05280 - Motor Vehicle Wrecker	19.93
05310 - Painter Automotive	19.94
05340 - Radiator Repair Specialist	19.73
05370 - Tire Repairer	16.97
05400 - Transmission Repair	21.60
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.80
07041 - Cook I	14.95
07042 - Cook II	16.81
07070 - Dishwasher	10.58
07130 - Food Service Worker	11.77
07210 - Meat Cutter	20.01
07260 - Waiter/Waitress	11.59
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.90
09040 - Furniture Handler	16.13
09080 - Furniture Refinisher	20.88
09090 - Furniture Refinisher Helper	18.07
09110 - Furniture Repairer Minor	19.60
09130 - Upholsterer	21.95
11000 - General Services And Support	21.90
Occupations	
11030 - Cleaner Vehicles	14.53
11060 - Elevator Operator	15.31
11090 - Gardener	20.25
11122 - Housekeeping Aide	15.31
11150 - Janitor	15.31
11210 - Laborer Grounds Maintenance	16.54
11240 - Maid or Houseman	11.50
11240 - Pruner	16.00
11270 - Tractor Operator	18.46
11330 - Trail Maintenance Worker	16.54
11360 - Window Cleaner	16.67
12000 - Health Occupations	10.07
12010 - Ambulance Driver	19.85
12010 - Ambulance Driver 12011 - Breath Alcohol Technician	20.41
12012 - Certified Occupational	28.78
Therapist Assistant	20.70
12015 - Certified Physical Therapist	26.13
Assistant	20.1J
12020 - Dental Assistant	19.97
	37.15
12025 - Dental Hygienist	
12030 - EKG Technician	30.23
12035 - Electroneurodiagnostic	30.23
Technologist	

12040 - Emergency Medical Technician	19.85
12071 - Licensed Practical Nurse I	18.25
12072 - Licensed Practical Nurse II	20.41
12073 - Licensed Practical Nurse III	22.75
12100 - Medical Assistant	18.25
12130 - Medical Laboratory	25.89
Technician	
12160 - Medical Record Clerk	18.19
12190 - Medical Record Technician	20.56
12195 - Medical Transcriptionist	20.74
12210 - Nuclear Medicine	44.86
Technologist	
12221 - Nursing Assistant I	11.45
12222 - Nursing Assistant II	12.88
12223 - Nursing Assistant III	14.05
12224 - Nursing Assistant IV	15.81
12235 - Optical Dispenser	18.70
12236 - Optical Technician	18.25
12250 - Pharmacy Technician	17.22
12280 - Phlebotomist	17.43
12305 - Radiologic Technologist	29.08
12311 - Registered Nurse I	29.71
12312 - Registered Nurse II	36.35
12313 - Registered Nurse II	36.35
Specialist	
12314 - Registered Nurse III	43.98
12315 - Registered Nurse III	43.98
Anesthetist	
12316 - Registered Nurse IV	52.71
12317 - Scheduler (Drug and Alcohol	25.29
Testing)	
12320 - Substance Abuse Treatment	27.19
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	20.47
13012 - Exhibits Specialist II	26.14
13013 - Exhibits Specialist III	30.90
13041 - Illustrator I	21.81
13042 - Illustrator II	27.01
13043 - Illustrator III	33.05
13047 - Librarian	33.12
13050 - Library Aide/Clerk	13.54
13054 - Library Information	25.74
Technology Systems	
Administrator	10 54
13058 - Library Technician	18.54
13061 - Media Specialist I	18.14
13062 - Media Specialist II	19.95
13063 - Media Specialist III	22.00

13071 - Photographer I		18.66
13072 - Photographer II		20.87
13073 - Photographer III		25.85
13074 - Photographer IV		31.63
13075 - Photographer V		36.15
13090 - Technical Order Library		16.90
Clerk		
13110 - Video Teleconference		19.84
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.63
14042 - Computer Operator II		20.85
14043 - Computer Operator III		23.23
14044 - Computer Operator IV		25.81
14045 - Computer Operator V		28.59
14071 - Computer Programmer I	(see 1)	26.47
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III		
14150 - Peripheral Equipment		18.63
Operator		
14160 - Personal Computer Support		25.81
Technician		
14170 - System Support Specialist		28.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		34.82
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		39.04
Instructor (Rated)		
15030 - Air Crew Training Devices		43.33
Instructor (Pilot)		
15050 - Computer Based Training		34.82
Specialist / Instructor		
15060 - Educational Technologist		31.22
15070 - Flight Instructor (Pilot)		43.33
15080 - Graphic Artist		24.15
15085 - Maintenance Test Pilot Fixed		43.33
Jet/Prop		
15086 - Maintenance Test Pilot		43.33
Rotary Wing		
15088 - Non-Maintenance Test/Co-		43.33
Pilot		
15090 - Technical Instructor		23.67
15095 - Technical Instructor/Course		28.96
Developer		20.50
15110 - Test Proctor		19.57
		± 2 • 0 /

	10 57
15120 - Tutor	19.57
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	13.22
16010 - Assembler	
16030 - Counter Attendant	13.22
16040 - Dry Cleaner	15.65
16070 - Finisher Flatwork Machine	13.22
16090 - Presser Hand	13.22
16110 - Presser Machine Drycleaning	13.22
16130 - Presser Machine Shirts	13.22
16160 - Presser Machine Wearing	13.22
Apparel Laundry	16 57
16190 - Sewing Machine Operator	16.57
16220 - Tailor	17.51
16250 - Washer Machine	13.89
19000 - Machine Tool Operation And	
Repair Occupations	00 64
19010 - Machine-Tool Operator (Tool	23.64
Room)	0 0 0 0
19040 - Tool And Die Maker	29.32
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	20.84
21030 - Material Coordinator	22.34
21040 - Material Expediter	22.34
21050 - Material Handling Laborer	16.43
21071 - Order Filler	17.51
21080 - Production Line Worker (Food	20.84
Processing)	10.00
21110 - Shipping Packer	18.08
21130 - Shipping/Receiving Clerk	18.08
21140 - Store Worker I	15.27
21150 - Stock Clerk	19.55
21210 - Tools And Parts Attendant	20.84
21410 - Warehouse Specialist	20.84
23000 - Mechanics And Maintenance And	
Repair Occupations	0.0.1.1
23010 - Aerospace Structural Welder	29.14
23019 - Aircraft Logs and Records	24.57
Technician	
23021 - Aircraft Mechanic I	27.99
23022 - Aircraft Mechanic II	29.14
23023 - Aircraft Mechanic III	30.35
23040 - Aircraft Mechanic Helper	21.64
23050 - Aircraft Painter	26.79
23060 - Aircraft Servicer	24.57
23070 - Aircraft Survival Flight	26.79
Equipment Technician	0 5 5 5
23080 - Aircraft Worker	25.65

23091 - Aircrew Life Support	25.65
Equipment (ALSE) Mechanic	23.03
23092 - Aircrew Life Support	27.99
Equipment (ALSE) Mechanic	21.99
II	
	25.48
23110 - Appliance Mechanic 23120 - Bicycle Repairer	21.96
23125 - Cable Splicer	43.92
	24.29
23130 - Carpenter Maintenance	
23140 - Carpet Layer	26.15
23160 - Electrician Maintenance	29.96
23181 - Electronics Technician	24.72
Maintenance I	
23182 - Electronics Technician	26.06
Maintenance II	
23183 - Electronics Technician	29.52
Maintenance III	
23260 - Fabric Worker	23.35
23290 - Fire Alarm System Mechanic	27.32
23310 - Fire Extinguisher Repairer	21.96
23311 - Fuel Distribution System	30.81
Mechanic	
23312 - Fuel Distribution System	26.54
Operator	
23370 - General Maintenance Worker	21.45
23380 - Ground Support Equipment	27.99
Mechanic	
23381 - Ground Support Equipment	25.65
Servicer	
23382 - Ground Support Equipment	25.65
Worker	
23391 - Gunsmith I	23.64
23392 - Gunsmith II	25.92
23393 - Gunsmith III	27.32
23410 - Heating Ventilation And Air-	27.16
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	27.16
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.74
23440 - Heavy Equipment Operator	32.59
23460 - Instrument Mechanic	27.32
23465 - Laboratory/Shelter Mechanic	26.05
23470 - Laborer	16.43
23510 - Locksmith	26.05
23530 - Machinery Maintenance	25.63
Mechanic	20.00
23550 - Machinist Maintenance	21.98
	21.70

23580 - Maintenance Trades Helper	17.81
23591 - Metrology Technician I	27.32
23592 - Metrology Technician II	28.54
23593 - Metrology Technician III	29.80
23640 - Millwright	27.32
23710 - Office Appliance Repairer	24.32
23760 - Painter Maintenance	21.49
23790 - Pipefitter Maintenance	32.29
23810 - Plumber Maintenance	30.79
23820 - Pneudraulic Systems Mechanic	27.32
23850 - Rigger	27.32
23870 - Scale Mechanic	24.72
23890 - Sheet-Metal Worker	29.90
Maintenance	
23910 - Small Engine Mechanic	23.36
23931 - Telecommunications Mechanic	26.73
I	
23932 - Telecommunications Mechanic	27.92
II	0 - 0 0
23950 - Telephone Lineman	27.32
23960 - Welder Combination	22.63
Maintenance	
23965 - Well Driller	27.32
23970 - Woodcraft Worker	27.32
23980 - Woodworker	21.96
24000 - Personal Needs Occupations	
24550 - Case Manager	20.13
24570 - Child Care Attendant	13.15
24580 - Child Care Center Clerk	18.03
24610 - Chore Aide	12.56
24620 - Family Readiness And Support	20.13
Services	
Coordinator	
24630 - Homemaker	22.06
25000 - Plant And System Operations	
Occupations	0 - 0 0
25010 - Boiler Tender	27.32
25040 - Sewage Plant Operator	26.56
25070 - Stationary Engineer	27.32
25190 - Ventilation Equipment Tender	20.79
25210 - Water Treatment Plant	26.56
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.00
27007 - Baggage Inspector	16.36
27008 - Corrections Officer	21.10
27010 - Court Security Officer	21.99
27030 - Detection Dog Handler	18.37
27040 - Detention Officer	21.10
27070 - Firefighter	20.84

27101 - Guard I		16.36
27102 - Guard II		18.37
27131 - Police Officer I		27.66
27132 - Police Officer II		30.73
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.37
28042 - Carnival Equipment Repairer		15.34
28043 - Carnival Worker		11.43
28210 - Gate Attendant/Gate Tender		15.89
28310 - Lifeguard		11.28
28350 - Park Attendant (Aide)		17.76
28510 - Recreation Aide/Health		12.96
Facility Attendant		
28515 - Recreation Specialist		22.01
28630 - Sports Official		14.14
28690 - Swimming Pool Operator		19.47
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		25.63
29020 - Hatch Tender		25.63
29030 - Line Handler		25.63
29041 - Stevedore I		24.75
29042 - Stevedore II		26.78
30000 - Technical Occupations		
30010 - Air Traffic Control	(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		20.60
30022 - Archeological Technician II		23.05
30023 - Archeological Technician III		28.54
30030 - Cartographic Technician		29.12
30040 - Civil Engineering Technician		26.41
30051 - Cryogenic Technician I		25.47
30052 - Cryogenic Technician II		28.13
30061 - Drafter/CAD Operator I		20.60
30062 - Drafter/CAD Operator II		23.05
30063 - Drafter/CAD Operator III		25.69
30064 - Drafter/CAD Operator IV		31.62
30081 - Engineering Technician I		18.51
30082 - Engineering Technician II		21.39
30083 - Engineering Technician III		23.93
30084 - Engineering Technician IV 30085 - Engineering Technician V		29.64
		31.93 39.73
30086 - Engineering Technician VI 30090 - Environmental Technician		39.73
30090 - Environmental Technician 30095 - Evidence Control Specialist		23.00
30210 - Laboratory Technician		23.00
JULIN - HADOLACOLY LECHILLCLAIN		20./J

30221 - Latent Fingerprint			25.47
Technician I			0.0.1.0
30222 - Latent Fingerprint			28.13
Technician II			
30240 - Mathematical Technician			23.33
30361 - Paralegal/Legal Assistant I			20.05
30362 - Paralegal/Legal Assistant II			24.83
30363 - Paralegal/Legal Assistant			30.38
III			
30364 - Paralegal/Legal Assistant IV			36.76
30375 - Petroleum Supply Specialist			28.13
30390 - Photo-Optics Technician			29.64
30395 - Radiation Control Technician			28.13
30461 - Technical Writer I			25.29
30462 - Technical Writer II			30.95
30463 - Technical Writer III			37.39
30491 - Unexploded Ordnance (UXO)			25.60
Technician I			20.00
			30.98
30492 - Unexploded Ordnance (UXO)			30.90
Technician II			07 10
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			31.62
30502 - Weather Forecaster II			38.46
30620 - Weather Observer Combined	(see	2)	25.69
Upper Air Or			
Surface Programs			
30621 - Weather Observer Senior	(see	2)	28.54
31000 - Transportation/Mobile			
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			15.51
31030 - Bus Driver			20.40
			20.40 16.94
31030 - Bus Driver 31043 - Driver Courier			
31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant			16.94 14.30
31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver			16.94 14.30 18.14
31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver			16.94 14.30 18.14 14.07
 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 			16.94 14.30 18.14 14.07 18.14
<pre>31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium</pre>			16.94 14.30 18.14 14.07 18.14 22.10
<pre>31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy</pre>			16.94 14.30 18.14 14.07 18.14 22.10 22.46
<pre>31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer</pre>			16.94 14.30 18.14 14.07 18.14 22.10
<pre>31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations</pre>			16.94 14.30 18.14 14.07 18.14 22.10 22.46 22.43
<pre>31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>			16.94 14.30 18.14 14.07 18.14 22.10 22.46 22.43 15.10
<pre>31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier</pre>			16.94 14.30 18.14 14.07 18.14 22.10 22.46 22.43 15.10 11.76
<pre>31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>			16.94 14.30 18.14 14.07 18.14 22.10 22.46 22.43 15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	12.29
I	
99252 - Laboratory Animal Caretaker	13.12
II	
99260 - Marketing Analyst	24.60
99310 - Mortician	38.87
99410 - Pest Controller	23.78
99510 - Photofinishing Worker	17.97
99710 - Recycling Laborer	20.56
99711 - Recycling Specialist	23.82
99730 - Refuse Collector	18.95
99810 - Sales Clerk	12.21
99820 - School Crossing Guard	16.67
99830 - Survey Party Chief	29.97
99831 - Surveying Aide	19.91
99832 - Surveying Technician	22.89
99840 - Vending Machine Attendant	20.95
99841 - Vending Machine Repairer	25.16
99842 - Vending Machine Repairer	20.95
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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:

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

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

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	<pre> Wage Determination No.: 2015-4919 Revision No.: 18 Date Of Last Revision: 12/27/2021 </pre>

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.

State: Wisconsin

Area: Wisconsin Counties of Door Florence Forest Langlade Lincoln Manitowoc Marinette Menominee Oneida Portage Shawano Vilas

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		13.99
01012 - Accounting Clerk II		15.71
01013 - Accounting Clerk III		17.57
01020 - Administrative Assistant		27.64
01035 - Court Reporter		18.52
01041 - Customer Service		13.30
Representative I		
01042 - Customer Service		14.83
Representative II		

01043 - Customer Service Representative III		16.30
01051 - Data Entry Operator I		14.07
01052 - Data Entry Operator II		15.35
01060 - Dispatcher Motor Vehicle		21.70
01070 - Document Preparation Clerk		17.16
01090 - Duplicating Machine Operator		17.16
01111 - General Clerk I		13.26
01112 - General Clerk II		14.47
01113 - General Clerk III		16.25
01120 - Housing Referral Assistant		20.65
01141 - Messenger Courier		12.93
01191 - Order Clerk I		15.37
01192 - Order Clerk II		16.90
01261 - Personnel Assistant		16.68
(Employment) I		10.00
01262 - Personnel Assistant		18.65
(Employment) II		10.05
01263 - Personnel Assistant		20.79
(Employment) III		20.19
01270 - Production Control Clerk		23.80
01290 - Rental Clerk		15.61
01300 - Scheduler Maintenance		16.55
01311 - Secretary I		16.55
01312 - Secretary II		18.52
01313 - Secretary III		20.65
01320 - Service Order Dispatcher		19.41
01410 - Supply Technician		27.64
01420 - Survey Worker		17.50
01460 - Switchboard		14.28
Operator/Receptionist		11.20
01531 - Travel Clerk I		14.48
01532 - Travel Clerk II		15.67
01533 - Travel Clerk III		16.97
01611 - Word Processor I		14.75
01612 - Word Processor II		16.55
01613 - Word Processor III		18.52
05000 - Automotive Service Occupations		10.01
05005 - Automobile Body Repairer		19.13
Fiberglass		20,20
05010 - Automotive	Electrician	20.39
05040 - Automotive Glass Installer		19.37
05070 - Automotive Worker		19.37
05070 - Automotive Worker 05110 - Mobile Equipment Servicer		19.37 17.39
05110 - Mobile Equipment Servicer		17.39
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic		17.39
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal		17.39 21.40
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker		17.39 21.40 19.37

05250 - Motor Vehicle Upholstery	18.39
Worker	10 00
05280 - Motor Vehicle Wrecker	19.37
05310 - Painter Automotive	20.39
05340 - Radiator Repair Specialist	19.37
05370 - Tire Repairer	13.71
05400 - Transmission Repair	21.40
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.24
07041 - Cook I	14.03
07042 - Cook II	15.63
07070 - Dishwasher	9.01
07130 - Food Service Worker	9.79
07210 - Meat Cutter	18.22
07260 - Waiter/Waitress	9.29
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.28
09040 - Furniture Handler	13.11
09080 - Furniture Refinisher	18.75
09090 - Furniture Refinisher Helper	15.00
09110 - Furniture Repairer Minor	16.91
09130 - Upholsterer	18.21
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.35
11060 - Elevator Operator	14.35
11090 - Gardener	17.95
11122 - Housekeeping Aide	12.79
11150 - Janitor	12.79
11210 - Laborer Grounds Maintenance	14.58
11240 - Maid or Houseman	11.28
11260 - Pruner	13.47
11270 - Tractor Operator	16.84
11330 - Trail Maintenance Worker	14.58
11360 - Window Cleaner	13.84
12000 - Health Occupations	
12010 - Ambulance Driver	18.46
12011 - Breath Alcohol Technician	18.46
12012 - Certified Occupational	26.45
Therapist Assistant	
12015 - Certified Physical Therapist	26.84
Assistant	
12020 - Dental Assistant	18.57
12025 - Dental Hygienist	34.12
12030 - EKG Technician	31.45
12035 - Electroneurodiagnostic	31.45
Technologist	

12040 - Emergency Medical Technician	18.46
12071 - Licensed Practical Nurse I	16.50
12072 - Licensed Practical Nurse II	18.46
12073 - Licensed Practical Nurse III	20.58
12100 - Medical Assistant	17.78
12130 - Medical Laboratory	27.17
Technician	
12160 - Medical Record Clerk	16.71
12190 - Medical Record Technician	18.70
12195 - Medical Transcriptionist	18.89
12210 - Nuclear Medicine	41.86
Technologist	
12221 - Nursing Assistant I	11.83
12222 - Nursing Assistant II	13.30
12223 - Nursing Assistant III	14.51
12224 - Nursing Assistant IV	16.30
12235 - Optical Dispenser	17.16
12236 - Optical Technician	16.50
12250 - Pharmacy Technician	15.04
12280 - Phlebotomist	17.67
12305 - Radiologic Technologist	29.55
12311 - Registered Nurse I	24.38
12312 - Registered Nurse II	29.82
12313 - Registered Nurse II	29.82
Specialist	
12314 - Registered Nurse III	36.08
12315 - Registered Nurse III	36.08
Anesthetist	
12316 - Registered Nurse IV	43.24
12317 - Scheduler (Drug and Alcohol	22.86
Testing)	
12320 - Substance Abuse Treatment	22.52
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	19.86
13012 - Exhibits Specialist II	24.60
13013 - Exhibits Specialist III	30.09
13041 - Illustrator I	19.89
13042 - Illustrator II	24.64
13043 - Illustrator III	30.15
13047 - Librarian	26.33
13050 - Library Aide/Clerk	17.23
13054 - Library Information	23.77
Technology Systems	
Administrator	
13058 - Library Technician	14.25
13061 - Media Specialist I	17.16
13062 - Media Specialist II	19.20
13063 - Media Specialist III	21.39

13071 - Photographer I		17.02
13072 - Photographer II		19.04
13073 - Photographer III		23.58
13074 - Photographer IV		28.85
13075 - Photographer V		34.90
13090 - Technical Order Library		21.64
Clerk		
13110 - Video Teleconference		19.26
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.57
14042 - Computer Operator II		20.77
14043 - Computer Operator III		23.17
14044 - Computer Operator IV		25.74
14045 - Computer Operator V		29.25
14071 - Computer Programmer I	(see 1)	22.42
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III		
14150 - Peripheral Equipment	(/	18.57
Operator		
14160 - Personal Computer Support		26.15
Technician		
14170 - System Support Specialist		31.17
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		30.03
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		36.34
Instructor (Rated)		
15030 - Air Crew Training Devices		43.55
Instructor (Pilot)		
15050 - Computer Based Training		30.03
Specialist / Instructor		
15060 - Educational Technologist		29.63
15070 - Flight Instructor (Pilot)		43.55
15080 - Graphic Artist		21.93
15085 - Maintenance Test Pilot Fixed		43.55
Jet/Prop		
15086 - Maintenance Test Pilot		43.55
Rotary Wing		
15088 - Non-Maintenance Test/Co-		43.55
Pilot		10.00
15090 - Technical Instructor		20.98
15095 - Technical Instructor/Course		25.67
Developer		20.07
15110 - Test Proctor		16.94
		10.04

	16 04
15120 - Tutor	16.94
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	15.31
16010 - Assembler	
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	15.31
Apparel Laundry	10.00
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	21.13
Room)	
19040 - Tool And Die Maker	25.04
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.65
21030 - Material Coordinator	23.80
21040 - Material Expediter	23.80
21050 - Material Handling Laborer	15.64
21071 - Order Filler	13.46
21080 - Production Line Worker (Food	18.65
Processing)	
21110 - Shipping Packer	17.44
21130 - Shipping/Receiving Clerk	17.44
21140 - Store Worker I	15.10
21150 - Stock Clerk	19.22
21210 - Tools And Parts Attendant	18.65
21410 - Warehouse Specialist	18.65
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	27.35
23019 - Aircraft Logs and Records	22.55
Technician	
23021 - Aircraft Mechanic I	26.24
23022 - Aircraft Mechanic II	27.35
23023 - Aircraft Mechanic III	28.55
23040 - Aircraft Mechanic Helper	20.01
23050 - Aircraft Painter	25.00
23060 - Aircraft Servicer	22.55
23070 - Aircraft Survival Flight	25.00
Equipment Technician	
23080 - Aircraft Worker	23.76
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23091 - Aircrew Life Support	23.76
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	26.24
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	21.21
23120 - Bicycle Repairer	21.33
23125 - Cable Splicer	38.98
23130 - Carpenter Maintenance	20.92
23140 - Carpet Layer	24.48
23160 - Electrician Maintenance	28.48
23181 - Electronics Technician	23.76
Maintenance I	
23182 - Electronics Technician	25.00
Maintenance II	
23183 - Electronics Technician	26.24
Maintenance III	
23260 - Fabric Worker	22.55
23290 - Fire Alarm System Mechanic	25.79
23310 - Fire Extinguisher Repairer	21.33
23311 - Fuel Distribution System	33.73
Mechanic	
23312 - Fuel Distribution System	27.42
Operator	
23370 - General Maintenance Worker	20.33
23380 - Ground Support Equipment	26.24
Mechanic	
23381 - Ground Support Equipment	22.55
Servicer	
23382 - Ground Support Equipment	23.76
Worker	
23391 - Gunsmith I	21.33
23392 - Gunsmith II	23.76
23393 - Gunsmith III	26.24
23410 - Heating Ventilation And Air-	23.60
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	24.60
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	23.99
23440 - Heavy Equipment Operator	29.73
23460 - Instrument Mechanic	26.24
23465 - Laboratory/Shelter Mechanic	25.00
23470 - Laborer	15.64
23510 - Locksmith	25.00
23530 - Machinery Maintenance	25.91
Mechanic	
23550 - Machinist Maintenance	21.78

23580 - Maintenance Trades Helper	16.20
23591 - Metrology Technician I	26.24
23592 - Metrology Technician II	27.35
23593 - Metrology Technician III	28.55
23640 - Millwright	32.82
23710 - Office Appliance Repairer	19.12
23760 - Painter Maintenance	19.37
23790 - Pipefitter Maintenance	30.99
23810 - Plumber Maintenance	29.53
23820 - Pneudraulic Systems Mechanic	26.24
23850 - Rigger	26.24
23870 - Scale Mechanic	23.76
23890 - Sheet-Metal Worker	32.00
Maintenance	
23910 - Small Engine Mechanic	20.62
23931 - Telecommunications Mechanic	28.77
I	
23932 - Telecommunications Mechanic	29.74
II	
23950 - Telephone Lineman	29.52
23960 - Welder Combination	21.74
Maintenance	
23965 - Well Driller	26.24
23970 - Woodcraft Worker	26.24
23980 - Woodworker	21.33
24000 - Personal Needs Occupations	
24550 - Case Manager	19.47
24570 - Child Care Attendant	10.57
24580 - Child Care Center Clerk	15.19
24610 - Chore Aide	11.86
24620 - Family Readiness And Support	19.47
Services	
Coordinator	
24630 - Homemaker	19.47
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	28.77
25040 - Sewage Plant Operator	26.86
25070 - Stationary Engineer	28.77
25190 - Ventilation Equipment Tender	21.94
25210 - Water Treatment Plant	26.86
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.85
27007 - Baggage Inspector	15.22
27008 - Corrections Officer	24.16
27010 - Court Security Officer	21.89
27030 - Detection Dog Handler	17.03
27040 - Detention Officer	24.16
27070 - Firefighter	19.61

27101 - Guard I		15.22
27102 - Guard II		17.03
27131 - Police Officer I		25.73
27132 - Police Officer II		28.60
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.20
28042 - Carnival Equipment Repairer		14.06
28043 - Carnival Worker		10.56
28210 - Gate Attendant/Gate Tender		14.39
28310 - Lifeguard		11.84
28350 - Park Attendant (Aide)		16.11
28510 - Recreation Aide/Health		11.75
Facility Attendant		
28515 - Recreation Specialist		19.95
28630 - Sports Official		12.82
28690 - Swimming Pool Operator		17.53
29000 - Stevedoring/Longshoremen		1,100
Occupational Services		
29010 - Blocker And Bracer		23.90
29020 - Hatch Tender		23.90
29030 - Line Handler		23.90
29041 - Stevedore I		22.68
29042 - Stevedore II		25.15
30000 - Technical Occupations		23.13
30010 - Air Traffic Control	(see 2)	40.29
Specialist Center (HFO)	(566 2)	40.29
30011 - Air Traffic Control	(see 2)	27.78
Specialist Station (HFO)	(366 2)	27.70
30012 - Air Traffic Control		30.59
Specialist Terminal (HFO) (see 2)		50.55
30021 - Archeological Technician I		19.28
30022 - Archeological Technician II		21.56
30023 - Archeological Technician III		26.71
30030 - Cartographic Technician		26.71
30040 - Civil Engineering Technician		25.70
30051 - Cryogenic Technician I		28.89
30052 - Cryogenic Technician II		31.90
30061 - Drafter/CAD Operator I		19.28
30062 - Drafter/CAD Operator II		21.56
30063 - Drafter/CAD Operator III		24.03
30064 - Drafter/CAD Operator IV		29.58
30081 - Engineering Technician I		15.40
30082 - Engineering Technician II		18.41
30083 - Engineering Technician II		20.86
30084 - Engineering Technician IV		25.84
30085 - Engineering Technician V		31.61
30086 - Engineering Technician VI		38.25
30090 - Environmental Technician		26.08
30090 - Environmental Technician 30095 - Evidence Control Specialist		26.08
30210 - Laboratory Technician		
JUZIU - LADOTATOTY TECHNICIAN		24.03

30221 - Latent Fingerprint			28.89
Technician I			
30222 - Latent Fingerprint			31.90
Technician II			
30240 - Mathematical Technician			26.71
30361 - Paralegal/Legal Assistant I			20.59
30362 - Paralegal/Legal Assistant II			25.50
30363 - Paralegal/Legal Assistant			31.20
III			
30364 - Paralegal/Legal Assistant IV			37.75
30375 - Petroleum Supply Specialist			31.90
30390 - Photo-Optics Technician			26.71
30395 - Radiation Control Technician			31.90
30461 - Technical Writer I			26.08
30462 - Technical Writer II			31.90
30463 - Technical Writer III			38.59
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			29.58
30502 - Weather Forecaster II			35.99
30620 - Weather Observer Combined	(see	2)	24.03
Upper Air Or		,	
Surface Programs			
30621 - Weather Observer Senior	(see	2)	26.71
31000 - Transportation/Mobile	(_,	
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			14.54
31030 - Bus Driver			18.92
			10.92
31043 - Driver Courier			-
31260 - Parking and Lot Attendant			12.07
31290 - Shuttle Bus Driver			16.29
31310 - Taxi Driver			12.97
31361 - Truckdriver Light			15.36
31362 - Truckdriver Medium			16.24
31363 - Truckdriver Heavy			22.82
31364 - Truckdriver Tractor-Trailer			22.82
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			10.83
99050 - Desk Clerk			12.99
99095 - Embalmer			34.73

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.52
I	
99252 - Laboratory Animal Caretaker	16.54
II	
99260 - Marketing Analyst	24.25
99310 - Mortician	34.73
99410 - Pest Controller	22.16
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	23.45
99711 - Recycling Specialist	27.09
99730 - Refuse Collector	21.66
99810 - Sales Clerk	13.67
99820 - School Crossing Guard	14.23
99830 - Survey Party Chief	25.04
99831 - Surveying Aide	14.63
99832 - Surveying Technician	19.12
99840 - Vending Machine Attendant	15.29
99841 - Vending Machine Repairer	18.15
99842 - Vending Machine Repairer	15.29
Helper	

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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:

 The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-4921 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.

State: Wisconsin

Area: Wisconsin Counties of Adams Wood

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		13.99
01012 - Accounting Clerk II		15.71
01013 - Accounting Clerk III		17.57
01020 - Administrative Assistant		27.64
01035 - Court Reporter		18.52
01041 - Customer Service		13.30
Representative I		
01042 - Customer Service		14.83
Representative II		

01043 - Customer Service Representative III		16.30
01051 - Data Entry Operator I		14.07
01052 - Data Entry Operator II		15.35
01060 - Dispatcher Motor Vehicle		21.70
01070 - Document Preparation Clerk		17.16
01090 - Duplicating Machine Operator		17.16
01111 - General Clerk I		13.26
01112 - General Clerk II		14.47
01113 - General Clerk III		16.25
01120 - Housing Referral Assistant		20.65
01141 - Messenger Courier		12.93
01191 - Order Clerk I		15.37
01192 - Order Clerk II		16.77
01261 - Personnel Assistant		16.68
(Employment) I		10.00
01262 - Personnel Assistant		18.65
(Employment) II		10.05
01263 - Personnel Assistant		20.79
(Employment) III		20.15
01270 - Production Control Clerk		23.80
01290 - Rental Clerk		15.61
01300 - Scheduler Maintenance		16.55
01311 - Secretary I		16.55
01312 - Secretary II		18.52
01313 - Secretary III		20.65
01320 - Service Order Dispatcher		19.41
01410 - Supply Technician		27.64
01420 - Survey Worker		17.50
01460 - Switchboard		14.28
Operator/Receptionist		11.20
01531 - Travel Clerk I		14.48
01532 - Travel Clerk II		15.67
01533 - Travel Clerk III		16.97
01611 - Word Processor I		14.75
01612 - Word Processor II		16.55
01613 - Word Processor III		18.52
05000 - Automotive Service Occupations		10.01
05005 - Automobile Body Repairer		18.21
Fiberglass		
Fiberglass 05010 - Automotive	Electrician	20.39
05010 - Automotive	Electrician	
05010 - Automotive 05040 - Automotive Glass Installer	Electrician	19.37
05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	19.37 19.37
05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	19.37 19.37 17.39
05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	19.37 19.37
05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	19.37 19.37 17.39
05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	19.37 19.37 17.39 21.40
05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	19.37 19.37 17.39 21.40 19.37

05250 - Motor Vehicle Upholstery	18.39
Worker	10.08
05280 - Motor Vehicle Wrecker	19.37
05310 - Painter Automotive	20.39
05340 - Radiator Repair Specialist	19.37
05370 - Tire Repairer	13.71
05400 - Transmission Repair	21.40
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.24
07041 - Cook I	14.03
07042 - Cook II	15.63
07070 - Dishwasher	9.01
07130 - Food Service Worker	9.79
07210 - Meat Cutter	18.22
07260 - Waiter/Waitress	9.29
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.28
09040 - Furniture Handler	12.99
09080 - Furniture Refinisher	18.75
09090 - Furniture Refinisher Helper	15.00
09110 - Furniture Repairer Minor	16.91
09130 - Upholsterer	18.21
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.35
11060 - Elevator Operator	14.35
11090 - Gardener	17.95
11122 - Housekeeping Aide	12.79
11150 - Janitor	12.79
11210 - Laborer Grounds Maintenance	14.58
11240 - Maid or Houseman	11.28
11260 - Pruner	13.47
11270 - Tractor Operator	16.84
11330 - Trail Maintenance Worker	14.58
11360 - Window Cleaner	13.84
12000 - Health Occupations	
12010 - Ambulance Driver	18.46
12011 - Breath Alcohol Technician	18.46
12012 - Certified Occupational	26.45
Therapist Assistant	
12015 - Certified Physical Therapist	26.84
Assistant	
12020 - Dental Assistant	18.57
12025 - Dental Hygienist	34.12
12030 - EKG Technician	25.84
12035 - Electroneurodiagnostic	25.84
Technologist	
-	

	10 10
12040 - Emergency Medical Technician	18.46
12071 - Licensed Practical Nurse I	16.50
12072 - Licensed Practical Nurse II	18.46
12073 - Licensed Practical Nurse III	20.58
12100 - Medical Assistant	17.78
12130 - Medical Laboratory	27.17
Technician	
12160 - Medical Record Clerk	16.71
12190 - Medical Record Technician	18.70
12195 - Medical Transcriptionist	18.89
12210 - Nuclear Medicine	40.83
Technologist	
12221 - Nursing Assistant I	11.83
12222 - Nursing Assistant II	13.30
12223 - Nursing Assistant III	14.51
12224 - Nursing Assistant IV	16.30
12235 - Optical Dispenser	17.16
12236 - Optical Technician	16.50
12250 - Pharmacy Technician	15.04
12280 - Phlebotomist	17.67
12305 - Radiologic Technologist	29.55
12311 - Registered Nurse I	24.49
12312 - Registered Nurse II	29.96
12313 - Registered Nurse II	29.96
Specialist	
12314 - Registered Nurse III	36.24
12315 - Registered Nurse III	36.24
Anesthetist	
12316 - Registered Nurse IV	41.98
12317 - Scheduler (Drug and Alcohol	22.86
Testing)	
12320 - Substance Abuse Treatment	22.52
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	19.20
13012 - Exhibits Specialist II	23.77
13013 - Exhibits Specialist III	29.09
13041 - Illustrator I	19.20
13042 - Illustrator II	23.77
13043 - Illustrator III	29.09
13047 - Librarian	26.33
13050 - Library Aide/Clerk	17.23
13054 - Library Information	23.77
Technology Systems	
Administrator	
13058 - Library Technician	15.04
13061 - Media Specialist I	17.16
13062 - Media Specialist II	19.20
13063 - Media Specialist III	21.39

13071 - Photographer I		17.02
13072 - Photographer II		19.04
13073 - Photographer III		23.58
13074 - Photographer IV		28.85
13075 - Photographer V		34.90
13090 - Technical Order Library		21.64
Clerk		
13110 - Video Teleconference		19.98
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		15.75
14042 - Computer Operator II		17.63
14043 - Computer Operator III		19.65
14044 - Computer Operator IV		22.04
14045 - Computer Operator V		26.03
14071 - Computer Programmer I	(see 1)	19.48
14072 - Computer Programmer II	(see 1)	24.33
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III		
14150 - Peripheral Equipment	()	15.75
Operator		
14160 - Personal Computer Support		22.04
Technician		
14170 - System Support Specialist		31.17
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		30.03
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		36.34
Instructor (Rated)		
15030 - Air Crew Training Devices		43.55
Instructor (Pilot)		
15050 - Computer Based Training		30.03
Specialist / Instructor		
15060 - Educational Technologist		27.15
15070 - Flight Instructor (Pilot)		43.55
15080 - Graphic Artist		22.32
15085 - Maintenance Test Pilot Fixed		43.55
Jet/Prop		
15086 - Maintenance Test Pilot		43.55
Rotary Wing		
15088 - Non-Maintenance Test/Co-		43.55
Pilot		
15090 - Technical Instructor		20.98
15095 - Technical Instructor/Course		25.67
Developer		20.07
15110 - Test Proctor		16.94
		10.04

	1 (0)
15120 - Tutor	16.94
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	15.31
16010 - Assembler	
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	15.31
Apparel Laundry	10.00
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	21.13
Room)	
19040 - Tool And Die Maker	25.04
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.65
21030 - Material Coordinator	23.80
21040 - Material Expediter	23.80
21050 - Material Handling Laborer	15.64
21071 - Order Filler	13.75
21080 - Production Line Worker (Food	18.65
Processing)	
21110 - Shipping Packer	17.44
21130 - Shipping/Receiving Clerk	17.44
21140 - Store Worker I	15.10
21150 - Stock Clerk	19.22
21210 - Tools And Parts Attendant	18.65
21410 - Warehouse Specialist	18.65
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	27.35
23019 - Aircraft Logs and Records	22.55
Technician	
23021 - Aircraft Mechanic I	26.24
23022 - Aircraft Mechanic II	27.35
23023 - Aircraft Mechanic III	28.55
23040 - Aircraft Mechanic Helper	20.01
23050 - Aircraft Painter	25.00
23060 - Aircraft Servicer	22.55
23070 - Aircraft Survival Flight	25.00
Equipment Technician	
23080 - Aircraft Worker	23.76

23091 - Aircrew Life Support	23.76
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	26.24
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	21.21
23120 - Bicycle Repairer	20.58
23125 - Cable Splicer	38.98
23130 - Carpenter Maintenance	20.52
23140 - Carpet Layer	23.76
23160 - Electrician Maintenance	28.48
23181 - Electronics Technician	23.76
Maintenance I	
23182 - Electronics Technician	25.00
Maintenance II	
23183 - Electronics Technician	26.24
Maintenance III	
23260 - Fabric Worker	22.55
23290 - Fire Alarm System Mechanic	25.79
23310 - Fire Extinguisher Repairer	21.33
23311 - Fuel Distribution System	33.24
Mechanic	
23312 - Fuel Distribution System	27.17
Operator	
23370 - General Maintenance Worker	19.75
23380 - Ground Support Equipment	26.24
Mechanic	
23381 - Ground Support Equipment	22.55
Servicer	
23382 - Ground Support Equipment	23.76
Worker	
23391 - Gunsmith I	21.33
23392 - Gunsmith II	23.76
23393 - Gunsmith III	26.24
23410 - Heating Ventilation And Air-	23.60
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	24.60
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	23.62
23440 - Heavy Equipment Operator	29.73
23460 - Instrument Mechanic	26.24
23465 - Laboratory/Shelter Mechanic	25.00
23470 - Laborer	15.64
23510 - Locksmith	25.00
23530 - Machinery Maintenance	25.91
Mechanic	20.91
23550 - Machinist Maintenance	20.24
	20.27

23580 - Maintenance Trades Helper	15.04
23591 - Metrology Technician I	26.24
23592 - Metrology Technician II	27.35
23593 - Metrology Technician III	28.55
23640 - Millwright	32.31
23710 - Office Appliance Repairer	21.13
23760 - Painter Maintenance	19.37
23790 - Pipefitter Maintenance	30.99
23810 - Plumber Maintenance	29.53
23820 - Pneudraulic Systems Mechanic	26.24
23850 - Rigger	26.24
23870 - Scale Mechanic	23.76
23890 - Sheet-Metal Worker	32.00
Maintenance	
23910 - Small Engine Mechanic	20.62
23931 - Telecommunications Mechanic	26.26
I	
23932 - Telecommunications Mechanic	27.37
II	
23950 - Telephone Lineman	26.61
23960 - Welder Combination	21.66
Maintenance	
23965 - Well Driller	26.24
23970 - Woodcraft Worker	26.24
23980 - Woodworker	21.33
24000 - Personal Needs Occupations	
24550 - Case Manager	19.12
24570 - Child Care Attendant	10.56
24580 - Child Care Center Clerk	13.16
24610 - Chore Aide	11.86
24620 - Family Readiness And Support	19.12
Services	
Coordinator	
24630 - Homemaker	19.12
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	28.77
25040 - Sewage Plant Operator	26.86
25070 - Stationary Engineer	28.77
25190 - Ventilation Equipment Tender	21.94
25210 - Water Treatment Plant	26.86
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.85
27007 - Baggage Inspector	15.22
27008 - Corrections Officer	24.16
27010 - Court Security Officer	21.89
27030 - Detection Dog Handler	17.03
27040 - Detention Officer	24.16
27070 - Firefighter	19.25

27101 - Guard I		15.22
27102 - Guard II		17.03
27131 - Police Officer I		25.73
27132 - Police Officer II		28.60
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.89
28042 - Carnival Equipment Repairer		13.74
28043 - Carnival Worker		10.32
28210 - Gate Attendant/Gate Tender		14.39
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		16.11
28510 - Recreation Aide/Health		11.75
Facility Attendant		
28515 - Recreation Specialist		19.95
28630 - Sports Official		12.82
28690 - Swimming Pool Operator		15.92
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		23.90
29020 - Hatch Tender		23.90
29030 - Line Handler		23.90
29041 - Stevedore I		22.68
29042 - Stevedore II		25.15
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		18.82
30022 - Archeological Technician II		21.05
30023 - Archeological Technician III		26.08
30030 - Cartographic Technician		26.08
30040 - Civil Engineering Technician		25.70
30051 - Cryogenic Technician I		28.89
30052 - Cryogenic Technician II		31.90
30061 - Drafter/CAD Operator I		18.82
30062 - Drafter/CAD Operator II		21.05
30063 - Drafter/CAD Operator III		23.46
30064 - Drafter/CAD Operator IV		28.89
30081 - Engineering Technician I		14.88
30082 - Engineering Technician II		16.71
30083 - Engineering Technician III		18.86
30084 - Engineering Technician IV		23.36
30085 - Engineering Technician V		28.32
30086 - Engineering Technician VI		34.27
30090 - Environmental Technician		26.08
30095 - Evidence Control Specialist		26.08
30210 - Laboratory Technician		24.03

30221 - Latent Fingerprint	28.89
Technician I	
30222 - Latent Fingerprint	31.90
Technician II	
30240 - Mathematical Technician	26.08
30361 - Paralegal/Legal Assistant I	20.59
30362 - Paralegal/Legal Assistant II	25.50
30363 - Paralegal/Legal Assistant	31.20
III	
30364 - Paralegal/Legal Assistant IV	37.75
30375 - Petroleum Supply Specialist	31.90
30390 - Photo-Optics Technician	25.46
30395 - Radiation Control Technician	31.90
30461 - Technical Writer I	26.08
30462 - Technical Writer II	31.90
30463 - Technical Writer III	38.59
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	28.89
30502 - Weather Forecaster II	35.12
30620 - Weather Observer Combined (see	
Upper Air Or	_,
Surface Programs	
30621 - Weather Observer Senior (see	2) 26.08
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.54
31030 - Bus Driver	18.92
31043 - Driver Courier	14.41
31260 - Parking and Lot Attendant	12.07
31290 - Shuttle Bus Driver	16.39
31310 - Taxi Driver	13.08
31361 - Truckdriver Light	15.36
31362 - Truckdriver Medium	16.24
31363 - Truckdriver Heavy	22.51
31364 - Truckdriver Tractor-Trailer	22.51
99000 - Miscellaneous Occupations	22.JI
99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	15.10
99020 - Cabin Safety Specialist 99030 - Cashier	10.83
99050 - Cashler 99050 - Desk Clerk	10.83
JJUJU - DESK LIEIK	
99095 - Embalmer	32.23

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.52
I	
99252 - Laboratory Animal Caretaker	16.54
II	
99260 - Marketing Analyst	24.25
99310 - Mortician	32.23
99410 - Pest Controller	22.16
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	22.84
99711 - Recycling Specialist	26.38
99730 - Refuse Collector	21.10
99810 - Sales Clerk	13.67
99820 - School Crossing Guard	14.83
99830 - Survey Party Chief	26.89
99831 - Surveying Aide	15.72
99832 - Surveying Technician	20.64
99840 - Vending Machine Attendant	17.60
99841 - Vending Machine Repairer	20.90
99842 - Vending Machine Repairer	17.60
Helper	

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

 The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-4923
Daniel W. Simms Division of	Revision No.: 18
Director Wage Determination	ns 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.

State: Wisconsin

Area: Wisconsin Counties of Green Lake Marquette Waupaca Waushara

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.40
01012 - Accounting Clerk II		17.28
01013 - Accounting Clerk III		19.33
01020 - Administrative Assistant		25.73
01035 - Court Reporter		19.31
01041 - Customer Service		14.62
Representative I		
01042 - Customer Service		16.08
Representative II		

01043 - Customer Service	17.92
Representative III	
01051 - Data Entry Operator I	14.97
01052 - Data Entry Operator II	16.34
01060 - Dispatcher Motor Vehicle	20.24
01070 - Document Preparation Clerk	16.04
01090 - Duplicating Machine Operator	16.04
01111 - General Clerk I	13.79
01112 - General Clerk II	15.05
01113 - General Clerk III	16.90
01120 - Housing Referral Assistant	21.52
01141 - Messenger Courier	13.82
01191 - Order Clerk I	14.86
01192 - Order Clerk II	16.22
01261 - Personnel Assistant	16.92
(Employment) I	
01262 - Personnel Assistant	18.93
(Employment) II	
01263 - Personnel Assistant	21.11
(Employment) III	
01270 - Production Control Clerk	23.07
01290 - Rental Clerk	13.53
01300 - Scheduler Maintenance	17.27
01311 - Secretary I	17.27
01312 - Secretary II	19.31
01313 - Secretary III	21.52
01320 - Service Order Dispatcher	18.10
01410 - Supply Technician	25.73
01420 - Survey Worker	19.31
01460 - Switchboard	15.08
Operator/Receptionist	
01531 - Travel Clerk I	14.84
01532 - Travel Clerk II	16.05
01533 - Travel Clerk III	17.36
01611 - Word Processor I	15.37
01612 - Word Processor II	17.27
01613 - Word Processor III	19.31
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	19.13
Fiberglass	
05010 - Automotive Electrician	19.16
05040 - Automotive Glass Installer	18.37
05070 - Automotive Worker	18.37
05110 - Mobile Equipment Servicer	16.97
05130 - Motor Equipment Metal	
· ·	19.76
Mechanic	19.76
	19.76
Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic	
05160 - Motor Equipment Metal Worker	18.37

05250 - Motor Vehicle Upholstery	17.77
Worker	10.05
05280 - Motor Vehicle Wrecker	18.37
05310 - Painter Automotive	19.16
05340 - Radiator Repair Specialist	18.37
05370 - Tire Repairer	17.76
05400 - Transmission Repair	19.76
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.33
07041 - Cook I	14.05
07042 - Cook II	15.59
07070 - Dishwasher	9.54
07130 - Food Service Worker	11.45
07210 - Meat Cutter	18.87
07260 - Waiter/Waitress	9.80
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.18
09040 - Furniture Handler	14.42
09080 - Furniture Refinisher	19.18
09090 - Furniture Refinisher Helper	16.20
09110 - Furniture Repairer Minor	17.79
09130 - Upholsterer	19.18
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	15.00
11060 - Elevator Operator	14.11
11090 - Gardener	16.87
11122 - Housekeeping Aide	14.11
11150 - Janitor	14.11
11210 - Laborer Grounds Maintenance	13.67
11240 - Maid or Houseman	11.78
11260 - Pruner	12.63
11270 - Tractor Operator	15.81
11330 - Trail Maintenance Worker	13.67
11360 - Window Cleaner	15.28
12000 - Health Occupations	
12010 - Ambulance Driver	15.69
12011 - Breath Alcohol Technician	20.10
12012 - Certified Occupational	28.45
Therapist Assistant	
12015 - Certified Physical Therapist	25.63
Assistant	
12020 - Dental Assistant	19.11
12025 - Dental Hygienist	38.30
12030 - EKG Technician	28.59
12035 - Electroneurodiagnostic	28.59
Technologist	

	1 - 60
12040 - Emergency Medical Technician	15.69
12071 - Licensed Practical Nurse I	17.97
12072 - Licensed Practical Nurse II	20.10
12073 - Licensed Practical Nurse III	22.40
12100 - Medical Assistant	18.52
12130 - Medical Laboratory	25.95
Technician	
12160 - Medical Record Clerk	17.09
12190 - Medical Record Technician	19.40
12195 - Medical Transcriptionist	19.88
12210 - Nuclear Medicine	44.17
Technologist	
12221 - Nursing Assistant I	11.72
12222 - Nursing Assistant II	13.17
12223 - Nursing Assistant III	14.37
12224 - Nursing Assistant IV	16.14
12235 - Optical Dispenser	17.82
12236 - Optical Technician	17.97
12250 - Pharmacy Technician	15.04
12280 - Phlebotomist	17.57
12305 - Radiologic Technologist	30.01
12311 - Registered Nurse I	24.87
12312 - Registered Nurse II	30.43
12313 - Registered Nurse II	30.43
Specialist	
12314 - Registered Nurse III	36.82
12315 - Registered Nurse III	36.82
Anesthetist	
12316 - Registered Nurse IV	44.12
12317 - Scheduler (Drug and Alcohol	24.90
Testing)	
12320 - Substance Abuse Treatment	22.45
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	19.86
13012 - Exhibits Specialist II	24.60
13013 - Exhibits Specialist III	30.09
13041 - Illustrator I	19.89
13042 - Illustrator II	24.64
13043 - Illustrator III	30.15
13047 - Librarian	25.87
13050 - Library Aide/Clerk	16.62
13054 - Library Information	23.37
Technology Systems	
Administrator	
13058 - Library Technician	13.77
13061 - Media Specialist I	16.86
13062 - Media Specialist II	18.83
13063 - Media Specialist III	21.03

13071 - Photographer I		15.60
13072 - Photographer II		17.45
13073 - Photographer III		21.62
13074 - Photographer IV		26.44
13075 - Photographer V		32.00
13090 - Technical Order Library		20.88
Clerk		
13110 - Video Teleconference		19.26
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.57
14042 - Computer Operator II		20.77
14043 - Computer Operator III		23.17
14044 - Computer Operator IV		25.74
14045 - Computer Operator V		29.25
14071 - Computer Programmer I	(see 1)	22.42
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	()	18.57
Operator		
14160 - Personal Computer Support		26.15
Technician		
14170 - System Support Specialist		29.66
15000 - Instructional Occupations		20.00
15010 - Aircrew Training Devices		30.30
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		36.67
Instructor (Rated)		
15030 - Air Crew Training Devices		43.94
Instructor (Pilot)		10.51
15050 - Computer Based Training		30.30
Specialist / Instructor		50.50
15060 - Educational Technologist		34.01
15070 - Flight Instructor (Pilot)		43.94
15080 - Graphic Artist		22.29
15085 - Maintenance Test Pilot Fixed		43.94
Jet/Prop		10.91
15086 - Maintenance Test Pilot		43.94
Rotary Wing		10.71
15088 - Non-Maintenance Test/Co-		43.94
Pilot		13.71
15090 - Technical Instructor		19.73
15095 - Technical Instructor/Course		24.13
Developer		27.IJ
15110 - Test Proctor		15.92
IJIIV - IESU FIUGUUL		10.92

	1 5 0 0
15120 - Tutor	15.92
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	15.31
16010 - Assembler	15.31
16030 - Counter Attendant	
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	15.31
Apparel Laundry	10 00
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	22.46
Room)	
19040 - Tool And Die Maker	26.23
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	19.26
21030 - Material Coordinator	23.07
21040 - Material Expediter	23.07
21050 - Material Handling Laborer	16.52
21071 - Order Filler	13.46
21080 - Production Line Worker (Food	19.26
Processing)	
21110 - Shipping Packer	18.08
21130 - Shipping/Receiving Clerk	18.08
21140 - Store Worker I	15.21
21150 - Stock Clerk	19.39
21210 - Tools And Parts Attendant	19.26
21410 - Warehouse Specialist	19.26
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	28.05
23019 - Aircraft Logs and Records	23.50
Technician	
23021 - Aircraft Mechanic I	26.97
23022 - Aircraft Mechanic II	28.05
23023 - Aircraft Mechanic III	29.16
23040 - Aircraft Mechanic Helper	20.89
23050 - Aircraft Painter	25.90
23060 - Aircraft Servicer	23.50
23070 - Aircraft Survival Flight	25.90
Equipment Technician	
23080 - Aircraft Worker	24.72

23091 - Aircrew Life Support	24.72
Equipment (ALSE) Mechanic	
I	06.07
23092 - Aircrew Life Support	26.97
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.21
23120 - Bicycle Repairer	21.46
23125 - Cable Splicer	42.19
23130 - Carpenter Maintenance	22.23
23140 - Carpet Layer	24.48
23160 - Electrician Maintenance	33.75
23181 - Electronics Technician	28.56
Maintenance I	
23182 - Electronics Technician	31.44
Maintenance II	
23183 - Electronics Technician	32.75
Maintenance III	
23260 - Fabric Worker	22.64
23290 - Fire Alarm System Mechanic	25.98
23310 - Fire Extinguisher Repairer	21.46
23311 - Fuel Distribution System	30.73
Mechanic	
23312 - Fuel Distribution System	27.36
Operator	
23370 - General Maintenance Worker	20.33
23380 - Ground Support Equipment	26.97
Mechanic	
23381 - Ground Support Equipment	23.50
Servicer	
23382 - Ground Support Equipment	24.72
Worker	
23391 - Gunsmith I	21.46
23392 - Gunsmith II	23.81
23393 - Gunsmith III	25.98
23410 - Heating Ventilation And Air-	24.64
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	25.58
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.07
23440 - Heavy Equipment Operator	27.31
23460 - Instrument Mechanic	25.98
23465 - Laboratory/Shelter Mechanic	24.95
23470 - Laborer	16.52
23510 - Locksmith	24.95
23530 - Machinery Maintenance	26.28
Mechanic	20.20
23550 - Machinist Maintenance	21.78
	21.10

23580 - Maintenance Trades Helper	16.20
23591 - Metrology Technician I	25.98
23592 - Metrology Technician II	27.02
23593 - Metrology Technician III	28.08
23640 - Millwright	25.98
23710 - Office Appliance Repairer	19.61
23760 - Painter Maintenance	19.10
23790 - Pipefitter Maintenance	29.93
23810 - Plumber Maintenance	28.74
23820 - Pneudraulic Systems Mechanic	25.98
23850 - Rigger	25.98
23870 - Scale Mechanic	23.81
23890 - Sheet-Metal Worker	26.37
Maintenance	
23910 - Small Engine Mechanic	19.91
23931 - Telecommunications Mechanic	26.46
I	
23932 - Telecommunications Mechanic	27.50
II	
23950 - Telephone Lineman	28.12
23960 - Welder Combination	21.77
Maintenance	
23965 - Well Driller	26.99
23970 - Woodcraft Worker	25.98
23980 - Woodworker	21.46
24000 - Personal Needs Occupations	
24550 - Case Manager	20.05
24570 - Child Care Attendant	11.65
24580 - Child Care Center Clerk	15.19
24610 - Chore Aide	12.45
24620 - Family Readiness And Support	20.05
Services	
Coordinator	
24630 - Homemaker	20.37
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.98
25040 - Sewage Plant Operator	23.26
25070 - Stationary Engineer	25.98
25190 - Ventilation Equipment Tender	20.12
25210 - Water Treatment Plant	23.26
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.21
27007 - Baggage Inspector	14.06
27008 - Corrections Officer	21.35
27010 - Court Security Officer	20.98
27030 - Detection Dog Handler	15.72
27040 - Detention Officer	21.35
27070 - Firefighter	18.34

27101 - Guard I			14.06
27102 - Guard II			15.72
27131 - Police Officer I			24.77
27132 - Police Officer II			27.53
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			13.04
28042 - Carnival Equipment Repairer			13.91
28043 - Carnival Worker			10.41
28210 - Gate Attendant/Gate Tender			15.58
28310 - Lifeguard			13.02
28350 - Park Attendant (Aide)			17.42
28510 - Recreation Aide/Health			12.71
Facility Attendant			
28515 - Recreation Specialist			21.58
28630 - Sports Official			13.87
28690 - Swimming Pool Operator			17.53
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			25.54
29020 - Hatch Tender			25.54
29030 - Line Handler			25.54
29041 - Stevedore I			24.28
29042 - Stevedore II			26.75
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	42.02
Specialist Center (HFO)	(200	- /	12.02
30011 - Air Traffic Control	(see	2)	28.98
Specialist Station (HFO)	、	,	
30012 - Air Traffic Control			31.91
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			18.81
30022 - Archeological Technician II			21.04
30023 - Archeological Technician III			26.06
30030 - Cartographic Technician			26.06
30040 - Civil Engineering Technician			26.47
30051 - Cryogenic Technician I			28.86
30052 - Cryogenic Technician II			31.88
30061 - Drafter/CAD Operator I			18.81
30062 - Drafter/CAD Operator II			21.04
30063 - Drafter/CAD Operator III			23.45
30064 - Drafter/CAD Operator IV			28.86
30081 - Engineering Technician I			15.40
5 5			±0•10
30082 - Engineering Technician II			18.41
30082 - Engineering Technician II 30083 - Engineering Technician III			18.41
30083 - Engineering Technician III			20.86
30083 - Engineering Technician III 30084 - Engineering Technician IV			20.86 25.84
30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V			20.86 25.84 31.61
30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI			20.86 25.84 31.61 38.25
30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI 30090 - Environmental Technician			20.86 25.84 31.61 38.25 26.06
30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI			20.86 25.84 31.61 38.25

51	28.86
Technician I	
J I	31.88
Technician II	
	26.06
	19.70
30362 - Paralegal/Legal Assistant II	24.34
30363 - Paralegal/Legal Assistant	29.85
III	
30364 - Paralegal/Legal Assistant IV	36.12
30375 - Petroleum Supply Specialist	31.88
	26.06
-	31.88
	26.06
	31.88
	38.58
30491 - Unexploded Ordnance (UXO) Technician I	26.71
	~~ ~~
± , , ,	32.32
Technician II	
± , ,	38.73
Technician III	
30494 - Unexploded (UXO) Safety	26.71
Escort	
30495 - Unexploded (UXO) Sweep	26.71
Personnel	
30501 - Weather Forecaster I	28.86
30502 - Weather Forecaster II	35.11
30620 - Weather Observer Combined (see 2)	23.45
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	26.06
31000 - Transportation/Mobile	
Equipment Operation Occupations	
	32.32
-	15.12
	19.68
	12.33
	13.97
-	13.77
	12.86
5	13.15
	13.87
	20.70
	20.70
99000 - Miscellaneous Occupations	
	15.76
	11.20
00050 - Dool Clore	11.73
	35.82

99130 - Flight Follower	26.71
99251 - Laboratory Animal Caretaker	13.20
I	
99252 - Laboratory Animal Caretaker	14.08
II	
99260 - Marketing Analyst	24.98
99310 - Mortician	35.82
99410 - Pest Controller	23.38
99510 - Photofinishing Worker	14.04
99710 - Recycling Laborer	23.66
99711 - Recycling Specialist	27.37
99730 - Refuse Collector	21.85
99810 - Sales Clerk	13.30
99820 - School Crossing Guard	12.84
99830 - Survey Party Chief	27.54
99831 - Surveying Aide	16.09
99832 - Surveying Technician	21.03
99840 - Vending Machine Attendant	12.64
99841 - Vending Machine Repairer	15.00
99842 - Vending Machine Repairer	12.64
Helper	

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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:

 The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-4925
Daniel W. Simms Division of	Revision No.: 18
Director Wage Determination	s 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.

State: Wisconsin

Area: Wisconsin Counties of Grant Richland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.40
01012 - Accounting Clerk II		17.28
01013 - Accounting Clerk III		19.33
01020 - Administrative Assistant		25.73
01035 - Court Reporter		19.31
01041 - Customer Service		14.62
Representative I		
01042 - Customer Service		16.08
Representative II		

01043 - Customer Service Representative III		17.92
01051 - Data Entry Operator I		14.97
01052 - Data Entry Operator II		16.34
01060 - Dispatcher Motor Vehicle		20.24
01070 - Document Preparation Clerk		16.04
01090 - Duplicating Machine Operator		16.04
01111 - General Clerk I		13.79
01112 - General Clerk II		15.05
01113 - General Clerk III		16.90
01120 - Housing Referral Assistant		21.52
01141 - Messenger Courier		13.82
01191 - Order Clerk I		14.86
01192 - Order Clerk II		16.22
01261 - Personnel Assistant		16.92
(Employment) I		10001
01262 - Personnel Assistant		18.93
(Employment) II		20000
01263 - Personnel Assistant		21.11
(Employment) III		
01270 - Production Control Clerk		23.07
01290 - Rental Clerk		13.53
01300 - Scheduler Maintenance		17.27
01311 - Secretary I		17.27
01312 - Secretary II		19.31
01313 - Secretary III		21.52
01320 - Service Order Dispatcher		18.10
01410 - Supply Technician		25.73
01420 - Survey Worker		19.35
01460 - Switchboard		15.08
Operator/Receptionist		
01531 - Travel Clerk I		14.84
01532 - Travel Clerk II		16.05
01533 - Travel Clerk III		17.36
01611 - Word Processor I		15.37
01612 - Word Processor II		17.27
01613 - Word Processor III		19.31
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		18.21
Fiberglass		
-		10 (1
05010 - Automotive	Electrician	18.64
05010 - Automotive 05040 - Automotive Glass Installer	Electrician	18.64
	Electrician	
05040 - Automotive Glass Installer	Electrician	17.80
05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	17.80 17.68
05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	17.80 17.68 16.04
05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	17.80 17.68 16.04
05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	17.80 17.68 16.04 19.42
05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	17.80 17.68 16.04 19.42

05250 - Motor Vehicle Upholstery Worker	16.92
	1 - 0 0
05280 - Motor Vehicle Wrecker	17.80
05310 - Painter Automotive	18.64
05340 - Radiator Repair Specialist	17.80
05370 - Tire Repairer	17.76
05400 - Transmission Repair	19.42
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.33
07041 - Cook I	14.05
07042 - Cook II	15.59
07070 - Dishwasher	9.54
07130 - Food Service Worker	11.45
07210 - Meat Cutter	18.87
07260 - Waiter/Waitress	9.80
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	18.26
09040 - Furniture Handler	13.32
09080 - Furniture Refinisher	18.52
09090 - Furniture Refinisher Helper	14.94
09110 - Furniture Repairer Minor	16.81
09130 - Upholsterer	18.78
11000 - General Services And Support	10.70
Occupations	
11030 - Cleaner Vehicles	15.00
11050 - Cleaner Venicles 11060 - Elevator Operator	14.11
11090 - Gardener	16.87
11122 - Housekeeping Aide	14.11
11150 - Janitor	14.11
11210 - Laborer Grounds Maintenance	13.67
11240 - Maid or Houseman	11.78
11260 - Pruner	12.63
11270 - Tractor Operator	15.81
11330 - Trail Maintenance Worker	13.67
11360 - Window Cleaner	15.28
12000 - Health Occupations	1 5 6 0
12010 - Ambulance Driver	15.69
12011 - Breath Alcohol Technician	20.10
	70 /15
12012 - Certified Occupational	28.45
Therapist Assistant	
Therapist Assistant 12015 - Certified Physical Therapist	25.63
Therapist Assistant 12015 - Certified Physical Therapist Assistant	25.63
Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant	25.63 19.11
Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist	25.63 19.11 38.30
Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician	25.63 19.11 38.30 25.84
Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist	25.63 19.11 38.30

12040 - Emergency Medical Technician	15.69
12071 - Licensed Practical Nurse I	17.97
12072 - Licensed Practical Nurse II	20.10
12073 - Licensed Practical Nurse III	22.40
12100 - Medical Assistant	18.52
12130 - Medical Laboratory	25.95
Technician	
12160 - Medical Record Clerk	17.09
12190 - Medical Record Technician	19.40
12195 - Medical Transcriptionist	19.88
12210 - Nuclear Medicine	44.17
Technologist	11 70
12221 - Nursing Assistant I	11.72
12222 - Nursing Assistant II	13.17
12223 - Nursing Assistant III	14.37
12224 - Nursing Assistant IV	16.14
12235 - Optical Dispenser	17.82
12236 - Optical Technician	17.97
12250 - Pharmacy Technician	14.99
12280 - Phlebotomist	17.57
12305 - Radiologic Technologist	30.01
12311 - Registered Nurse I	24.87
12312 - Registered Nurse II	30.43
12313 - Registered Nurse II	30.43
Specialist	
12314 - Registered Nurse III	36.82
12315 - Registered Nurse III	36.82
Anesthetist	44 10
12316 - Registered Nurse IV	44.12
12317 - Scheduler (Drug and Alcohol	24.90
Testing)	
12320 - Substance Abuse Treatment	22.45
Counselor	
13000 - Information And Arts	
Occupations	17 00
13011 - Exhibits Specialist I 13012 - Exhibits Specialist II	17.90 22.17
-	
13013 - Exhibits Specialist III 13041 - Illustrator I	27.13 17.90
13041 - Illustrator I 13042 - Illustrator II	22.17
13042 - Illustrator II 13043 - Illustrator III	22.17
13047 - Librarian	24.56
13047 - Librarian 13050 - Library Aide/Clerk	16.62
13050 - Library AlderClerk 13054 - Library Information	22.17
Technology Systems	ZZ•1/
Administrator	
13058 - Library Technician	15.04
13061 - Media Specialist I	16.00
13061 - Media Specialist I 13062 - Media Specialist II	17.90
—	
13063 - Media Specialist III	19.95

13071 - Photographer I		15.60
13072 - Photographer II		17.45
13073 - Photographer III		21.62
13074 - Photographer IV		26.44
13075 - Photographer V		32.00
13090 - Technical Order Library		20.88
Clerk		
13110 - Video Teleconference		19.98
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.57
14042 - Computer Operator II		19.66
14043 - Computer Operator III		21.91
14044 - Computer Operator IV		24.34
14045 - Computer Operator V		26.96
14071 - Computer Programmer I	(see 1)	21.43
14072 - Computer Programmer II	(see 1)	26.76
14073 - Computer Programmer III	(see 1)	20.00
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		
14102 - Computer Systems Analyst I	(see 1)	
14102 Computer Systems Analyst II 14103 - Computer Systems Analyst III		
14150 - Peripheral Equipment	(266 1)	17.57
Operator		1/•J/
-		24.34
14160 - Personal Computer Support Technician		24.34
14170 - System Support Specialist		29.66
15000 - Instructional Occupations		20 20
15010 - Aircrew Training Devices		30.30
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		36.67
Instructor (Rated)		10.01
15030 - Air Crew Training Devices		43.94
Instructor (Pilot)		
15050 - Computer Based Training		30.30
Specialist / Instructor		
15060 - Educational Technologist		34.01
15070 - Flight Instructor (Pilot)		43.94
15080 - Graphic Artist		22.32
15085 - Maintenance Test Pilot Fixed		43.94
Jet/Prop		
15086 - Maintenance Test Pilot		43.94
Rotary Wing		
15088 - Non-Maintenance Test/Co-		43.94
Pilot		
15090 - Technical Instructor		19.23
15095 - Technical Instructor/Course		23.52
Developer		
15110 - Test Proctor		15.55

15120 - Tutor	15.55
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	1 - 01
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	15.31
Apparel Laundry	10.00
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	22.46
Room)	
19040 - Tool And Die Maker	26.23
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	19.26
21030 - Material Coordinator	23.07
21040 - Material Expediter	23.07
21050 - Material Handling Laborer	16.52
21071 - Order Filler	13.75
21080 - Production Line Worker (Food	19.26
Processing)	
21110 - Shipping Packer	18.08
21130 - Shipping/Receiving Clerk	18.08
21140 - Store Worker I	15.21
21150 - Stock Clerk	19.39
21210 - Tools And Parts Attendant	19.26
21410 - Warehouse Specialist	19.26
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	28.05
23019 - Aircraft Logs and Records	23.50
Technician	
23021 - Aircraft Mechanic I	26.97
23022 - Aircraft Mechanic II	28.05
23023 - Aircraft Mechanic III	29.16
23040 - Aircraft Mechanic Helper	20.89
23050 - Aircraft Painter	25.90
23060 - Aircraft Servicer	23.50
23070 - Aircraft Survival Flight	25.90
Equipment Technician	
23080 - Aircraft Worker	24.72

23091 - Aircrew Life Support	24.72
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	26.97
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.13
23120 - Bicycle Repairer	21.46
23125 - Cable Splicer	42.78
23130 - Carpenter Maintenance	22.23
23140 - Carpet Layer	23.81
23160 - Electrician Maintenance	33.75
23181 - Electronics Technician	25.44
Maintenance I	
23182 - Electronics Technician	27.37
Maintenance II	
23183 - Electronics Technician	30.77
Maintenance III	
23260 - Fabric Worker	22.64
23290 - Fire Alarm System Mechanic	25.98
23310 - Fire Extinguisher Repairer	21.46
23311 - Fuel Distribution System	29.37
Mechanic	
23312 - Fuel Distribution System	24.33
Operator	
23370 - General Maintenance Worker	19.31
23380 - Ground Support Equipment	26.97
Mechanic	
23381 - Ground Support Equipment	23.50
Servicer	
23382 - Ground Support Equipment	24.72
Worker	
23391 - Gunsmith I	21.46
23392 - Gunsmith II	23.81
23393 - Gunsmith III	25.98
23410 - Heating Ventilation And Air-	24.64
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	25.58
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.07
23440 - Heavy Equipment Operator	26.78
23460 - Instrument Mechanic	25.98
23465 - Laboratory/Shelter Mechanic	24.95
23470 - Laborer	16.52
23510 - Locksmith	24.95
23530 - Machinery Maintenance	26.08
Mechanic	
23550 - Machinist Maintenance	19.23
-	

23580 - Maintenance Trades Helper	14.01
23591 - Metrology Technician I	25.98
23592 - Metrology Technician II	27.02
23593 - Metrology Technician III	28.08
23640 - Millwright	25.98
23710 - Office Appliance Repairer	21.13
23760 - Painter Maintenance	19.10
23790 - Pipefitter Maintenance	29.93
23810 - Plumber Maintenance	28.74
23820 - Pneudraulic Systems Mechanic	25.98
23850 - Rigger	25.98
23870 - Scale Mechanic	23.81
23890 - Sheet-Metal Worker	24.78
Maintenance	
23910 - Small Engine Mechanic	17.48
23931 - Telecommunications Mechanic	26.46
I	
23932 - Telecommunications Mechanic	27.50
II	
23950 - Telephone Lineman	26.61
23960 - Welder Combination	21.77
Maintenance	
23965 - Well Driller	26.70
23970 - Woodcraft Worker	25.98
23980 - Woodworker	21.46
24000 - Personal Needs Occupations	
24550 - Case Manager	20.05
24570 - Child Care Attendant	11.65
24580 - Child Care Center Clerk	14.53
24610 - Chore Aide	12.45
24620 - Family Readiness And Support	20.05
Services	
Coordinator	
24630 - Homemaker	20.05
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.98
25040 - Sewage Plant Operator	23.26
25070 - Stationary Engineer	25.98
25190 - Ventilation Equipment Tender	20.12
25210 - Water Treatment Plant	23.26
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.21
27007 - Baggage Inspector	14.06
27008 - Corrections Officer	21.35
27010 - Court Security Officer	19.62
27030 - Detection Dog Handler	15.72
27040 - Detention Officer	21.35
27070 - Firefighter	17.50

27101 - Guard I			14.06
27102 - Guard II			15.72
27131 - Police Officer I			24.77
27132 - Police Officer II			27.53
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			13.04
28042 - Carnival Equipment Repairer			13.91
28043 - Carnival Worker			10.41
28210 - Gate Attendant/Gate Tender			15.58
28310 - Lifeguard			12.47
28350 - Park Attendant (Aide)			17.42
28510 - Recreation Aide/Health			12.71
Facility Attendant			
28515 - Recreation Specialist			21.58
28630 - Sports Official			13.87
28690 - Swimming Pool Operator			15.92
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			25.54
29020 - Hatch Tender			25.54
29030 - Line Handler			25.54
29041 - Stevedore I			24.28
29042 - Stevedore II			26.75
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	42.02
Specialist Center (HFO)	,	,	
30011 - Air Traffic Control	(see	2)	28.98
Specialist Station (HFO)			
30012 - Air Traffic Control			31.91
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			18.81
30022 - Archeological Technician II			21.04
30023 - Archeological Technician III			26.06
30030 - Cartographic Technician			26.06
30040 - Civil Engineering Technician			26.47
30051 - Cryogenic Technician I			28.86
30052 - Cryogenic Technician II			31.88
30061 - Drafter/CAD Operator I			18.81
30062 - Drafter/CAD Operator II			21.04
30063 - Drafter/CAD Operator III			23.45
30064 - Drafter/CAD Operator IV			28.86
30081 - Engineering Technician I			14.90
30082 - Engineering Technician II			16.74
30083 - Engineering Technician III			18.72
30084 - Engineering Technician IV			23.19
30085 - Engineering Technician V			28.37
30086 - Engineering Technician VI			34.33
30090 - Environmental Technician			26.06
30095 - Evidence Control Specialist			26.06
30210 - Laboratory Technician			22.08

30221 - Latent Fingerprint			28.86
Technician I			01 00
30222 - Latent Fingerprint			31.88
Technician II			
30240 - Mathematical Technician			26.06
30361 - Paralegal/Legal Assistant I			19.59
30362 - Paralegal/Legal Assistant II			24.27
30363 - Paralegal/Legal Assistant			29.69
III			
30364 - Paralegal/Legal Assistant IV			35.92
30375 - Petroleum Supply Specialist			31.88
30390 - Photo-Optics Technician			26.06
30395 - Radiation Control Technician			31.88
30461 - Technical Writer I			26.06
30462 - Technical Writer II			31.88
30463 - Technical Writer III			38.58
30491 - Unexploded Ordnance (UXO)			26.71
Technician I			22.22
30492 - Unexploded Ordnance (UXO)			32.32
Technician II			
30493 - Unexploded Ordnance (UXO)			38.73
Technician III			
30494 - Unexploded (UXO) Safety			26.71
Escort			
30495 - Unexploded (UXO) Sweep			26.71
Personnel			
30501 - Weather Forecaster I			28.86
30502 - Weather Forecaster II			35.11
30620 - Weather Observer Combined	(see	2)	23.45
Upper Air Or			
Surface Programs			
30621 - Weather Observer Senior	(see	2)	26.06
31000 - Transportation/Mobile			
Equipment Operation Occupations			
31010 - Airplane Pilot			32.32
31020 - Bus Aide			14.27
31030 - Bus Driver			19.15
31043 - Driver Courier			13.31
31260 - Parking and Lot Attendant			13.97
31290 - Shuttle Bus Driver			
			15.27
31310 - Taxi Driver			13.08
31361 - Truckdriver Light			14.63
31362 - Truckdriver Medium			15.91
31363 - Truckdriver Heavy			20.70
31364 - Truckdriver Tractor-Trailer			20.70
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.76
99030 - Cashier			11.20
99050 - Desk Clerk			11.73
99095 - Embalmer			32.18

99130 - Flight Follower	26.71
99251 - Laboratory Animal Caretaker	13.20
I	
99252 - Laboratory Animal Caretaker	14.08
II	
99260 - Marketing Analyst	24.98
99310 - Mortician	32.18
99410 - Pest Controller	23.38
99510 - Photofinishing Worker	14.04
99710 - Recycling Laborer	22.12
99711 - Recycling Specialist	25.60
99730 - Refuse Collector	20.45
99810 - Sales Clerk	13.30
99820 - School Crossing Guard	13.48
99830 - Survey Party Chief	28.97
99831 - Surveying Aide	16.94
99832 - Surveying Technician	22.24
99840 - Vending Machine Attendant	15.04
99841 - Vending Machine Repairer	17.51
99842 - Vending Machine Repairer	15.04
Helper	

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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:

 The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-4927 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.

State: Wisconsin

Area: Wisconsin Counties of Dodge Jefferson Lafayette Sauk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.40
01012 - Accounting Clerk II		17.28
01013 - Accounting Clerk III		19.33
01020 - Administrative Assistant		25.73
01035 - Court Reporter		19.31
01041 - Customer Service		14.62
Representative I		
01042 - Customer Service		16.08
Representative II		

01043 - Customer Service		17.92
Representative III		
01051 - Data Entry Operator I		14.97
01052 - Data Entry Operator II		16.34
01060 - Dispatcher Motor Vehicle		20.24
01070 - Document Preparation Clerk		16.04
01090 - Duplicating Machine Operator		16.04
01111 - General Clerk I		13.79
01112 - General Clerk II		15.05
01113 - General Clerk III		16.90
01120 - Housing Referral Assistant		21.52
01141 - Messenger Courier		13.82
01191 - Order Clerk I		14.86
01192 - Order Clerk II		16.22
01261 - Personnel Assistant		16.92
(Employment) I		
01262 - Personnel Assistant		18.93
(Employment) II		
01263 - Personnel Assistant		21.11
(Employment) III		
01270 - Production Control Clerk		23.07
01290 - Rental Clerk		15.15
01300 - Scheduler Maintenance		17.27
01311 - Secretary I		17.27
01312 - Secretary II		19.31
01313 - Secretary III		21.52
01320 - Service Order Dispatcher		18.10
01410 - Supply Technician		25.73
01420 - Survey Worker		19.31
01460 - Switchboard		15.08
Operator/Receptionist		
01531 - Travel Clerk I		14.84
01532 - Travel Clerk II		16.05
01533 - Travel Clerk III		17.36
01611 - Word Processor I		15.37
01612 - Word Processor II		17.27
01613 - Word Processor III		19.31
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		18.60
Fiberglass		
05010 - Automotive	Electrician	18.64
05040 - Automotive Glass Installer		18.07
05070 - Automotive Worker		18.07
05110 - Mobile Equipment Servicer		16.04
05130 - Motor Equipment Metal		19.42
Mechanic		
05160 - Motor Equipment Metal Worker		18.07
05190 - Motor Vehicle Mechanic		19.42
05220 - Motor Vehicle Mechanic		15.05

05250 - Motor Vehicle Upholstery Worker	17.50
	10.05
05280 - Motor Vehicle Wrecker	18.07
05310 - Painter Automotive	18.64
05340 - Radiator Repair Specialist	18.07
05370 - Tire Repairer	17.76
05400 - Transmission Repair	19.42
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.33
07041 - Cook I	14.05
07042 - Cook II	15.59
07070 - Dishwasher	9.54
07130 - Food Service Worker	11.45
07210 - Meat Cutter	18.87
07260 - Waiter/Waitress	9.80
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	18.26
09040 - Furniture Handler	16.36
09080 - Furniture Refinisher	18.52
09090 - Furniture Refinisher Helper	16.84
09110 - Furniture Repairer Minor	17.80
09130 - Upholsterer	19.02
11000 - General Services And Support	19.02
Occupations	
11030 - Cleaner Vehicles	15.00
11060 - Elevator Operator	14.11
11090 - Gardener	16.87
11122 - Housekeeping Aide	14.11
11122 - Housekeeping Aide 11150 - Janitor	14.11
11210 - Laborer Grounds Maintenance	14.11
11240 - Maid or Houseman	11.78
11260 - Pruner	12.63
11270 - Tractor Operator	15.81
11330 - Trail Maintenance Worker	13.67
11360 - Window Cleaner	15.28
12000 - Health Occupations	10 04
12010 - Ambulance Driver	16.04
12011 - Breath Alcohol Technician	20.10
12012 - Certified Occupational	28.45
Therapist Assistant	
12015 - Certified Physical Therapist	25.63
Assistant	10 11
12020 - Dental Assistant	19.11
12025 - Dental Hygienist	38.30
12030 - EKG Technician	28.45
12035 - Electroneurodiagnostic	28.45
Technologist	

	1004
12040 - Emergency Medical Technician	16.04
12071 - Licensed Practical Nurse I	17.97
12072 - Licensed Practical Nurse II	20.10
12073 - Licensed Practical Nurse III	22.40
12100 - Medical Assistant	18.52
12130 - Medical Laboratory	25.95
Technician	
12160 - Medical Record Clerk	17.35
12190 - Medical Record Technician	19.61
12195 - Medical Transcriptionist	19.88
12210 - Nuclear Medicine	44.17
Technologist	
12221 - Nursing Assistant I	11.72
12222 - Nursing Assistant II	13.17
12223 - Nursing Assistant III	14.37
12224 - Nursing Assistant IV	16.14
12235 - Optical Dispenser	17.82
12236 - Optical Technician	17.97
12250 - Pharmacy Technician	14.99
12280 - Phlebotomist	17.57
12305 - Radiologic Technologist	30.01
12311 - Registered Nurse I	24.87
12312 - Registered Nurse II	30.43
12313 - Registered Nurse II	30.43
Specialist	
12314 - Registered Nurse III	36.82
12315 - Registered Nurse III	36.82
Anesthetist	
12316 - Registered Nurse IV	44.12
12317 - Scheduler (Drug and Alcohol	24.90
Testing)	
12320 - Substance Abuse Treatment	22.45
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	19.13
13012 - Exhibits Specialist II	23.70
13013 - Exhibits Specialist III	28.99
13041 - Illustrator I	19.13
13042 - Illustrator II	23.70
13043 - Illustrator III	28.99
13047 - Librarian	26.24
13050 - Library Aide/Clerk	16.62
13054 - Library Information	22.67
Technology Systems	
Administrator	
13058 - Library Technician	14.64
13061 - Media Specialist I	16.27
13062 - Media Specialist II	19.13
13063 - Media Specialist III	21.33

13071 - Photographer I		15.74
13072 - Photographer II		17.61
13073 - Photographer III		21.82
13074 - Photographer IV		26.69
13075 - Photographer V		32.29
13090 - Technical Order Library		20.88
Clerk		
13110 - Video Teleconference		17.71
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		19.33
14042 - Computer Operator II		21.62
14043 - Computer Operator III		24.10
14044 - Computer Operator IV		26.78
14045 - Computer Operator V		29.66
14071 - Computer Programmer I	(see 1)	22.65
14072 - Computer Programmer II	(see 1)	27.46
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	()	19.33
Operator		
14160 - Personal Computer Support		26.78
Technician		
14170 - System Support Specialist		29.66
15000 - Instructional Occupations		20.00
15010 - Aircrew Training Devices		30.30
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		36.67
Instructor (Rated)		
15030 - Air Crew Training Devices		43.94
Instructor (Pilot)		10.01
15050 - Computer Based Training		30.30
Specialist / Instructor		00.00
15060 - Educational Technologist		34.01
15070 - Flight Instructor (Pilot)		43.94
15080 - Graphic Artist		22.29
15085 - Maintenance Test Pilot Fixed		43.94
Jet/Prop		10.01
15086 - Maintenance Test Pilot		43.94
Rotary Wing		
15088 - Non-Maintenance Test/Co-		43.94
Pilot		10.71
15090 - Technical Instructor		18.25
15095 - Technical Instructor/Course		22.33
Developer		22.30
15110 - Test Proctor		14.74
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15120 - Tutor	14.74
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	15.31
16010 - Assembler	
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	15.31
Apparel Laundry	18.23
16190 - Sewing Machine Operator	18.96
16220 - Tailor	
16250 - Washer Machine	16.04
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	22.46
Room) 19040 - Tool And Die Maker	
	26.23
21000 - Materials Handling And Packing	
Occupations	19.26
21020 - Forklift Operator 21030 - Material Coordinator	23.07
	23.07
21040 - Material Expediter	16.52
21050 - Material Handling Laborer 21071 - Order Filler	13.15
21071 - Order Filler 21080 - Production Line Worker (Food	19.26
Processing)	19.20
21110 - Shipping Packer	18.08
21110 - Shipping Packer 21130 - Shipping/Receiving Clerk	18.08
21130 - Shipping/Receiving Clerk 21140 - Store Worker I	15.03
21140 - Store Worker 1 21150 - Stock Clerk	19.39
21210 - Tools And Parts Attendant	19.39
21410 - Warehouse Specialist	19.26
23000 - Mechanics And Maintenance And	19.20
Repair Occupations	
23010 - Aerospace Structural Welder	28.05
23019 - Aircraft Logs and Records	24.56
Technician	21.00
23021 - Aircraft Mechanic I	26.97
23022 - Aircraft Mechanic II	28.05
23023 - Aircraft Mechanic III	29.16
23040 - Aircraft Mechanic Helper	22.20
23050 - Aircraft Painter	25.90
23060 - Aircraft Servicer	24.56
23070 - Aircraft Survival Flight	25.90
Equipment Technician	
23080 - Aircraft Worker	25.75

23091 - Aircrew Life Support	25.75
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	26.97
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.13
23120 - Bicycle Repairer	21.46
23125 - Cable Splicer	41.70
23130 - Carpenter Maintenance	22.23
23140 - Carpet Layer	23.81
23160 - Electrician Maintenance	33.75
23181 - Electronics Technician	27.27
Maintenance I	
23182 - Electronics Technician	28.75
Maintenance II	
23183 - Electronics Technician	30.35
Maintenance III	
23260 - Fabric Worker	22.64
23290 - Fire Alarm System Mechanic	25.98
23310 - Fire Extinguisher Repairer	21.46
23311 - Fuel Distribution System	29.05
Mechanic	
23312 - Fuel Distribution System	23.40
Operator	
23370 - General Maintenance Worker	19.31
23380 - Ground Support Equipment	26.97
Mechanic	
23381 - Ground Support Equipment	24.56
Servicer	
23382 - Ground Support Equipment	25.75
Worker	
23391 - Gunsmith I	21.46
23392 - Gunsmith II	23.81
23393 - Gunsmith III	25.98
23410 - Heating Ventilation And Air-	24.64
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	25.65
Contidioning	20.00
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.07
23440 - Heavy Equipment Operator	26.78
23460 - Instrument Mechanic	25.98
23465 - Laboratory/Shelter Mechanic	23.98
23405 - Laboratory/Sherter Mechanic	16.52
23510 - Locksmith	24.95
23530 - Machinery Maintenance	24.95
Mechanic	23.09
23550 - Machinist Maintenance	20.11
25550 - Machithist Mathicendice	20.11

23580 - Maintenance Trades Helper	13.92
23591 - Metrology Technician I	25.98
23592 - Metrology Technician II	27.02
23593 - Metrology Technician III	28.08
23640 - Millwright	25.98
23710 - Office Appliance Repairer	21.78
23760 - Painter Maintenance	19.23
23790 - Pipefitter Maintenance	30.88
23810 - Plumber Maintenance	29.99
23820 - Pneudraulic Systems Mechanic	25.98
23850 - Rigger	25.98
23870 - Scale Mechanic	23.81
23890 - Sheet-Metal Worker	25.98
Maintenance	
23910 - Small Engine Mechanic	17.48
23931 - Telecommunications Mechanic	26.46
I	
23932 - Telecommunications Mechanic	27.50
II	
23950 - Telephone Lineman	28.12
23960 - Welder Combination	21.77
Maintenance	
23965 - Well Driller	25.52
23970 - Woodcraft Worker	25.98
23980 - Woodworker	21.46
24000 - Personal Needs Occupations	
24550 - Case Manager	20.05
24570 - Child Care Attendant	11.65
24580 - Child Care Center Clerk	15.02
24610 - Chore Aide	12.45
24620 - Family Readiness And Support	20.05
Services	
Coordinator	00.05
24630 - Homemaker	20.05
25000 - Plant And System Operations	
Occupations	0 - 0 0
25010 - Boiler Tender	25.98
25040 - Sewage Plant Operator	23.26
25070 - Stationary Engineer	25.98
25190 - Ventilation Equipment Tender	20.12
25210 - Water Treatment Plant	23.26
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.21
27007 - Baggage Inspector	14.06
27008 - Corrections Officer	21.35
27010 - Court Security Officer	21.33 16.81
27030 - Detection Dog Handler	
27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter	21.35

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27101 - Guard I			14.06
27102 - Guard II			16.81
27131 - Police Officer I			24.77
27132 - Police Officer II			27.53
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			13.04
28042 - Carnival Equipment Repairer			13.91
28043 - Carnival Worker			10.41
28210 - Gate Attendant/Gate Tender			15.58
28310 - Lifeguard			13.32
28350 - Park Attendant (Aide)			17.42
28510 - Recreation Aide/Health			12.71
Facility Attendant			
28515 - Recreation Specialist			21.58
28630 - Sports Official			13.87
28690 - Swimming Pool Operator			16.43
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			25.54
29020 - Hatch Tender			25.54
29030 - Line Handler			25.54
29041 - Stevedore I			24.28
29042 - Stevedore II			26.75
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	42.02
Specialist Center (HFO)	(- /	
30011 - Air Traffic Control	(see	2)	28.98
Specialist Station (HFO)	(000	- /	20000
30012 - Air Traffic Control			31.91
Specialist Terminal (HFO) (see 2)			01001
30021 - Archeological Technician I			18.81
30022 - Archeological Technician II			21.04
30023 - Archeological Technician III			26.06
30030 - Cartographic Technician			26.06
30040 - Civil Engineering Technician			26.47
30051 - Cryogenic Technician I			28.86
30052 - Cryogenic Technician II			31.88
30061 - Drafter/CAD Operator I			18.81
30062 - Drafter/CAD Operator II			21.04
30063 - Drafter/CAD Operator III			23.45
30064 - Drafter/CAD Operator IV			28.86
30081 - Engineering Technician I			15.26
30081 - Engineering Technician I 30082 - Engineering Technician II			15.26 16.74
30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III			15.26 16.74 18.72
30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV			15.26 16.74 18.72 23.19
30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V			15.26 16.74 18.72 23.19 28.37
30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI			15.26 16.74 18.72 23.19 28.37 34.33
30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI 30090 - Environmental Technician			15.26 16.74 18.72 23.19 28.37 34.33 26.06
30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI			15.26 16.74 18.72 23.19 28.37 34.33

30221 - Latent Fingerprint	28.86
Technician I	
30222 - Latent Fingerprint	31.88
Technician II	
30240 - Mathematical Technician	26.06
30361 - Paralegal/Legal Assistant I	19.59
30362 - Paralegal/Legal Assistant II	24.27
30363 - Paralegal/Legal Assistant	29.69
III	
30364 - Paralegal/Legal Assistant IV	35.92
30375 - Petroleum Supply Specialist	31.88
30390 - Photo-Optics Technician	26.06
30395 - Radiation Control Technician	31.88
30461 - Technical Writer I	26.06
30462 - Technical Writer II	31.88
30463 - Technical Writer III	38.58
30491 - Unexploded Ordnance (UXO)	26.71
Technician I	
30492 - Unexploded Ordnance (UXO)	32.32
Technician II	
30493 - Unexploded Ordnance (UXO)	38.73
Technician III	
30494 - Unexploded (UXO) Safety	26.71
Escort	20012
30495 - Unexploded (UXO) Sweep	26.71
Personnel	20.11
30501 - Weather Forecaster I	28.86
30502 - Weather Forecaster II	35.11
30620 - Weather Observer Combined (see 2)	23.45
Upper Air Or	20.10
Surface Programs	
Surface Programs 30621 - Weather Observer Senior (See 2)	26 06
30621 - Weather Observer Senior (see 2)	26.06
30621 - Weather Observer Senior(see 2)31000 - Transportation/Mobile	26.06
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations	
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot	32.32
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide	32.32 15.12
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver	32.32 15.12 19.68
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver31043 - Driver Courier	32.32 15.12 19.68 14.19
30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant	32.32 15.12 19.68 14.19 13.97
30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver	32.32 15.12 19.68 14.19 13.97 15.27
30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver	32.32 15.12 19.68 14.19 13.97 15.27 15.27
30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light	32.32 15.12 19.68 14.19 13.97 15.27 15.27 15.13
30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium	32.32 15.12 19.68 14.19 13.97 15.27 15.27 15.13 16.48
30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy	32.32 15.12 19.68 14.19 13.97 15.27 15.27 15.13 16.48 20.70
30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer	32.32 15.12 19.68 14.19 13.97 15.27 15.27 15.13 16.48
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant31290 - Shuttle Bus Driver31310 - Taxi Driver31361 - Truckdriver Light31363 - Truckdriver Medium31364 - Truckdriver Tractor-Trailer99000 - Miscellaneous Occupations	32.32 15.12 19.68 14.19 13.97 15.27 15.27 15.13 16.48 20.70 20.70
30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	32.32 15.12 19.68 14.19 13.97 15.27 15.27 15.13 16.48 20.70 20.70 15.76
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant31290 - Shuttle Bus Driver31310 - Taxi Driver31361 - Truckdriver Light31363 - Truckdriver Medium31364 - Truckdriver Tractor-Trailer99000 - Miscellaneous Occupations99020 - Cabin Safety Specialist99030 - Cashier	32.32 15.12 19.68 14.19 13.97 15.27 15.27 15.13 16.48 20.70 20.70 15.76 11.20
30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	32.32 15.12 19.68 14.19 13.97 15.27 15.27 15.13 16.48 20.70 20.70 15.76

99130 - Flight Follower	26.71
99251 - Laboratory Animal Caretaker	13.20
I	
99252 - Laboratory Animal Caretaker	14.08
II	
99260 - Marketing Analyst	24.98
99310 - Mortician	33.36
99410 - Pest Controller	23.38
99510 - Photofinishing Worker	14.04
99710 - Recycling Laborer	22.12
99711 - Recycling Specialist	25.60
99730 - Refuse Collector	21.57
99810 - Sales Clerk	13.30
99820 - School Crossing Guard	12.84
99830 - Survey Party Chief	27.01
99831 - Surveying Aide	19.98
99832 - Surveying Technician	20.91
99840 - Vending Machine Attendant	15.23
99841 - Vending Machine Repairer	17.80
99842 - Vending Machine Repairer	15.83
Helper	

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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:

 The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.