

Standard Wage Determinants

From 2015-4833 to 2015-4927

March 24, 2022

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Standard Wage Determination No.: 2015-4833

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4833
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: Michigan

Area: Michigan County of Washtenaw

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

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

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

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

12040 - Emergency Medical Technician	17.90
12071 - Licensed Practical Nurse I	21.09
12072 - Licensed Practical Nurse II	23.59
12073 - Licensed Practical Nurse III	26.30
12100 - Medical Assistant	17.51
12130 - Medical Laboratory Technician	26.97
Technician	
12160 - Medical Record Clerk	21.84
12190 - Medical Record Technician	24.42
12195 - Medical Transcriptionist	20.31
12210 - Nuclear Medicine Technologist	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 Testing)	29.23
Testing)	
12320 - Substance Abuse Treatment Counselor	32.01
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	24.77
13012 - Exhibits Specialist II	30.69
13013 - Exhibits Specialist III	37.54
13041 - Illustrator I	24.77
13042 - Illustrator II	30.69
13043 - Illustrator III	37.54
13047 - Librarian	33.99
13050 - Library Aide/Clerk	14.84
13054 - Library Information Technology Systems Administrator	30.69
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	16.74
Operator	
14160 - Personal Computer Support	23.46
Technician	
14170 - System Support Specialist	31.29
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	33.48
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	40.52
Instructor (Rated)	
15030 - Air Crew Training Devices	48.56
Instructor (Pilot)	
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

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	
16190 - Sewing Machine Operator	16.71
16220 - Tailor	18.01
16250 - Washer Machine	12.73
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.32
19040 - Tool And Die Maker	31.33
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.65
21030 - Material Coordinator	24.54
21040 - Material Expediter	24.54
21050 - Material Handling Laborer	15.24
21071 - Order Filler	15.25
21080 - Production Line Worker (Food Processing)	20.65
21110 - Shipping Packer	18.76
21130 - Shipping/Receiving Clerk	18.76
21140 - Store Worker I	19.40
21150 - Stock Clerk	24.66
21210 - Tools And Parts Attendant	20.65
21410 - Warehouse Specialist	20.65
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.23
23019 - Aircraft Logs and Records Technician	24.50
23021 - Aircraft Mechanic I	28.27
23022 - Aircraft Mechanic II	29.23
23023 - Aircraft Mechanic III	30.16
23040 - Aircraft Mechanic Helper	21.67
23050 - Aircraft Painter	27.15
23060 - Aircraft Servicer	24.50
23070 - Aircraft Survival Flight Equipment Technician	27.15
23080 - Aircraft Worker	25.72

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

23580 - Maintenance Trades Helper	19.99
23591 - Metrology Technician I	30.01
23592 - Metrology Technician II	31.02
23593 - Metrology Technician III	32.08
23640 - Millwright	34.10
23710 - Office Appliance Repairer	27.24
23760 - Painter Maintenance	26.60
23790 - Pipefitter Maintenance	37.06
23810 - Plumber Maintenance	35.58
23820 - Pneudraulic Systems Mechanic	30.01
23850 - Rigger	30.01
23870 - Scale Mechanic	27.89
23890 - Sheet-Metal Worker	30.01
Maintenance	
23910 - Small Engine Mechanic	27.89
23931 - Telecommunications Mechanic	30.01
I	
23932 - Telecommunications Mechanic	31.02
II	
23950 - Telephone Lineman	29.06
23960 - Welder Combination	26.46
Maintenance	
23965 - Well Driller	30.01
23970 - Woodcraft Worker	30.01
23980 - Woodworker	25.89
24000 - Personal Needs Occupations	
24550 - Case Manager	19.15
24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk	18.10
24610 - Chore Aide	11.70
24620 - Family Readiness And Support	19.15
Services	
Coordinator	
24630 - Homemaker	19.20
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	34.55
25040 - Sewage Plant Operator	27.56
25070 - Stationary Engineer	34.55
25190 - Ventilation Equipment Tender	27.96
25210 - Water Treatment Plant	27.56
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.52
27007 - Baggage Inspector	15.48
27008 - Corrections Officer	27.51
27010 - Court Security Officer	27.27
27030 - Detection Dog Handler	20.31
27040 - Detention Officer	27.51
27070 - Firefighter	25.74

27101 - Guard I	15.48
27102 - Guard II	20.31
27131 - Police Officer I	29.45
27132 - Police Officer II	32.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.05
28042 - Carnival Equipment Repairer	16.04
28043 - Carnival Worker	12.22
28210 - Gate Attendant/Gate Tender	15.65
28310 - Lifeguard	13.94
28350 - Park Attendant (Aide)	17.51
28510 - Recreation Aide/Health	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 Technician I	28.56
30222 - Latent Fingerprint Technician II	31.52
30240 - Mathematical Technician	30.61
30361 - Paralegal/Legal Assistant I	20.88
30362 - Paralegal/Legal Assistant II	25.86
30363 - Paralegal/Legal Assistant III	31.63
30364 - Paralegal/Legal Assistant IV	38.28
30375 - Petroleum Supply Specialist	29.15
30390 - Photo-Optics Technician	28.08
30395 - Radiation Control Technician	29.15
30461 - Technical Writer I	27.70
30462 - Technical Writer II	33.89
30463 - Technical Writer III	41.01
30491 - Unexploded Ordnance (UXO) Technician I	28.11
30492 - Unexploded Ordnance (UXO) Technician II	34.01
30493 - Unexploded Ordnance (UXO) Technician III	40.77
30494 - Unexploded (UXO) Safety Escort	28.11
30495 - Unexploded (UXO) Sweep Personnel	28.11
30501 - Weather Forecaster I	30.82
30502 - Weather Forecaster II	37.49
30620 - Weather Observer Combined (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	16.57
31030 - Bus Driver	21.15
31043 - Driver Courier	18.34
31260 - Parking and Lot Attendant	14.67
31290 - Shuttle Bus Driver	18.55
31310 - Taxi Driver	16.46
31361 - Truckdriver Light	19.55
31362 - Truckdriver Medium	20.29
31363 - Truckdriver Heavy	21.96
31364 - Truckdriver Tractor-Trailer	21.96
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.58
99030 - Cashier	11.59
99050 - Desk Clerk	11.89
99095 - Embalmer	28.35

99130 - Flight Follower	28.11
99251 - Laboratory Animal Caretaker	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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4835

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4835
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 Calhoun

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

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

01043 - Customer Service Representative III	16.97
01051 - Data Entry Operator I	14.62
01052 - Data Entry Operator II	15.95
01060 - Dispatcher Motor Vehicle	18.68
01070 - Document Preparation Clerk	14.96
01090 - Duplicating Machine Operator	14.96
01111 - General Clerk I	14.77
01112 - General Clerk II	16.11
01113 - General Clerk III	18.10
01120 - Housing Referral Assistant	20.82
01141 - Messenger Courier	12.42
01191 - Order Clerk I	14.99
01192 - Order Clerk II	16.36
01261 - Personnel Assistant (Employment) I	16.00
01262 - Personnel Assistant (Employment) II	17.90
01263 - Personnel Assistant (Employment) III	19.95
01270 - Production Control Clerk	21.09
01290 - Rental Clerk	15.64
01300 - Scheduler Maintenance	16.69
01311 - Secretary I	16.69
01312 - Secretary II	18.68
01313 - Secretary III	20.82
01320 - Service Order Dispatcher	16.69
01410 - Supply Technician	26.45
01420 - Survey Worker	17.43
01460 - Switchboard Operator/Receptionist	13.36
01531 - Travel Clerk I	13.87
01532 - Travel Clerk II	14.82
01533 - Travel Clerk III	15.91
01611 - Word Processor I	14.87
01612 - Word Processor II	16.69
01613 - Word Processor III	18.68
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.06
Fiberglass	
05010 - Automotive Electrician	21.95
05040 - Automotive Glass Installer	20.80
05070 - Automotive Worker	20.80
05110 - Mobile Equipment Servicer	18.56
05130 - Motor Equipment Metal	23.07
Mechanic	
05160 - Motor Equipment Metal Worker	20.80
05190 - Motor Vehicle Mechanic	23.07
05220 - Motor Vehicle Mechanic Helper	17.54

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

12040 - Emergency Medical Technician	21.87
12071 - Licensed Practical Nurse I	20.10
12072 - Licensed Practical Nurse II	22.47
12073 - Licensed Practical Nurse III	25.05
12100 - Medical Assistant	16.85
12130 - Medical Laboratory Technician	25.37
Technician	
12160 - Medical Record Clerk	17.09
12190 - Medical Record Technician	19.13
12195 - Medical Transcriptionist	20.10
12210 - Nuclear Medicine Technologist	49.39
Technologist	
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 Testing)	27.83
Testing)	
12320 - Substance Abuse Treatment Counselor	26.79
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	20.92
13012 - Exhibits Specialist II	25.91
13013 - Exhibits Specialist III	31.70
13041 - Illustrator I	20.92
13042 - Illustrator II	25.91
13043 - Illustrator III	31.70
13047 - Librarian	28.70
13050 - Library Aide/Clerk	16.38
13054 - Library Information Technology Systems Administrator	25.91
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)	
15030 - Air Crew Training Devices	41.88
Instructor (Pilot)	
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	
15086 - Maintenance Test Pilot	41.88
Rotary Wing	
15088 - Non-Maintenance Test/Co-	41.88
Pilot	
15090 - Technical Instructor	24.30
15095 - Technical Instructor/Course	29.73
Developer	
15110 - Test Proctor	19.97

15120 - Tutor	19.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.37
16030 - Counter Attendant	11.37
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.32
19040 - Tool And Die Maker	32.76
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.07
21030 - Material Coordinator	23.20
21040 - Material Expediter	23.20
21050 - Material Handling Laborer	16.60
21071 - Order Filler	15.26
21080 - Production Line Worker (Food Processing)	21.07
21110 - Shipping Packer	18.87
21130 - Shipping/Receiving Clerk	18.87
21140 - Store Worker I	16.08
21150 - Stock Clerk	19.77
21210 - Tools And Parts Attendant	21.07
21410 - Warehouse Specialist	21.07
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.89
23019 - Aircraft Logs and Records Technician	23.40
23021 - Aircraft Mechanic I	27.53
23022 - Aircraft Mechanic II	28.89
23023 - Aircraft Mechanic III	30.16
23040 - Aircraft Mechanic Helper	20.94
23050 - Aircraft Painter	26.20
23060 - Aircraft Servicer	23.40
23070 - Aircraft Survival Flight Equipment Technician	26.20
23080 - Aircraft Worker	24.82

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

23580 - Maintenance Trades Helper	20.94
23591 - Metrology Technician I	27.53
23592 - Metrology Technician II	28.89
23593 - Metrology Technician III	30.16
23640 - Millwright	29.94
23710 - Office Appliance Repairer	26.20
23760 - Painter Maintenance	26.20
23790 - Pipefitter Maintenance	28.24
23810 - Plumber Maintenance	26.87
23820 - Pneudraulic Systems Mechanic	27.53
23850 - Rigger	27.53
23870 - Scale Mechanic	24.82
23890 - Sheet-Metal Worker	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	
29010 - Blocker And Bracer	24.82
29020 - Hatch Tender	24.82
29030 - Line Handler	24.82
29041 - Stevedore I	23.74
29042 - Stevedore II	26.20
30000 - Technical Occupations	
30010 - Air Traffic Control (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	16.55
30022 - Archeological Technician II	18.51
30023 - Archeological Technician III	22.94
30030 - Cartographic Technician	22.94
30040 - Civil Engineering Technician	22.74
30051 - Cryogenic Technician I	25.18
30052 - Cryogenic Technician II	27.81
30061 - Drafter/CAD Operator I	16.55
30062 - Drafter/CAD Operator II	18.51
30063 - Drafter/CAD Operator III	20.65
30064 - Drafter/CAD Operator IV	25.40
30081 - Engineering Technician I	14.89
30082 - Engineering Technician II	16.55
30083 - Engineering Technician III	19.40
30084 - Engineering Technician IV	22.73
30085 - Engineering Technician V	27.81
30086 - Engineering Technician VI	33.65
30090 - Environmental Technician	22.73
30095 - Evidence Control Specialist	22.73
30210 - Laboratory Technician	20.46

30221 - Latent Fingerprint Technician I	25.18
30222 - Latent Fingerprint Technician II	27.81
30240 - Mathematical Technician	22.94
30361 - Paralegal/Legal Assistant I	18.32
30362 - Paralegal/Legal Assistant II	21.59
30363 - Paralegal/Legal Assistant III	26.41
30364 - Paralegal/Legal Assistant IV	31.96
30375 - Petroleum Supply Specialist	27.81
30390 - Photo-Optics Technician	22.94
30395 - Radiation Control Technician	27.81
30461 - Technical Writer I	22.94
30462 - Technical Writer II	28.07
30463 - Technical Writer III	33.65
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	25.40
30502 - Weather Forecaster II	30.89
30620 - Weather Observer Combined (see 2)	20.65
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	24.08
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	16.07
31030 - Bus Driver	20.37
31043 - Driver Courier	16.95
31260 - Parking and Lot Attendant	15.22
31290 - Shuttle Bus Driver	17.94
31310 - Taxi Driver	15.19
31361 - Truckdriver Light	17.94
31362 - Truckdriver Medium	18.95
31363 - Truckdriver Heavy	21.92
31364 - Truckdriver Tractor-Trailer	21.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.25
99050 - Desk Clerk	14.03
99095 - Embalmer	26.68

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4837

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4837
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 Representative I		13.34
01042 - Customer Service Representative II		14.56

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 (Employment) I	16.72
01262 - Personnel Assistant (Employment) II	18.70
01263 - Personnel Assistant (Employment) III	20.86
01270 - Production Control Clerk	22.01
01290 - Rental Clerk	14.54
01300 - Scheduler Maintenance	16.15
01311 - Secretary I	16.15
01312 - Secretary II	18.06
01313 - Secretary III	20.13
01320 - Service Order Dispatcher	17.61
01410 - Supply Technician	25.49
01420 - Survey Worker	18.06
01460 - Switchboard Operator/Receptionist	13.84
01531 - Travel Clerk I	14.13
01532 - Travel Clerk II	15.27
01533 - Travel Clerk III	16.55
01611 - Word Processor I	14.38
01612 - Word Processor II	16.15
01613 - Word Processor III	18.06
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.12
Fiberglass	
05010 - Automotive Electrician	20.14
05040 - Automotive Glass Installer	19.51
05070 - Automotive Worker	19.51
05110 - Mobile Equipment Servicer	18.27
05130 - Motor Equipment Metal	20.76
Mechanic	
05160 - Motor Equipment Metal Worker	19.51
05190 - Motor Vehicle Mechanic	20.76
05220 - Motor Vehicle Mechanic Helper	17.65

05250 - Motor Vehicle Upholstery Worker	18.89
05280 - Motor Vehicle Wrecker	19.51
05310 - Painter Automotive	20.14
05340 - Radiator Repair Specialist	19.51
05370 - Tire Repairer	16.81
05400 - Transmission Repair Specialist	20.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	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 Therapist Assistant	28.54
12015 - Certified Physical Therapist Assistant	24.83
12020 - Dental Assistant	20.56
12025 - Dental Hygienist	33.02
12030 - EKG Technician	31.53
12035 - Electroneurodiagnostic Technologist	31.53

12040 - Emergency Medical Technician	20.81
12071 - Licensed Practical Nurse I	18.61
12072 - Licensed Practical Nurse II	20.81
12073 - Licensed Practical Nurse III	23.19
12100 - Medical Assistant	14.55
12130 - Medical Laboratory Technician	18.61
12160 - Medical Record Clerk	17.19
12190 - Medical Record Technician	24.61
12195 - Medical Transcriptionist	18.61
12210 - Nuclear Medicine Technologist	45.72
12221 - Nursing Assistant I	12.15
12222 - Nursing Assistant II	13.66
12223 - Nursing Assistant III	14.90
12224 - Nursing Assistant IV	16.72
12235 - Optical Dispenser	18.74
12236 - Optical Technician	18.61
12250 - Pharmacy Technician	15.83
12280 - Phlebotomist	18.61
12305 - Radiologic Technologist	31.53
12311 - Registered Nurse I	25.61
12312 - Registered Nurse II	31.53
12313 - Registered Nurse II	31.53
12314 - Registered Nurse III	38.15
12315 - Registered Nurse III	38.15
12316 - Registered Nurse IV	45.72
12317 - Scheduler (Drug and Alcohol Testing)	25.76
12320 - Substance Abuse Treatment Counselor	26.90
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.10
13012 - Exhibits Specialist II	25.28
13013 - Exhibits Specialist III	30.92
13041 - Illustrator I	18.61
13042 - Illustrator II	23.45
13043 - Illustrator III	30.92
13047 - Librarian	25.96
13050 - Library Aide/Clerk	13.43
13054 - Library Information Technology Systems Administrator	25.57
13058 - Library Technician	16.93
13061 - Media Specialist I	16.32
13062 - Media Specialist II	18.25
13063 - Media Specialist III	20.36

13071 - Photographer I	16.92
13072 - Photographer II	18.93
13073 - Photographer III	23.45
13074 - Photographer IV	28.69
13075 - Photographer V	34.71
13090 - Technical Order Library	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)
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	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

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

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.45
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.34
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 Maintenance I	23.28
23182 - Electronics Technician Maintenance II	24.25
23183 - Electronics Technician Maintenance III	25.34
23260 - Fabric Worker	22.29
23290 - Fire Alarm System Mechanic	25.30
23310 - Fire Extinguisher Repairer	21.21
23311 - Fuel Distribution System Mechanic	25.52
23312 - Fuel Distribution System Operator	21.39
23370 - General Maintenance Worker	18.59
23380 - Ground Support Equipment Mechanic	25.34
23381 - Ground Support Equipment Servicer	22.49
23382 - Ground Support Equipment Worker	23.45
23391 - Gunsmith I	21.21
23392 - Gunsmith II	23.28
23393 - Gunsmith III	25.34
23410 - Heating Ventilation And Air- Conditioning Mechanic	25.14
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.88
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 Mechanic	25.13
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 Technician I	21.59
30222 - Latent Fingerprint Technician II	23.85
30240 - Mathematical Technician	23.91
30361 - Paralegal/Legal Assistant I	18.52
30362 - Paralegal/Legal Assistant II	22.93
30363 - Paralegal/Legal Assistant III	28.06
30364 - Paralegal/Legal Assistant IV	33.95
30375 - Petroleum Supply Specialist	23.85
30390 - Photo-Optics Technician	23.91
30395 - Radiation Control Technician	23.85
30461 - Technical Writer I	23.33
30462 - Technical Writer II	28.56
30463 - Technical Writer III	33.42
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	26.47
30502 - Weather Forecaster II	32.20
30620 - Weather Observer Combined (see 2)	21.51
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	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
99095 - Embalmer	31.98

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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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)).

Standard Wage Determination No.: 2015-4839

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4839
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 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 Representative I		14.68
01042 - Customer Service Representative II		16.02

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 (Employment) I	18.01
01262 - Personnel Assistant (Employment) II	20.15
01263 - Personnel Assistant (Employment) III	22.46
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	20.33
01460 - Switchboard Operator/Receptionist	15.08
01531 - Travel Clerk I	17.48
01532 - Travel Clerk II	19.00
01533 - Travel Clerk III	20.55
01611 - Word Processor I	16.29
01612 - Word Processor II	18.29
01613 - Word Processor III	20.46
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	26.78
Fiberglass	
05010 - Automotive Electrician	22.58
05040 - Automotive Glass Installer	21.84
05070 - Automotive Worker	21.84
05110 - Mobile Equipment Servicer	20.43
05130 - Motor Equipment Metal	23.31
Mechanic	
05160 - Motor Equipment Metal Worker	21.84
05190 - Motor Vehicle Mechanic	23.31
05220 - Motor Vehicle Mechanic	19.71
Helper	

05250 - Motor Vehicle Upholstery Worker	21.12
05280 - Motor Vehicle Wrecker	21.84
05310 - Painter Automotive	22.58
05340 - Radiator Repair Specialist	21.84
05370 - Tire Repairer	19.58
05400 - Transmission Repair Specialist	23.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	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 Therapist Assistant	26.48
12015 - Certified Physical Therapist Assistant	25.98
12020 - Dental Assistant	18.36
12025 - Dental Hygienist	35.60
12030 - EKG Technician	29.18
12035 - Electroneurodiagnostic Technologist	29.18

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 Technician	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	
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 Testing)	30.02
Testing)	
12320 - Substance Abuse Treatment	22.17
Counselor	
13000 - Information And Arts Occupations	
Occupations	
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	
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	
14170 - System Support Specialist	33.76
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	32.52
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	39.35
Instructor (Rated)	
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	30.61
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

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	
16190 - Sewing Machine Operator	16.71
16220 - Tailor	18.01
16250 - Washer Machine	12.73
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.86
19040 - Tool And Die Maker	31.64
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 Processing)	20.65
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 Technician	31.56
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 Equipment Technician	33.85
23080 - Aircraft Worker	32.77

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.77
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.25
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 Maintenance I	29.23
23182 - Electronics Technician Maintenance II	30.19
23183 - Electronics Technician Maintenance III	31.44
23260 - Fabric Worker	26.05
23290 - Fire Alarm System Mechanic	25.31
23310 - Fire Extinguisher Repairer	25.11
23311 - Fuel Distribution System Mechanic	37.10
23312 - Fuel Distribution System Operator	32.01
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment Mechanic	35.25
23381 - Ground Support Equipment Servicer	31.56
23382 - Ground Support Equipment Worker	32.77
23391 - Gunsmith I	25.11
23392 - Gunsmith II	27.05
23393 - Gunsmith III	29.10
23410 - Heating Ventilation And Air- Conditioning Mechanic	25.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.71
23430 - Heavy Equipment Mechanic	29.74
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 Mechanic	28.66
23550 - Machinist Maintenance	27.99

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	35.13
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	
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	
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	
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
27040 - Detention Officer	28.12
27070 - Firefighter	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)	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	30.00
30052 - Cryogenic Technician II	33.13
30061 - Drafter/CAD Operator I	20.08
30062 - Drafter/CAD Operator II	22.47
30063 - Drafter/CAD Operator III	25.05
30064 - Drafter/CAD Operator IV	30.82
30081 - Engineering Technician I	18.36
30082 - Engineering Technician II	21.64
30083 - Engineering Technician III	25.16
30084 - Engineering Technician IV	31.16
30085 - Engineering Technician V	36.70
30086 - Engineering Technician VI	44.38
30090 - Environmental Technician	26.39
30095 - Evidence Control Specialist	27.09
30210 - Laboratory Technician	25.60

30221 - Latent Fingerprint Technician I	30.32
30222 - Latent Fingerprint Technician II	33.48
30240 - Mathematical Technician	30.61
30361 - Paralegal/Legal Assistant I	20.88
30362 - Paralegal/Legal Assistant II	25.86
30363 - Paralegal/Legal Assistant III	31.63
30364 - Paralegal/Legal Assistant IV	38.28
30375 - Petroleum Supply Specialist	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) Technician I	28.11
30492 - Unexploded Ordnance (UXO) Technician II	34.01
30493 - Unexploded Ordnance (UXO) Technician III	40.77
30494 - Unexploded (UXO) Safety Escort	28.11
30495 - Unexploded (UXO) Sweep Personnel	28.11
30501 - Weather Forecaster I	30.00
30502 - Weather Forecaster II	36.49
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	15.19
31030 - Bus Driver	19.38
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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4841

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4841
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 Representative I		13.88
01042 - Customer Service Representative II		15.43

01043 - Customer Service Representative III	17.04
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 (Employment) I	17.30
01262 - Personnel Assistant (Employment) II	19.35
01263 - Personnel Assistant (Employment) III	21.57
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 Operator/Receptionist	15.04
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 Electrician	22.58
05040 - Automotive Glass Installer	21.84
05070 - Automotive Worker	21.84
05110 - Mobile Equipment Servicer	20.43
05130 - Motor Equipment Metal	23.31
Mechanic	
05160 - Motor Equipment Metal Worker	21.84
05190 - Motor Vehicle Mechanic	23.31
05220 - Motor Vehicle Mechanic Helper	19.71

05250 - Motor Vehicle Upholstery Worker	21.12
05280 - Motor Vehicle Wrecker	21.84
05310 - Painter Automotive	22.58
05340 - Radiator Repair Specialist	21.84
05370 - Tire Repairer	19.58
05400 - Transmission Repair Specialist	23.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	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 Therapist Assistant	30.87
12015 - Certified Physical Therapist Assistant	27.30
12020 - Dental Assistant	19.17
12025 - Dental Hygienist	31.30
12030 - EKG Technician	31.33
12035 - Electroneurodiagnostic Technologist	31.33

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 Technician	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	
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 Testing)	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	
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	
15010 - Aircrew Training Devices	32.52
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	39.35
Instructor (Rated)	
15030 - Air Crew Training Devices	50.79
Instructor (Pilot)	
15050 - Computer Based Training	32.52
Specialist / Instructor	
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	
15086 - Maintenance Test Pilot	44.66
Rotary Wing	
15088 - Non-Maintenance Test/Co-	44.66
Pilot	
15090 - Technical Instructor	26.84
15095 - Technical Instructor/Course	32.69
Developer	
15110 - Test Proctor	21.80

15120 - Tutor	21.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
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	
16190 - Sewing Machine Operator	16.22
16220 - Tailor	17.48
16250 - Washer Machine	13.58
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.18
19040 - Tool And Die Maker	29.03
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	25.90
21030 - Material Coordinator	27.13
21040 - Material Expediter	27.13
21050 - Material Handling Laborer	18.05
21071 - Order Filler	15.92
21080 - Production Line Worker (Food Processing)	25.90
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	
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
23023 - Aircraft Mechanic III	30.84
23040 - Aircraft Mechanic Helper	21.31
23050 - Aircraft Painter	25.98
23060 - Aircraft Servicer	23.75
23070 - Aircraft Survival Flight Equipment Technician	25.98
23080 - Aircraft Worker	24.85

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.85
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.91
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 Maintenance I	26.20
23182 - Electronics Technician Maintenance II	27.07
23183 - Electronics Technician Maintenance III	31.31
23260 - Fabric Worker	23.20
23290 - Fire Alarm System Mechanic	24.83
23310 - Fire Extinguisher Repairer	22.37
23311 - Fuel Distribution System Mechanic	25.62
23312 - Fuel Distribution System Operator	22.26
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment Mechanic	27.91
23381 - Ground Support Equipment Servicer	23.75
23382 - Ground Support Equipment Worker	24.85
23391 - Gunsmith I	22.37
23392 - Gunsmith II	24.10
23393 - Gunsmith III	25.75
23410 - Heating Ventilation And Air- Conditioning Mechanic	25.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.71
23430 - Heavy Equipment Mechanic	29.63
23440 - Heavy Equipment Operator	27.67
23460 - Instrument Mechanic	29.03
23465 - Laboratory/Shelter Mechanic	24.89
23470 - Laborer	16.69
23510 - Locksmith	24.28
23530 - Machinery Maintenance Mechanic	30.34
23550 - Machinist Maintenance	27.99

23580 - Maintenance Trades Helper	20.47
23591 - Metrology Technician I	29.03
23592 - Metrology Technician II	29.96
23593 - Metrology Technician III	30.88
23640 - Millwright	34.10
23710 - Office Appliance Repairer	24.76
23760 - Painter Maintenance	26.60
23790 - Pipefitter Maintenance	35.47
23810 - Plumber Maintenance	34.06
23820 - Pneudraulic Systems Mechanic	25.75
23850 - Rigger	25.62
23870 - Scale Mechanic	24.10
23890 - Sheet-Metal Worker	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	
24550 - Case Manager	17.11
24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk	18.10
24610 - Chore Aide	12.46
24620 - Family Readiness And Support	17.11
Services	
Coordinator	
24630 - Homemaker	19.20
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	28.00
25040 - Sewage Plant Operator	25.78
25070 - Stationary Engineer	28.00
25190 - Ventilation Equipment Tender	21.57
25210 - Water Treatment Plant	25.78
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.59
27007 - Baggage Inspector	13.58
27008 - Corrections Officer	23.65
27010 - Court Security Officer	23.72
27030 - Detection Dog Handler	19.75
27040 - Detention Officer	23.65
27070 - Firefighter	21.92

27101 - Guard I	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 Technician I	28.29
30222 - Latent Fingerprint Technician II	31.25
30240 - Mathematical Technician	32.22
30361 - Paralegal/Legal Assistant I	22.42
30362 - Paralegal/Legal Assistant II	27.78
30363 - Paralegal/Legal Assistant III	33.98
30364 - Paralegal/Legal Assistant IV	41.11
30375 - Petroleum Supply Specialist	31.25
30390 - Photo-Optics Technician	30.61
30395 - Radiation Control Technician	31.25
30461 - Technical Writer I	27.78
30462 - Technical Writer II	30.90
30463 - Technical Writer III	36.19
30491 - Unexploded Ordnance (UXO) Technician I	27.84
30492 - Unexploded Ordnance (UXO) Technician II	33.68
30493 - Unexploded Ordnance (UXO) Technician III	40.37
30494 - Unexploded (UXO) Safety Escort	27.84
30495 - Unexploded (UXO) Sweep Personnel	27.84
30501 - Weather Forecaster I	30.82
30502 - Weather Forecaster II	34.42
30620 - Weather Observer Combined (see 2)	25.16
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	27.55
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.68
31020 - Bus Aide	15.02
31030 - Bus Driver	20.57
31043 - Driver Courier	17.03
31260 - Parking and Lot Attendant	12.47
31290 - Shuttle Bus Driver	18.12
31310 - Taxi Driver	15.03
31361 - Truckdriver Light	18.08
31362 - Truckdriver Medium	19.61
31363 - Truckdriver Heavy	21.82
31364 - Truckdriver Tractor-Trailer	21.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.42
99030 - Cashier	11.99
99050 - Desk Clerk	12.31
99095 - Embalmer	34.73

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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4843

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4843
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 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 Representative I		14.28
01042 - Customer Service Representative II		15.68

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 (Employment) I	16.72
01262 - Personnel Assistant (Employment) II	18.70
01263 - Personnel Assistant (Employment) III	20.86
01270 - Production Control Clerk	23.06
01290 - Rental Clerk	14.54
01300 - Scheduler Maintenance	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	15.93
01460 - Switchboard Operator/Receptionist	14.99
01531 - Travel Clerk I	17.55
01532 - Travel Clerk II	19.06
01533 - Travel Clerk III	20.64
01611 - Word Processor I	16.81
01612 - Word Processor II	18.86
01613 - Word Processor III	21.11
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.12
Fiberglass	
05010 - Automotive Electrician	20.14
05040 - Automotive Glass Installer	19.51
05070 - Automotive Worker	19.51
05110 - Mobile Equipment Servicer	18.27
05130 - Motor Equipment Metal	21.04
Mechanic	
05160 - Motor Equipment Metal Worker	19.51
05190 - Motor Vehicle Mechanic	21.04
05220 - Motor Vehicle Mechanic Helper	17.65

05250 - Motor Vehicle Upholstery Worker	18.89
05280 - Motor Vehicle Wrecker	19.51
05310 - Painter Automotive	20.14
05340 - Radiator Repair Specialist	19.51
05370 - Tire Repairer	16.81
05400 - Transmission Repair Specialist	21.04
07000 - Food Preparation And Service Occupations	
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	
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	
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	
12010 - Ambulance Driver	19.40
12011 - Breath Alcohol Technician	20.85
12012 - Certified Occupational Therapist Assistant	24.47
12015 - Certified Physical Therapist Assistant	25.64
12020 - Dental Assistant	21.23
12025 - Dental Hygienist	35.05
12030 - EKG Technician	28.96
12035 - Electroneurodiagnostic Technologist	28.96

12040 - Emergency Medical Technician	19.40
12071 - Licensed Practical Nurse I	18.65
12072 - Licensed Practical Nurse II	20.85
12073 - Licensed Practical Nurse III	23.24
12100 - Medical Assistant	17.05
12130 - Medical Laboratory Technician	20.66
Technician	
12160 - Medical Record Clerk	17.19
12190 - Medical Record Technician	19.38
12195 - Medical Transcriptionist	17.01
12210 - Nuclear Medicine Technologist	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	16.11
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 Testing)	25.83
Testing)	
12320 - Substance Abuse Treatment Counselor	24.54
Counselor	
13000 - Information And Arts Occupations	
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 Technology Systems Administrator	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	16.26
Operator	
14160 - Personal Computer Support	22.53
Technician	
14170 - System Support Specialist	26.49
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.57
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	35.76
Instructor (Rated)	
15030 - Air Crew Training Devices	42.87
Instructor (Pilot)	
15050 - Computer Based Training	29.57
Specialist / Instructor	
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	
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

15120 - Tutor	17.07
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.37
16030 - Counter Attendant	11.37
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.79
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 Processing)	20.74
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

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.24
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.90
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 Maintenance I	25.25
23182 - Electronics Technician Maintenance II	26.64
23183 - Electronics Technician Maintenance III	28.01
23260 - Fabric Worker	21.70
23290 - Fire Alarm System Mechanic	23.85
23310 - Fire Extinguisher Repairer	20.55
23311 - Fuel Distribution System Mechanic	33.30
23312 - Fuel Distribution System Operator	27.70
23370 - General Maintenance Worker	18.64
23380 - Ground Support Equipment Mechanic	26.90
23381 - Ground Support Equipment Servicer	23.01
23382 - Ground Support Equipment Worker	24.24
23391 - Gunsmith I	20.55
23392 - Gunsmith II	23.03
23393 - Gunsmith III	25.54
23410 - Heating Ventilation And Air- Conditioning Mechanic	27.06
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.36
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 Mechanic	25.13
23550 - Machinist Maintenance	23.04

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	
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 Technician I	33.83
30222 - Latent Fingerprint Technician II	37.37
30240 - Mathematical Technician	28.93
30361 - Paralegal/Legal Assistant I	19.53
30362 - Paralegal/Legal Assistant II	24.19
30363 - Paralegal/Legal Assistant III	29.58
30364 - Paralegal/Legal Assistant IV	35.80
30375 - Petroleum Supply Specialist	29.72
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) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	29.12
30502 - Weather Forecaster II	35.42
30620 - Weather Observer Combined	23.66
Upper Air Or Surface Programs	
30621 - Weather Observer Senior	25.76
31000 - Transportation/Mobile 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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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)).

Standard Wage Determination No.: 2015-4845

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4845
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 Representative I		14.28
01042 - Customer Service Representative II		15.68

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 (Employment) I	15.86
01262 - Personnel Assistant (Employment) II	17.74
01263 - Personnel Assistant (Employment) III	19.78
01270 - Production Control Clerk	23.06
01290 - Rental Clerk	14.44
01300 - Scheduler Maintenance	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	18.52
01460 - Switchboard Operator/Receptionist	14.99
01531 - Travel Clerk I	17.55
01532 - Travel Clerk II	19.06
01533 - Travel Clerk III	20.64
01611 - Word Processor I	16.81
01612 - Word Processor II	18.86
01613 - Word Processor III	21.11
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	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 Helper	17.04

05250 - Motor Vehicle Upholstery Worker	19.05
05280 - Motor Vehicle Wrecker	20.05
05310 - Painter Automotive	21.05
05340 - Radiator Repair Specialist	20.05
05370 - Tire Repairer	16.02
05400 - Transmission Repair Specialist	22.06
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.67
07041 - Cook I	16.28
07042 - Cook II	17.67
07070 - Dishwasher	13.43
07130 - Food Service Worker	13.43
07210 - Meat Cutter	17.67
07260 - Waiter/Waitress	14.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.63
09040 - Furniture Handler	15.88
09080 - Furniture Refinisher	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 Therapist Assistant	24.47
12015 - Certified Physical Therapist Assistant	25.64
12020 - Dental Assistant	21.23
12025 - Dental Hygienist	35.05
12030 - EKG Technician	28.96
12035 - Electroneurodiagnostic Technologist	28.96

12040 - Emergency Medical Technician	19.26
12071 - Licensed Practical Nurse I	18.65
12072 - Licensed Practical Nurse II	20.85
12073 - Licensed Practical Nurse III	23.24
12100 - Medical Assistant	17.05
12130 - Medical Laboratory Technician	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 Testing)	25.83
Testing)	
12320 - Substance Abuse Treatment	24.54
Counselor	
13000 - Information And Arts Occupations	
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	
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)	
15050 - Computer Based Training	30.35
Specialist / Instructor	
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	
15090 - Technical Instructor	24.30
15095 - Technical Instructor/Course	29.73
Developer	
15110 - Test Proctor	19.97

15120 - Tutor	19.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.37
16030 - Counter Attendant	11.37
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.79
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 Processing)	20.02
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 Technician	22.85
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 Equipment Technician	25.59
23080 - Aircraft Worker	24.24

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.24
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.90
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 Maintenance I	25.25
23182 - Electronics Technician Maintenance II	26.64
23183 - Electronics Technician Maintenance III	28.01
23260 - Fabric Worker	21.70
23290 - Fire Alarm System Mechanic	23.85
23310 - Fire Extinguisher Repairer	20.55
23311 - Fuel Distribution System Mechanic	32.15
23312 - Fuel Distribution System Operator	26.29
23370 - General Maintenance Worker	19.06
23380 - Ground Support Equipment Mechanic	26.90
23381 - Ground Support Equipment Servicer	22.85
23382 - Ground Support Equipment Worker	24.24
23391 - Gunsmith I	20.55
23392 - Gunsmith II	23.03
23393 - Gunsmith III	25.54
23410 - Heating Ventilation And Air- Conditioning Mechanic	27.11
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.46
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	14.39
23510 - Locksmith	23.09
23530 - Machinery Maintenance Mechanic	24.23
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	
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	18.21
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
30095 - Evidence Control Specialist	24.30
30210 - Laboratory Technician	20.31

30221 - Latent Fingerprint Technician I	33.83
30222 - Latent Fingerprint Technician II	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 III	29.58
30364 - Paralegal/Legal Assistant IV	35.80
30375 - Petroleum Supply Specialist	29.72
30390 - Photo-Optics Technician	25.23
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) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	29.12
30502 - Weather Forecaster II	35.42
30620 - Weather Observer Combined (see 2)	22.72
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	26.49
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	15.95
31030 - Bus Driver	20.22
31043 - Driver Courier	17.52
31260 - Parking and Lot Attendant	13.12
31290 - Shuttle Bus Driver	17.28
31310 - Taxi Driver	17.13
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	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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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)).

Standard Wage Determination No.: 2015-4847

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4847
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 Representative I		14.28
01042 - Customer Service Representative II		15.68

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	19.31
01090 - Duplicating Machine Operator	19.31
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	16.43
01192 - Order Clerk II	17.92
01261 - Personnel Assistant (Employment) I	15.86
01262 - Personnel Assistant (Employment) II	18.43
01263 - Personnel Assistant (Employment) III	20.25
01270 - Production Control Clerk	23.06
01290 - Rental Clerk	14.60
01300 - Scheduler Maintenance	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	18.52
01460 - Switchboard Operator/Receptionist	14.99
01531 - Travel Clerk I	17.55
01532 - Travel Clerk II	19.06
01533 - Travel Clerk III	20.64
01611 - Word Processor I	16.81
01612 - Word Processor II	18.86
01613 - Word Processor III	21.11
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.64
Fiberglass	
05010 - Automotive Electrician	20.63
05040 - Automotive Glass Installer	19.84
05070 - Automotive Worker	19.84
05110 - Mobile Equipment Servicer	18.24
05130 - Motor Equipment Metal	21.75
Mechanic	
05160 - Motor Equipment Metal Worker	19.84
05190 - Motor Vehicle Mechanic	22.59
05220 - Motor Vehicle Mechanic Helper	17.48

05250 - Motor Vehicle Upholstery Worker	19.06
05280 - Motor Vehicle Wrecker	19.84
05310 - Painter Automotive	20.63
05340 - Radiator Repair Specialist	19.84
05370 - Tire Repairer	16.02
05400 - Transmission Repair Specialist	21.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.72
07041 - Cook I	15.04
07042 - Cook II	16.72
07070 - Dishwasher	12.21
07130 - Food Service Worker	12.22
07210 - Meat Cutter	16.72
07260 - Waiter/Waitress	12.84
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.43
09040 - Furniture Handler	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 Therapist Assistant	24.47
12015 - Certified Physical Therapist Assistant	25.64
12020 - Dental Assistant	21.23
12025 - Dental Hygienist	35.05
12030 - EKG Technician	29.13
12035 - Electroneurodiagnostic Technologist	29.13

12040 - Emergency Medical Technician	18.58
12071 - Licensed Practical Nurse I	18.65
12072 - Licensed Practical Nurse II	20.85
12073 - Licensed Practical Nurse III	23.24
12100 - Medical Assistant	17.05
12130 - Medical Laboratory Technician	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	16.11
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	
12316 - Registered Nurse IV	41.29
12317 - Scheduler (Drug and Alcohol Testing)	25.83
Testing)	
12320 - Substance Abuse Treatment	24.54
Counselor	
13000 - Information And Arts Occupations	
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	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)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	16.26
Operator	
14160 - Personal Computer Support	22.53
Technician	
14170 - System Support Specialist	26.49
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	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

15120 - Tutor	17.07
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.37
16030 - Counter Attendant	11.37
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.79
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 Processing)	19.79
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 Technician	22.85
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 Equipment Technician	29.51
23080 - Aircraft Worker	24.24

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.24
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.90
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 Maintenance I	25.25
23182 - Electronics Technician Maintenance II	26.64
23183 - Electronics Technician Maintenance III	28.01
23260 - Fabric Worker	21.70
23290 - Fire Alarm System Mechanic	23.85
23310 - Fire Extinguisher Repairer	20.55
23311 - Fuel Distribution System Mechanic	32.10
23312 - Fuel Distribution System Operator	25.93
23370 - General Maintenance Worker	18.64
23380 - Ground Support Equipment Mechanic	26.90
23381 - Ground Support Equipment Servicer	22.85
23382 - Ground Support Equipment Worker	24.24
23391 - Gunsmith I	20.55
23392 - Gunsmith II	23.03
23393 - Gunsmith III	25.54
23410 - Heating Ventilation And Air- Conditioning Mechanic	27.06
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.36
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	14.39
23510 - Locksmith	23.09
23530 - Machinery Maintenance Mechanic	24.23
23550 - 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	
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	
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

30221 - Latent Fingerprint Technician I	33.83
30222 - Latent Fingerprint Technician II	37.37
30240 - Mathematical Technician	29.56
30361 - Paralegal/Legal Assistant I	19.53
30362 - Paralegal/Legal Assistant II	24.19
30363 - Paralegal/Legal Assistant III	29.58
30364 - Paralegal/Legal Assistant IV	35.80
30375 - Petroleum Supply Specialist	29.72
30390 - Photo-Optics Technician	26.87
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) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	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	
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	11.95
31290 - Shuttle Bus Driver	17.36
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	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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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)).

Standard Wage Determination No.: 2015-4851

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4851
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 Representative I		13.77
01042 - Customer Service Representative II		15.48

01043 - Customer Service Representative III	16.90
01051 - Data Entry Operator I	16.10
01052 - Data Entry Operator II	17.56
01060 - Dispatcher Motor Vehicle	22.11
01070 - Document Preparation Clerk	14.96
01090 - Duplicating Machine Operator	14.96
01111 - General Clerk I	13.77
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 (Employment) I	16.84
01262 - Personnel Assistant (Employment) II	18.85
01263 - Personnel Assistant (Employment) III	21.01
01270 - Production Control Clerk	23.08
01290 - Rental Clerk	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 Operator/Receptionist	14.42
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 Helper	17.04

05250 - Motor Vehicle Upholstery Worker	19.05
05280 - Motor Vehicle Wrecker	20.05
05310 - Painter Automotive	21.05
05340 - Radiator Repair Specialist	20.05
05370 - Tire Repairer	16.02
05400 - Transmission Repair Specialist	22.06
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.67
07041 - Cook I	16.28
07042 - Cook II	17.99
07070 - Dishwasher	13.43
07130 - Food Service Worker	13.43
07210 - Meat Cutter	17.67
07260 - Waiter/Waitress	14.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.48
09040 - Furniture Handler	15.88
09080 - Furniture Refinisher	22.48
09090 - Furniture Refinisher Helper	17.98
09110 - Furniture Repairer Minor	20.08
09130 - Upholsterer	22.48
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.95
11060 - Elevator Operator	12.95
11090 - Gardener	16.66
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 Therapist Assistant	32.64
12015 - Certified Physical Therapist Assistant	28.04
12020 - Dental Assistant	19.20
12025 - Dental Hygienist	33.17
12030 - EKG Technician	36.06
12035 - Electroneurodiagnostic Technologist	36.06

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 Technician	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	
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 Testing)	29.48
Testing)	
12320 - Substance Abuse Treatment	25.18
Counselor	
13000 - Information And Arts	
Occupations	
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	
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	17.88
Operator	
14160 - Personal Computer Support	24.78
Technician	
14170 - System Support Specialist	27.45
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	32.33
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	39.12
Instructor (Rated)	
15030 - Air Crew Training Devices	46.90
Instructor (Pilot)	
15050 - Computer Based Training	32.33
Specialist / Instructor	
15060 - Educational Technologist	37.85
15070 - Flight Instructor (Pilot)	46.90
15080 - Graphic Artist	25.72
15085 - Maintenance Test Pilot Fixed	46.90
Jet/Prop	
15086 - Maintenance Test Pilot	46.90
Rotary Wing	
15088 - Non-Maintenance Test/Co-	46.90
Pilot	
15090 - Technical Instructor	26.73
15095 - Technical Instructor/Course	32.70
Developer	
15110 - Test Proctor	21.97

15120 - Tutor	21.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.37
16030 - Counter Attendant	11.37
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.99
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 Processing)	20.02
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 Technician	21.41
23021 - Aircraft Mechanic I	25.19
23022 - Aircraft Mechanic II	26.44
23023 - Aircraft Mechanic III	27.60
23040 - Aircraft Mechanic Helper	19.16
23050 - Aircraft Painter	23.97
23060 - Aircraft Servicer	21.41
23070 - Aircraft Survival Flight Equipment Technician	23.97
23080 - Aircraft Worker	22.71

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.19
23110 - Appliance Mechanic	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 Maintenance I	23.56
23182 - Electronics Technician Maintenance II	24.73
23183 - Electronics Technician Maintenance III	25.90
23260 - Fabric Worker	21.41
23290 - Fire Alarm System Mechanic	25.19
23310 - Fire Extinguisher Repairer	20.26
23311 - Fuel Distribution System Mechanic	25.19
23312 - Fuel Distribution System Operator	20.26
23370 - General Maintenance Worker	19.06
23380 - Ground Support Equipment Mechanic	25.19
23381 - Ground Support Equipment Servicer	21.41
23382 - Ground Support Equipment Worker	22.71
23391 - Gunsmith I	20.26
23392 - Gunsmith II	22.71
23393 - Gunsmith III	25.19
23410 - Heating Ventilation And Air- Conditioning Mechanic	32.44
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	34.06
23430 - Heavy Equipment Mechanic	24.21
23440 - Heavy Equipment Operator	26.59
23460 - Instrument Mechanic	25.19
23465 - Laboratory/Shelter Mechanic	23.97
23470 - Laborer	17.01
23510 - Locksmith	23.97
23530 - Machinery Maintenance Mechanic	26.35
23550 - Machinist Maintenance	21.59

23580 - Maintenance Trades Helper	19.16
23591 - Metrology Technician I	25.19
23592 - Metrology Technician II	26.44
23593 - Metrology Technician III	27.60
23640 - Millwright	32.21
23710 - Office Appliance Repairer	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 Technician I	30.00
30222 - Latent Fingerprint Technician II	33.14
30240 - Mathematical Technician	28.95
30361 - Paralegal/Legal Assistant I	20.03
30362 - Paralegal/Legal Assistant II	24.79
30363 - Paralegal/Legal Assistant III	30.34
30364 - Paralegal/Legal Assistant IV	36.70
30375 - Petroleum Supply Specialist	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) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	32.08
30502 - Weather Forecaster II	39.01
30620 - Weather Observer Combined (see 2)	26.05
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	29.14
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	15.78
31030 - Bus Driver	20.01
31043 - Driver Courier	15.94
31260 - Parking and Lot Attendant	14.75
31290 - Shuttle Bus Driver	17.65
31310 - Taxi Driver	17.65
31361 - Truckdriver Light	16.87
31362 - Truckdriver Medium	17.81
31363 - Truckdriver Heavy	24.09
31364 - Truckdriver Tractor-Trailer	24.09
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.35
99050 - Desk Clerk	14.95
99095 - Embalmer	26.68

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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4853

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4853
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 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 Representative I		13.18
01042 - Customer Service Representative II		14.47

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 (Employment) I	16.20
01262 - Personnel Assistant (Employment) II	18.12
01263 - Personnel Assistant (Employment) III	20.20
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 Operator/Receptionist	14.42
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
05190 - Motor Vehicle Mechanic	22.06
05220 - Motor Vehicle Mechanic Helper	17.04

05250 - Motor Vehicle Upholstery Worker	19.05
05280 - Motor Vehicle Wrecker	20.05
05310 - Painter Automotive	21.05
05340 - Radiator Repair Specialist	20.05
05370 - Tire Repairer	16.13
05400 - Transmission Repair Specialist	22.06
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.67
07041 - Cook I	16.28
07042 - Cook II	17.67
07070 - Dishwasher	13.43
07130 - Food Service Worker	13.43
07210 - Meat Cutter	17.67
07260 - Waiter/Waitress	14.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.63
09040 - Furniture Handler	15.88
09080 - Furniture Refinisher	20.63
09090 - Furniture Refinisher Helper	17.43
09110 - Furniture Repairer Minor	19.06
09130 - Upholsterer	20.63
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.95
11060 - Elevator Operator	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 Therapist Assistant	30.15
12015 - Certified Physical Therapist Assistant	29.64
12020 - Dental Assistant	18.92
12025 - Dental Hygienist	32.96
12030 - EKG Technician	33.72
12035 - Electroneurodiagnostic Technologist	33.72

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 Technician	26.77
Technician	
12160 - Medical Record Clerk	17.28
12190 - Medical Record Technician	19.34
12195 - Medical Transcriptionist	20.16
12210 - Nuclear Medicine Technologist	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 Testing)	27.93
Testing)	
12320 - Substance Abuse Treatment Counselor	22.69
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	17.85
13012 - Exhibits Specialist II	22.12
13013 - Exhibits Specialist III	27.06
13041 - Illustrator I	17.85
13042 - Illustrator II	22.12
13043 - Illustrator III	27.06
13047 - Librarian	24.50
13050 - Library Aide/Clerk	13.88
13054 - Library Information Technology Systems Administrator	22.12
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
14043 - 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)	
15030 - Air Crew Training Devices	44.02
Instructor (Pilot)	
15050 - Computer Based Training	30.35
Specialist / Instructor	
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

15120 - Tutor	20.07
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.37
16030 - Counter Attendant	11.37
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.55
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 Processing)	20.02
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 Equipment (ALSE) Mechanic I	23.58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.15
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 Maintenance I	28.51
23182 - Electronics Technician Maintenance II	29.92
23183 - Electronics Technician Maintenance III	31.34
23260 - Fabric Worker	22.22
23290 - Fire Alarm System Mechanic	26.15
23310 - Fire Extinguisher Repairer	21.04
23311 - Fuel Distribution System Mechanic	26.15
23312 - Fuel Distribution System Operator	21.04
23370 - General Maintenance Worker	19.06
23380 - Ground Support Equipment Mechanic	26.15
23381 - Ground Support Equipment Servicer	22.22
23382 - Ground Support Equipment Worker	23.58
23391 - Gunsmith I	21.04
23392 - Gunsmith II	23.58
23393 - Gunsmith III	26.15
23410 - Heating Ventilation And Air- Conditioning Mechanic	30.46
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.97
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 Mechanic	23.96
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 - Lifeguard	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	
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	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

30221 - Latent Fingerprint Technician I	27.48
30222 - Latent Fingerprint Technician II	30.35
30240 - Mathematical Technician	27.41
30361 - Paralegal/Legal Assistant I	19.99
30362 - Paralegal/Legal Assistant II	24.35
30363 - Paralegal/Legal Assistant III	29.79
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) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	27.60
30502 - Weather Forecaster II	33.58
30620 - Weather Observer Combined (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
31361 - Truckdriver Light	18.56
31362 - Truckdriver Medium	19.59
31363 - Truckdriver Heavy	21.92
31364 - Truckdriver Tractor-Trailer	21.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.61
99050 - Desk Clerk	11.59
99095 - Embalmer	27.48

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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4855

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4855
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 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 Representative I		13.92
01042 - Customer Service Representative II		15.19

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 (Employment) I	16.72
01262 - Personnel Assistant (Employment) II	18.70
01263 - Personnel Assistant (Employment) III	20.86
01270 - Production Control Clerk	22.94
01290 - Rental Clerk	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 Operator/Receptionist	14.68
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
Mechanic	
05160 - Motor Equipment Metal Worker	21.08
05190 - Motor Vehicle Mechanic	22.84
05220 - Motor Vehicle Mechanic Helper	18.04

05250 - Motor Vehicle Upholstery Worker	20.22
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 Specialist	22.84
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 Therapist Assistant	30.77
12015 - Certified Physical Therapist Assistant	27.39
12020 - Dental Assistant	19.84
12025 - Dental Hygienist	33.00
12030 - EKG Technician	32.03
12035 - Electroneurodiagnostic Technologist	32.03

12040 - Emergency Medical Technician	19.50
12071 - Licensed Practical Nurse I	20.63
12072 - Licensed Practical Nurse II	23.08
12073 - Licensed Practical Nurse III	25.73
12100 - Medical Assistant	16.29
12130 - Medical Laboratory Technician	26.92
Technician	
12160 - Medical Record Clerk	18.24
12190 - Medical Record Technician	23.54
12195 - Medical Transcriptionist	17.47
12210 - Nuclear Medicine Technologist	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 Testing)	28.59
Testing)	
12320 - Substance Abuse Treatment Counselor	26.84
Counselor	
13000 - Information And Arts Occupations	
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 Technology Systems Administrator	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	
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	24.12
15095 - Technical Instructor/Course	29.50
Developer	
15110 - Test Proctor	19.47

15120 - Tutor	19.47
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.37
16030 - Counter Attendant	11.37
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.01
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 Processing)	20.74
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 Technician	27.06
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 Equipment Technician	29.54
23080 - Aircraft Worker	28.21

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	28.21
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.66
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 Maintenance I	33.54
23182 - Electronics Technician Maintenance II	34.69
23183 - Electronics Technician Maintenance III	36.50
23260 - Fabric Worker	27.02
23290 - Fire Alarm System Mechanic	25.97
23310 - Fire Extinguisher Repairer	25.71
23311 - Fuel Distribution System Mechanic	38.37
23312 - Fuel Distribution System Operator	32.18
23370 - General Maintenance Worker	19.46
23380 - Ground Support Equipment Mechanic	30.66
23381 - Ground Support Equipment Servicer	27.06
23382 - Ground Support Equipment Worker	28.21
23391 - Gunsmith I	25.71
23392 - Gunsmith II	28.17
23393 - Gunsmith III	30.66
23410 - Heating Ventilation And Air- Conditioning Mechanic	28.13
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.07
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 Mechanic	26.32
23550 - Machinist Maintenance	25.11

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 Technician II	36.77
30240 - Mathematical Technician	27.51
30361 - Paralegal/Legal Assistant I	19.94
30362 - Paralegal/Legal Assistant II	24.69
30363 - Paralegal/Legal Assistant III	30.21
30364 - Paralegal/Legal Assistant IV	36.55
30375 - Petroleum Supply Specialist	30.39
30390 - Photo-Optics Technician	23.91
30395 - Radiation Control Technician	30.39
30461 - Technical Writer I	25.01
30462 - Technical Writer II	30.60
30463 - Technical Writer III	37.02
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	27.51
30502 - Weather Forecaster II	33.46
30620 - Weather Observer Combined (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	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
31362 - Truckdriver Medium	17.75
31363 - Truckdriver Heavy	22.87
31364 - Truckdriver Tractor-Trailer	22.87
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.54
99050 - Desk Clerk	12.50
99095 - Embalmer	31.98

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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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)).

Standard Wage Determination No.: 2015-4857

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4857
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 Representative I		13.92
01042 - Customer Service Representative II		15.19

01043 - Customer Service Representative III	17.06
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 (Employment) I	16.68
01262 - Personnel Assistant (Employment) II	18.65
01263 - Personnel Assistant (Employment) III	20.79
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 Operator/Receptionist	14.68
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
05220 - Motor Vehicle Mechanic Helper	18.04

05250 - Motor Vehicle Upholstery Worker	20.22
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 Specialist	22.94
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 Therapist Assistant	30.77
12015 - Certified Physical Therapist Assistant	27.39
12020 - Dental Assistant	19.84
12025 - Dental Hygienist	33.00
12030 - EKG Technician	32.03
12035 - Electroneurodiagnostic Technologist	32.03

12040 - Emergency Medical Technician	19.50
12071 - Licensed Practical Nurse I	20.63
12072 - Licensed Practical Nurse II	23.08
12073 - Licensed Practical Nurse III	25.73
12100 - Medical Assistant	16.29
12130 - Medical Laboratory Technician	26.92
Technician	
12160 - Medical Record Clerk	18.24
12190 - Medical Record Technician	23.54
12195 - Medical Transcriptionist	17.47
12210 - Nuclear Medicine Technologist	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 Testing)	28.59
Testing)	
12320 - Substance Abuse Treatment Counselor	26.84
Counselor	
13000 - Information And Arts Occupations	
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 Technology Systems Administrator	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

15120 - Tutor	19.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.37
16030 - Counter Attendant	11.37
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.01
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 Processing)	20.02
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 Technician	27.02
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 Equipment Technician	29.13
23080 - Aircraft Worker	28.17

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	28.17
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.66
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 Maintenance I	33.54
23182 - Electronics Technician Maintenance II	34.69
23183 - Electronics Technician Maintenance III	36.50
23260 - Fabric Worker	27.02
23290 - Fire Alarm System Mechanic	25.97
23310 - Fire Extinguisher Repairer	25.71
23311 - Fuel Distribution System Mechanic	38.37
23312 - Fuel Distribution System Operator	32.18
23370 - General Maintenance Worker	19.46
23380 - Ground Support Equipment Mechanic	30.66
23381 - Ground Support Equipment Servicer	27.02
23382 - Ground Support Equipment Worker	28.17
23391 - Gunsmith I	25.71
23392 - Gunsmith II	28.17
23393 - Gunsmith III	30.66
23410 - Heating Ventilation And Air- Conditioning Mechanic	28.14
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.41
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 Mechanic	25.49
23550 - Machinist Maintenance	24.87

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	
23910 - Small Engine Mechanic	19.84
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	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	
Coordinator	
24630 - Homemaker	16.09
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	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 - Lifeguard	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	
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	14.89
30082 - Engineering Technician II	16.55
30083 - Engineering Technician III	19.40
30084 - Engineering Technician IV	22.68
30085 - Engineering Technician V	27.75
30086 - Engineering Technician VI	33.57
30090 - Environmental Technician	26.71
30095 - Evidence Control Specialist	24.84
30210 - Laboratory Technician	20.31

30221 - Latent Fingerprint Technician I	33.29
30222 - Latent Fingerprint Technician II	36.77
30240 - Mathematical Technician	27.51
30361 - Paralegal/Legal Assistant I	19.94
30362 - Paralegal/Legal Assistant II	24.69
30363 - Paralegal/Legal Assistant III	30.21
30364 - Paralegal/Legal Assistant IV	36.55
30375 - Petroleum Supply Specialist	30.39
30390 - Photo-Optics Technician	22.94
30395 - Radiation Control Technician	30.39
30461 - Technical Writer I	25.01
30462 - Technical Writer II	30.60
30463 - Technical Writer III	37.02
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	27.51
30502 - Weather Forecaster II	33.46
30620 - Weather Observer Combined (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
31260 - Parking and Lot Attendant	13.75
31290 - Shuttle Bus Driver	16.87
31310 - Taxi Driver	16.71
31361 - Truckdriver Light	18.56
31362 - Truckdriver Medium	19.59
31363 - Truckdriver Heavy	23.08
31364 - Truckdriver Tractor-Trailer	23.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.54
99050 - Desk Clerk	12.50
99095 - Embalmer	26.76

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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4859

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4859
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 Representative I		13.46
01042 - Customer Service Representative II		15.15

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 (Employment) I	18.31
01262 - Personnel Assistant (Employment) II	20.48
01263 - Personnel Assistant (Employment) III	22.84
01270 - Production Control Clerk	21.45
01290 - Rental Clerk	15.38
01300 - Scheduler Maintenance	17.60
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 Operator/Receptionist	15.06
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
01613 - Word Processor III	19.68
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	24.56
Fiberglass	
05010 - Automotive Electrician	22.58
05040 - Automotive Glass Installer	21.84
05070 - Automotive Worker	21.84
05110 - Mobile Equipment Servicer	20.43
05130 - Motor Equipment Metal	23.31
Mechanic	
05160 - Motor Equipment Metal Worker	21.84
05190 - Motor Vehicle Mechanic	23.31
05220 - Motor Vehicle Mechanic Helper	19.71

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

12040 - Emergency Medical Technician	21.48
12071 - Licensed Practical Nurse I	19.20
12072 - Licensed Practical Nurse II	21.48
12073 - Licensed Practical Nurse III	23.95
12100 - Medical Assistant	14.89
12130 - Medical Laboratory Technician	22.29
Technician	
12160 - Medical Record Clerk	16.84
12190 - Medical Record Technician	25.50
12195 - Medical Transcriptionist	19.20
12210 - Nuclear Medicine Technologist	47.21
Technologist	
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 Testing)	26.62
Testing)	
12320 - Substance Abuse Treatment Counselor	26.62
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	21.47
13012 - Exhibits Specialist II	26.61
13013 - Exhibits Specialist III	32.54
13041 - Illustrator I	25.01
13042 - Illustrator II	30.40
13043 - Illustrator III	35.82
13047 - Librarian	30.28
13050 - Library Aide/Clerk	14.38
13054 - Library Information Technology Systems Administrator	27.34
Technology Systems Administrator	
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	18.88
Operator	
14160 - Personal Computer Support	26.15
Technician	
14170 - System Support Specialist	28.96
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	33.78
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	40.87
Instructor (Rated)	
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

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	
16190 - Sewing Machine Operator	16.71
16220 - Tailor	18.01
16250 - Washer Machine	12.73
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.89
19040 - Tool And Die Maker	31.92
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.65
21030 - Material Coordinator	24.54
21040 - Material Expediter	24.54
21050 - Material Handling Laborer	18.05
21071 - Order Filler	15.92
21080 - Production Line Worker (Food Processing)	20.65
21110 - Shipping Packer	17.34
21130 - Shipping/Receiving Clerk	17.34
21140 - Store Worker I	19.40
21150 - Stock Clerk	24.66
21210 - Tools And Parts Attendant	20.65
21410 - Warehouse Specialist	20.65
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.30
23019 - Aircraft Logs and Records Technician	24.44
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 Equipment Technician	26.21
23080 - Aircraft Worker	25.38

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.38
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.91
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 Maintenance I	26.20
23182 - Electronics Technician Maintenance II	27.07
23183 - Electronics Technician Maintenance III	31.31
23260 - Fabric Worker	24.44
23290 - Fire Alarm System Mechanic	27.30
23310 - Fire Extinguisher Repairer	23.55
23311 - Fuel Distribution System Mechanic	27.30
23312 - Fuel Distribution System Operator	23.55
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment Mechanic	27.91
23381 - Ground Support Equipment Servicer	24.44
23382 - Ground Support Equipment Worker	25.38
23391 - Gunsmith I	23.55
23392 - Gunsmith II	25.38
23393 - Gunsmith III	27.30
23410 - Heating Ventilation And Air- Conditioning Mechanic	27.65
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.58
23430 - Heavy Equipment Mechanic	29.63
23440 - Heavy Equipment Operator	27.77
23460 - Instrument Mechanic	29.03
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	16.69
23510 - Locksmith	26.21
23530 - Machinery Maintenance Mechanic	32.54
23550 - Machinist Maintenance	32.17

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
II	
23950 - Telephone Lineman	27.30
23960 - Welder Combination	26.46
Maintenance	
23965 - Well Driller	27.30
23970 - Woodcraft Worker	27.30
23980 - Woodworker	23.55
24000 - Personal Needs Occupations	
24550 - Case Manager	17.69
24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk	18.10
24610 - Chore Aide	13.15
24620 - Family Readiness And Support	17.69
Services	
Coordinator	
24630 - Homemaker	19.20
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	28.00
25040 - Sewage Plant Operator	25.78
25070 - Stationary Engineer	28.00
25190 - Ventilation Equipment Tender	22.10
25210 - Water Treatment Plant	25.78
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.29
27007 - Baggage Inspector	16.17
27008 - Corrections Officer	26.79
27010 - Court Security Officer	26.79
27030 - Detection Dog Handler	19.75
27040 - Detention Officer	26.79
27070 - Firefighter	23.61

27101 - Guard I	16.17
27102 - Guard II	19.75
27131 - Police Officer I	27.65
27132 - Police Officer II	30.72
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.14
28042 - Carnival Equipment Repairer	14.65
28043 - Carnival Worker	12.22
28210 - Gate Attendant/Gate Tender	14.83
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 Technician I	24.07
30222 - Latent Fingerprint Technician II	26.60
30240 - Mathematical Technician	27.83
30361 - Paralegal/Legal Assistant I	20.88
30362 - Paralegal/Legal Assistant II	25.86
30363 - Paralegal/Legal Assistant III	31.63
30364 - Paralegal/Legal Assistant IV	38.28
30375 - Petroleum Supply Specialist	26.60
30390 - Photo-Optics Technician	27.83
30395 - Radiation Control Technician	26.60
30461 - Technical Writer I	25.25
30462 - Technical Writer II	30.90
30463 - Technical Writer III	36.08
30491 - Unexploded Ordnance (UXO) Technician I	28.11
30492 - Unexploded Ordnance (UXO) Technician II	34.01
30493 - Unexploded Ordnance (UXO) Technician III	40.77
30494 - Unexploded (UXO) Safety Escort	28.11
30495 - Unexploded (UXO) Sweep Personnel	28.11
30501 - Weather Forecaster I	30.82
30502 - Weather Forecaster II	37.49
30620 - Weather Observer Combined (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	15.59
31030 - Bus Driver	19.90
31043 - Driver Courier	17.03
31260 - Parking and Lot Attendant	14.39
31290 - Shuttle Bus Driver	18.08
31310 - Taxi Driver	16.76
31361 - Truckdriver Light	18.08
31362 - Truckdriver Medium	19.61
31363 - Truckdriver Heavy	22.11
31364 - Truckdriver Tractor-Trailer	22.11
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.58
99030 - Cashier	11.24
99050 - Desk Clerk	11.51
99095 - Embalmer	33.88

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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4861

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4861
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 Representative I		12.87
01042 - Customer Service Representative II		14.05

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 (Employment) I	16.09
01262 - Personnel Assistant (Employment) II	18.43
01263 - Personnel Assistant (Employment) III	20.25
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 Operator/Receptionist	14.47
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	21.10
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 Helper	18.49

05250 - Motor Vehicle Upholstery Worker	19.79
05280 - Motor Vehicle Wrecker	20.44
05310 - Painter Automotive	23.21
05340 - Radiator Repair Specialist	20.44
05370 - Tire Repairer	17.81
05400 - Transmission Repair Specialist	22.13
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 Therapist Assistant	27.92
12015 - Certified Physical Therapist Assistant	27.92
12020 - Dental Assistant	23.90
12025 - Dental Hygienist	35.73
12030 - EKG Technician	30.84
12035 - Electroneurodiagnostic Technologist	30.84

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 Technician	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 Testing)	25.21
Testing)	
12320 - Substance Abuse Treatment	25.14
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	19.50
13012 - Exhibits Specialist II	24.16
13013 - Exhibits Specialist III	29.56
13041 - Illustrator I	19.50
13042 - Illustrator II	24.16
13043 - Illustrator III	29.56
13047 - Librarian	26.75
13050 - Library Aide/Clerk	14.51
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
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
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	24.89
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

15120 - Tutor	18.68
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.37
16030 - Counter Attendant	11.37
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.25
19040 - Tool And Die Maker	27.88
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.06
21030 - 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 Processing)	17.06
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 Repair Occupations	
23010 - Aerospace Structural Welder	26.24
23019 - Aircraft Logs and Records Technician	21.25
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 Equipment Technician	27.46
23080 - Aircraft Worker	22.54

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.54
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.01
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 Maintenance I	22.54
23182 - Electronics Technician Maintenance II	23.79
23183 - Electronics Technician Maintenance III	25.01
23260 - Fabric Worker	21.25
23290 - Fire Alarm System Mechanic	25.01
23310 - Fire Extinguisher Repairer	20.12
23311 - Fuel Distribution System Mechanic	25.01
23312 - Fuel Distribution System Operator	20.12
23370 - General Maintenance Worker	19.05
23380 - Ground Support Equipment Mechanic	25.01
23381 - Ground Support Equipment Servicer	21.25
23382 - Ground Support Equipment Worker	22.54
23391 - Gunsmith I	20.12
23392 - Gunsmith II	22.54
23393 - Gunsmith III	25.01
23410 - Heating Ventilation And Air- Conditioning Mechanic	25.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.08
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 Mechanic	24.43
23550 - Machinist Maintenance	20.88

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	
23950 - Telephone Lineman	25.01
23960 - Welder Combination	22.68
Maintenance	
23965 - Well Driller	25.01
23970 - Woodcraft Worker	25.01
23980 - Woodworker	20.12
24000 - Personal Needs Occupations	
24550 - Case Manager	14.52
24570 - Child Care Attendant	11.35
24580 - Child Care Center Clerk	14.12
24610 - Chore Aide	12.45
24620 - Family Readiness And Support	14.52
Services	
Coordinator	
24630 - Homemaker	14.52
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.01
25040 - Sewage Plant Operator	23.08
25070 - Stationary Engineer	25.01
25190 - Ventilation Equipment Tender	19.02
25210 - Water Treatment Plant	23.08
Operator	
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

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 Technician I	26.70
30222 - Latent Fingerprint Technician II	29.48
30240 - Mathematical Technician	26.02
30361 - Paralegal/Legal Assistant I	18.94
30362 - Paralegal/Legal Assistant II	23.45
30363 - Paralegal/Legal Assistant III	28.69
30364 - Paralegal/Legal Assistant IV	34.72
30375 - Petroleum Supply Specialist	29.48
30390 - Photo-Optics Technician	26.02
30395 - Radiation Control Technician	29.48
30461 - Technical Writer I	24.95
30462 - Technical Writer II	30.53
30463 - Technical Writer III	36.94
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	28.82
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
99095 - Embalmer	28.05

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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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)).

Standard Wage Determination No.: 2015-4863

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4863
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 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 Representative I		13.54
01042 - Customer Service Representative II		14.78

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 (Employment) I	16.02
01262 - Personnel Assistant (Employment) II	17.91
01263 - Personnel Assistant (Employment) III	19.96
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
01410 - Supply Technician	26.61
01420 - Survey Worker	18.07
01460 - Switchboard Operator/Receptionist	13.95
01531 - Travel Clerk I	14.13
01532 - Travel Clerk II	15.27
01533 - Travel Clerk III	16.55
01611 - Word Processor I	14.26
01612 - Word Processor II	16.02
01613 - Word Processor III	18.09
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 Helper	17.04

05250 - Motor Vehicle Upholstery Worker	19.05
05280 - Motor Vehicle Wrecker	20.05
05310 - Painter Automotive	21.05
05340 - Radiator Repair Specialist	20.05
05370 - Tire Repairer	16.92
05400 - Transmission Repair Specialist	22.06
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.67
07041 - Cook I	16.28
07042 - Cook II	17.67
07070 - Dishwasher	13.43
07130 - Food Service Worker	13.43
07210 - Meat Cutter	17.67
07260 - Waiter/Waitress	14.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.63
09040 - Furniture Handler	15.88
09080 - Furniture Refinisher	20.63
09090 - Furniture Refinisher Helper	17.43
09110 - Furniture Repairer Minor	19.06
09130 - Upholsterer	20.63
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.95
11060 - Elevator Operator	12.95
11090 - Gardener	17.30
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 Therapist Assistant	30.62
12015 - Certified Physical Therapist Assistant	28.52
12020 - Dental Assistant	18.17
12025 - Dental Hygienist	33.97
12030 - EKG Technician	33.83
12035 - Electroneurodiagnostic Technologist	33.83

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 Technician	25.37
Technician	
12160 - Medical Record Clerk	17.26
12190 - Medical Record Technician	19.38
12195 - Medical Transcriptionist	19.94
12210 - Nuclear Medicine Technologist	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 Testing)	27.64
Testing)	
12320 - Substance Abuse Treatment Counselor	28.11
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	17.85
13012 - Exhibits Specialist II	22.12
13013 - Exhibits Specialist III	27.06
13041 - Illustrator I	17.85
13042 - Illustrator II	22.12
13043 - Illustrator III	27.06
13047 - Librarian	24.50
13050 - Library Aide/Clerk	14.89
13054 - Library Information Technology Systems Administrator	22.12
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

15120 - Tutor	19.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.37
16030 - Counter Attendant	11.37
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.04
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 Processing)	20.98
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	
23010 - Aerospace Structural Welder	24.32
23019 - Aircraft Logs and Records Technician	19.88
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 Equipment Technician	22.05
23080 - Aircraft Worker	20.89

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.89
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.17
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 Maintenance I	23.56
23182 - Electronics Technician Maintenance II	24.73
23183 - Electronics Technician Maintenance III	25.90
23260 - Fabric Worker	19.69
23290 - Fire Alarm System Mechanic	23.17
23310 - Fire Extinguisher Repairer	18.65
23311 - Fuel Distribution System Mechanic	24.15
23312 - Fuel Distribution System Operator	19.75
23370 - General Maintenance Worker	19.06
23380 - Ground Support Equipment Mechanic	23.17
23381 - Ground Support Equipment Servicer	19.88
23382 - Ground Support Equipment Worker	20.89
23391 - Gunsmith I	18.65
23392 - Gunsmith II	20.89
23393 - Gunsmith III	23.17
23410 - Heating Ventilation And Air- Conditioning Mechanic	25.58
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.74
23430 - Heavy Equipment Mechanic	21.58
23440 - Heavy Equipment Operator	24.17
23460 - Instrument Mechanic	23.17
23465 - Laboratory/Shelter Mechanic	22.05
23470 - Laborer	15.57
23510 - Locksmith	23.06
23530 - Machinery Maintenance Mechanic	24.19
23550 - Machinist Maintenance	21.64

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	
23950 - Telephone Lineman	23.24
23960 - Welder Combination	21.46
Maintenance	
23965 - Well Driller	23.17
23970 - Woodcraft Worker	23.17
23980 - Woodworker	18.65
24000 - Personal Needs Occupations	
24550 - Case Manager	15.18
24570 - Child Care Attendant	11.59
24580 - Child Care Center Clerk	14.45
24610 - Chore Aide	12.62
24620 - Family Readiness And Support	15.18
Services	
Coordinator	
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 - Lifeguard	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	
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	18.21
30022 - Archeological Technician II	20.36
30023 - Archeological Technician III	25.23
30030 - Cartographic Technician	25.23
30040 - Civil Engineering Technician	25.01
30051 - Cryogenic Technician I	25.82
30052 - Cryogenic Technician II	28.52
30061 - Drafter/CAD Operator I	18.21
30062 - Drafter/CAD Operator II	20.36
30063 - Drafter/CAD Operator III	22.72
30064 - Drafter/CAD Operator IV	27.94
30081 - Engineering Technician I	16.38
30082 - Engineering Technician II	18.21
30083 - Engineering Technician III	20.65
30084 - Engineering Technician IV	23.99
30085 - Engineering Technician V	28.52
30086 - Engineering Technician VI	34.50
30090 - Environmental Technician	24.23
30095 - Evidence Control Specialist	23.31
30210 - Laboratory Technician	22.69

30221 - Latent Fingerprint Technician I	25.82
30222 - Latent Fingerprint Technician II	28.52
30240 - Mathematical Technician	25.23
30361 - Paralegal/Legal Assistant I	20.60
30362 - Paralegal/Legal Assistant II	25.52
30363 - Paralegal/Legal Assistant III	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) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	27.94
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 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
31364 - Truckdriver Tractor-Trailer	21.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.68
99050 - Desk Clerk	13.08
99095 - Embalmer	26.68

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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4865

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4865
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 Representative I		12.30
01042 - Customer Service Representative II		13.72

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
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 II	19.99
01261 - Personnel Assistant (Employment) I	16.72
01262 - Personnel Assistant (Employment) II	18.70
01263 - Personnel Assistant (Employment) III	20.86
01270 - Production Control Clerk	24.70
01290 - Rental Clerk	15.99
01300 - Scheduler Maintenance	16.76
01311 - Secretary I	16.76
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 Operator/Receptionist	13.98
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	
05005 - Automobile Body Repairer	22.12
Fiberglass	
05010 - Automotive Electrician	22.15
05040 - Automotive Glass Installer	21.46
05070 - Automotive Worker	21.46
05110 - Mobile Equipment Servicer	20.10
05130 - Motor Equipment Metal	22.84
Mechanic	
05160 - Motor Equipment Metal Worker	21.46
05190 - Motor Vehicle Mechanic	22.84
05220 - Motor Vehicle Mechanic Helper	19.41

05250 - Motor Vehicle Upholstery Worker	20.78
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 Specialist	22.84
07000 - Food Preparation And Service Occupations	
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 Therapist Assistant	29.01
12015 - Certified Physical Therapist Assistant	26.58
12020 - Dental Assistant	17.54
12025 - Dental Hygienist	30.52
12030 - EKG Technician	29.68
12035 - Electroneurodiagnostic Technologist	29.68

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 Technician	22.07
Technician	
12160 - Medical Record Clerk	20.90
12190 - Medical Record Technician	23.39
12195 - Medical Transcriptionist	17.52
12210 - Nuclear Medicine Technologist	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 Testing)	26.20
Testing)	
12320 - Substance Abuse Treatment Counselor	18.86
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	20.10
13012 - Exhibits Specialist II	25.28
13013 - Exhibits Specialist III	30.92
13041 - Illustrator I	18.61
13042 - Illustrator II	23.45
13043 - Illustrator III	30.92
13047 - Librarian	25.96
13050 - Library Aide/Clerk	12.12
13054 - Library Information Technology Systems Administrator	25.57
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	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)
14074 - Computer Programmer IV	(see 1)
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	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

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

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

23580 - Maintenance Trades Helper	19.47
23591 - Metrology Technician I	25.21
23592 - Metrology Technician II	25.96
23593 - Metrology Technician III	26.84
23640 - Millwright	35.27
23710 - Office Appliance Repairer	24.06
23760 - Painter Maintenance	21.10
23790 - Pipefitter Maintenance	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	
23950 - Telephone Lineman	25.21
23960 - Welder Combination	22.10
Maintenance	
23965 - Well Driller	25.21
23970 - Woodcraft Worker	25.21
23980 - Woodworker	21.22
24000 - Personal Needs Occupations	
24550 - Case Manager	16.70
24570 - Child Care Attendant	11.37
24580 - Child Care Center Clerk	14.19
24610 - Chore Aide	11.43
24620 - Family Readiness And Support	16.70
Services	
Coordinator	
24630 - Homemaker	16.70
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.21
25040 - Sewage Plant Operator	23.00
25070 - Stationary Engineer	25.21
25190 - Ventilation Equipment Tender	19.90
25210 - Water Treatment Plant	23.00
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.82
27007 - Baggage Inspector	13.02
27008 - Corrections Officer	22.95
27010 - Court Security Officer	22.95
27030 - Detection Dog Handler	17.04
27040 - Detention Officer	22.95
27070 - Firefighter	22.64

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	37.66
30090 - Environmental Technician	24.98
30095 - Evidence Control Specialist	23.98
30210 - Laboratory Technician	22.48

30221 - Latent Fingerprint Technician I	26.58
30222 - Latent Fingerprint Technician II	29.36
30240 - Mathematical Technician	24.98
30361 - Paralegal/Legal Assistant I	19.18
30362 - Paralegal/Legal Assistant II	23.75
30363 - Paralegal/Legal Assistant III	29.06
30364 - Paralegal/Legal Assistant IV	35.16
30375 - Petroleum Supply Specialist	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) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	27.67
30502 - Weather Forecaster II	33.66
30620 - Weather Observer Combined (see 2)	22.48
Upper Air Or Surface Programs	
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

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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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)).

Standard Wage Determination No.: 2015-4867

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4867
Revision No.: 19
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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

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 Representative I		14.68
01042 - Customer Service Representative II		16.02

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 (Employment) I	18.01
01262 - Personnel Assistant (Employment) II	20.15
01263 - Personnel Assistant (Employment) III	22.46
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 Operator/Receptionist	15.08
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	
05005 - Automobile Body Repairer	28.98
Fiberglass	
05010 - Automotive Electrician	22.58
05040 - Automotive Glass Installer	21.84
05070 - Automotive Worker	21.84
05110 - Mobile Equipment Servicer	20.43
05130 - Motor Equipment Metal	23.31
Mechanic	
05160 - Motor Equipment Metal Worker	21.84
05190 - Motor Vehicle Mechanic	23.31
05220 - Motor Vehicle Mechanic Helper	19.71

05250 - Motor Vehicle Upholstery Worker	21.12
05280 - Motor Vehicle Wrecker	21.84
05310 - Painter Automotive	22.58
05340 - Radiator Repair Specialist	21.84
05370 - Tire Repairer	19.58
05400 - Transmission Repair Specialist	23.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	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 Therapist Assistant	26.91
12015 - Certified Physical Therapist Assistant	26.39
12020 - Dental Assistant	18.36
12025 - Dental Hygienist	34.41
12030 - EKG Technician	29.18
12035 - Electroneurodiagnostic Technologist	29.18

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 Technician	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 Testing)	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	43.34
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	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	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)	
15020 - Aircrew Training Devices	39.35
Instructor (Rated)	
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

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	
16190 - Sewing Machine Operator	16.71
16220 - Tailor	18.01
16250 - Washer Machine	12.73
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.18
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 Processing)	20.65
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 Technician	31.56
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 Equipment Technician	33.85
23080 - Aircraft Worker	32.77

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.77
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.25
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 Maintenance I	29.23
23182 - Electronics Technician Maintenance II	30.19
23183 - Electronics Technician Maintenance III	31.44
23260 - Fabric Worker	26.05
23290 - Fire Alarm System Mechanic	24.83
23310 - Fire Extinguisher Repairer	25.11
23311 - Fuel Distribution System Mechanic	37.10
23312 - Fuel Distribution System Operator	32.01
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment Mechanic	35.25
23381 - Ground Support Equipment Servicer	31.56
23382 - Ground Support Equipment Worker	32.77
23391 - Gunsmith I	25.11
23392 - Gunsmith II	27.05
23393 - Gunsmith III	29.10
23410 - Heating Ventilation And Air- Conditioning Mechanic	25.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.71
23430 - Heavy Equipment Mechanic	29.74
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 Mechanic	28.66
23550 - Machinist Maintenance	27.99

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)	
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	30.82
30052 - Cryogenic Technician II	34.05
30061 - Drafter/CAD Operator I	20.08
30062 - Drafter/CAD Operator II	22.47
30063 - Drafter/CAD Operator III	25.05
30064 - Drafter/CAD Operator IV	30.82
30081 - Engineering Technician I	18.36
30082 - Engineering Technician II	21.64
30083 - Engineering Technician III	25.16
30084 - Engineering Technician IV	31.16
30085 - Engineering Technician V	36.70
30086 - Engineering Technician VI	44.38
30090 - Environmental Technician	26.39
30095 - Evidence Control Specialist	27.09
30210 - Laboratory Technician	24.37

30221 - Latent Fingerprint Technician I	31.95
30222 - Latent Fingerprint Technician II	35.29
30240 - Mathematical Technician	30.61
30361 - Paralegal/Legal Assistant I	20.88
30362 - Paralegal/Legal Assistant II	25.86
30363 - Paralegal/Legal Assistant III	31.63
30364 - Paralegal/Legal Assistant IV	38.28
30375 - Petroleum Supply Specialist	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) Technician I	28.11
30492 - Unexploded Ordnance (UXO) Technician II	34.01
30493 - Unexploded Ordnance (UXO) Technician III	40.77
30494 - Unexploded (UXO) Safety Escort	28.11
30495 - Unexploded (UXO) Sweep Personnel	28.11
30501 - Weather Forecaster I	30.82
30502 - Weather Forecaster II	37.49
30620 - Weather Observer Combined (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	18.91
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

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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4869

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4869
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 Representative I		14.68
01042 - Customer Service Representative II		16.02

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 (Employment) I	18.01
01262 - Personnel Assistant (Employment) II	20.15
01263 - Personnel Assistant (Employment) III	22.46
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 Operator/Receptionist	15.08
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	
05005 - Automobile Body Repairer	28.98
Fiberglass	
05010 - Automotive Electrician	22.58
05040 - Automotive Glass Installer	21.84
05070 - Automotive Worker	21.84
05110 - Mobile Equipment Servicer	20.43
05130 - Motor Equipment Metal	23.31
Mechanic	
05160 - Motor Equipment Metal Worker	21.84
05190 - Motor Vehicle Mechanic	23.31
05220 - Motor Vehicle Mechanic Helper	19.71

05250 - Motor Vehicle Upholstery Worker	21.12
05280 - Motor Vehicle Wrecker	21.84
05310 - Painter Automotive	22.58
05340 - Radiator Repair Specialist	21.84
05370 - Tire Repairer	19.58
05400 - Transmission Repair Specialist	23.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.07
07041 - Cook I	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 Therapist Assistant	26.91
12015 - Certified Physical Therapist Assistant	26.39
12020 - Dental Assistant	18.36
12025 - Dental Hygienist	34.41
12030 - EKG Technician	29.18
12035 - Electroneurodiagnostic Technologist	29.18

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 Technician	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 Testing)	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
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	
14170 - System Support Specialist	33.41
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	32.52
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	39.35
Instructor (Rated)	
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

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	
16190 - Sewing Machine Operator	16.71
16220 - Tailor	18.01
16250 - Washer Machine	12.73
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.18
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 Processing)	20.65
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 Technician	31.56
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 Equipment Technician	33.85
23080 - Aircraft Worker	32.77

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.77
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.25
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 Maintenance I	29.23
23182 - Electronics Technician Maintenance II	30.19
23183 - Electronics Technician Maintenance III	31.44
23260 - Fabric Worker	26.05
23290 - Fire Alarm System Mechanic	24.42
23310 - Fire Extinguisher Repairer	25.11
23311 - Fuel Distribution System Mechanic	37.10
23312 - Fuel Distribution System Operator	32.01
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment Mechanic	35.25
23381 - Ground Support Equipment Servicer	31.56
23382 - Ground Support Equipment Worker	32.77
23391 - Gunsmith I	25.11
23392 - Gunsmith II	27.05
23393 - Gunsmith III	29.10
23410 - Heating Ventilation And Air- Conditioning Mechanic	25.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.71
23430 - Heavy Equipment Mechanic	29.74
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 Mechanic	28.66
23550 - Machinist Maintenance	27.99

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)	
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	30.82
30052 - Cryogenic Technician II	34.05
30061 - Drafter/CAD Operator I	20.08
30062 - Drafter/CAD Operator II	22.47
30063 - Drafter/CAD Operator III	25.05
30064 - Drafter/CAD Operator IV	30.82
30081 - Engineering Technician I	18.36
30082 - Engineering Technician II	21.64
30083 - Engineering Technician III	25.16
30084 - Engineering Technician IV	31.16
30085 - Engineering Technician V	36.70
30086 - Engineering Technician VI	44.38
30090 - Environmental Technician	26.05
30095 - Evidence Control Specialist	27.09
30210 - Laboratory Technician	24.37

30221 - Latent Fingerprint Technician I	31.95
30222 - Latent Fingerprint Technician II	35.29
30240 - Mathematical Technician	30.61
30361 - Paralegal/Legal Assistant I	20.88
30362 - Paralegal/Legal Assistant II	25.86
30363 - Paralegal/Legal Assistant III	31.63
30364 - Paralegal/Legal Assistant IV	38.28
30375 - Petroleum Supply Specialist	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) Technician I	28.11
30492 - Unexploded Ordnance (UXO) Technician II	34.01
30493 - Unexploded Ordnance (UXO) Technician III	40.77
30494 - Unexploded (UXO) Safety Escort	28.11
30495 - Unexploded (UXO) Sweep Personnel	28.11
30501 - Weather Forecaster I	30.82
30502 - Weather Forecaster II	37.49
30620 - Weather Observer Combined (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

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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4871

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4871
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 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 Representative I		12.64

01042 - Customer Service Representative II	14.10
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 (Employment) I	16.02
01262 - Personnel Assistant (Employment) II	17.92
01263 - Personnel Assistant (Employment) III	19.98
01270 - Production Control Clerk	27.33
01290 - Rental Clerk	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 Operator/Receptionist	14.03
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 Helper	16.24
05250 - Motor Vehicle Upholstery Worker	18.18
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 Specialist	20.79
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 Therapist Assistant	28.21
12015 - Certified Physical Therapist Assistant	25.05
12020 - Dental Assistant	18.21
12025 - Dental Hygienist	34.33
12030 - EKG Technician	23.98

12035 - Electroneurodiagnostic Technologist	23.98
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 Technician	23.79
12160 - Medical Record Clerk	16.97
12190 - Medical Record Technician	18.98
12195 - Medical Transcriptionist	17.49
12210 - Nuclear Medicine Technologist	40.64
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
12314 - Registered Nurse III	36.34
12315 - Registered Nurse III	36.34
12316 - Registered Nurse IV	43.55
12317 - Scheduler (Drug and Alcohol Testing)	22.91
12320 - Substance Abuse Treatment Counselor	18.73
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.97
13012 - Exhibits Specialist II	22.26
13013 - Exhibits Specialist III	27.23
13041 - Illustrator I	17.97
13042 - Illustrator II	22.26
13043 - Illustrator III	27.23
13047 - Librarian	24.66
13050 - Library Aide/Clerk	14.34
13054 - Library Information Technology Systems Administrator	22.26
13058 - Library Technician	16.65
13061 - Media Specialist I	16.07

13062 - Media Specialist II	17.97
13063 - Media Specialist III	20.04
13071 - Photographer I	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

15095 - Technical Instructor/Course Developer	25.53
15110 - Test Proctor	16.85
15120 - Tutor	16.85
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	15.31
16030 - Counter Attendant	15.31
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing Apparel Laundry	15.31
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.07
19040 - Tool And Die Maker	29.34
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.26
21030 - Material Coordinator	27.33
21040 - Material Expediter	27.33
21050 - Material Handling Laborer	12.87
21071 - Order Filler	12.79
21080 - Production Line Worker (Food Processing)	22.26
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 Technician	27.09
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

23070 - Aircraft Survival Flight Equipment Technician	29.71
23080 - Aircraft Worker	28.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	28.46
I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	30.96
II	
23110 - Appliance Mechanic	26.30
23120 - Bicycle Repairer	17.94
23125 - Cable Splicer	35.60
23130 - Carpenter Maintenance	20.74
23140 - Carpet Layer	25.19
23160 - Electrician Maintenance	31.17
23181 - Electronics Technician	37.72
Maintenance I	
23182 - Electronics Technician	39.39
Maintenance II	
23183 - Electronics Technician	41.05
Maintenance III	
23260 - Fabric Worker	23.98
23290 - Fire Alarm System Mechanic	27.41
23310 - Fire Extinguisher Repairer	22.75
23311 - Fuel Distribution System Mechanic	29.30
23312 - Fuel Distribution System Operator	24.45
23370 - General Maintenance Worker	18.94
23380 - Ground Support Equipment Mechanic	30.96
23381 - Ground Support Equipment Servicer	27.09
23382 - Ground Support Equipment Worker	28.46
23391 - Gunsmith I	22.75
23392 - Gunsmith II	25.19
23393 - Gunsmith III	27.41
23410 - Heating Ventilation And Air- Conditioning Mechanic	24.68
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.70
23430 - Heavy Equipment Mechanic	24.64
23440 - Heavy Equipment Operator	24.15
23460 - Instrument Mechanic	27.41
23465 - Laboratory/Shelter Mechanic	26.30
23470 - Laborer	12.87
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 Facility Attendant	14.18
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	
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	17.58
30022 - Archeological Technician II	19.67
30023 - Archeological Technician III	24.36
30030 - Cartographic Technician	24.36
30040 - Civil Engineering Technician	26.72
30051 - Cryogenic Technician I	26.99
30052 - Cryogenic Technician II	29.81
30061 - Drafter/CAD Operator I	17.58
30062 - Drafter/CAD Operator II	19.67
30063 - Drafter/CAD Operator III	21.93
30064 - Drafter/CAD Operator IV	26.99
30081 - Engineering Technician I	17.07
30082 - Engineering Technician II	19.16
30083 - Engineering Technician III	21.43
30084 - Engineering Technician IV	26.56
30085 - Engineering Technician V	32.49
30086 - Engineering Technician VI	39.30

30090 - Environmental Technician	24.36
30095 - Evidence Control Specialist	24.36
30210 - Laboratory Technician	21.93
30221 - Latent Fingerprint Technician I	26.99
30222 - Latent Fingerprint Technician II	29.81
30240 - Mathematical Technician	24.36
30361 - Paralegal/Legal Assistant I	19.79
30362 - Paralegal/Legal Assistant II	24.51
30363 - Paralegal/Legal Assistant III	29.99
30364 - Paralegal/Legal Assistant IV	36.27
30375 - Petroleum Supply Specialist	29.81
30390 - Photo-Optics Technician	23.50
30395 - Radiation Control Technician	29.81
30461 - Technical Writer I	24.36
30462 - Technical Writer II	29.81
30463 - Technical Writer III	36.06
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	26.99
30502 - Weather Forecaster II	32.83
30620 - Weather Observer Combined (see 2)	21.93
30621 - Weather Observer Senior (see 2)	24.36
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	11.21
31030 - Bus Driver	14.31
31043 - Driver Courier	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	
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**

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

When preparing a conformance request the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4873

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4873
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 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 Representative I		12.90
01042 - Customer Service Representative II		14.08

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 (Employment) I	16.72
01262 - Personnel Assistant (Employment) II	18.70
01263 - Personnel Assistant (Employment) III	20.86
01270 - Production Control Clerk	25.48
01290 - Rental Clerk	13.70
01300 - Scheduler Maintenance	15.42
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 Operator/Receptionist	13.60
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	20.01
Fiberglass	
05010 - Automotive Electrician	16.95
05040 - Automotive Glass Installer	16.34
05070 - Automotive Worker	16.34
05110 - Mobile Equipment Servicer	15.08
05130 - Motor Equipment Metal	17.55
Mechanic	
05160 - Motor Equipment Metal Worker	16.34
05190 - Motor Vehicle Mechanic	20.81
05220 - Motor Vehicle Mechanic Helper	14.38

05250 - Motor Vehicle Upholstery Worker	15.76
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 Specialist	17.55
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 Therapist Assistant	27.35
12015 - Certified Physical Therapist Assistant	25.17
12020 - Dental Assistant	18.38
12025 - Dental Hygienist	33.65
12030 - EKG Technician	27.55
12035 - Electroneurodiagnostic Technologist	27.55

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 Technician	26.30
Technician	
12160 - Medical Record Clerk	16.58
12190 - Medical Record Technician	18.54
12195 - Medical Transcriptionist	17.97
12210 - Nuclear Medicine Technologist	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 Testing)	24.68
Testing)	
12320 - Substance Abuse Treatment Counselor	26.52
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	19.64
13012 - Exhibits Specialist II	22.75
13013 - Exhibits Specialist III	27.67
13041 - Illustrator I	19.64
13042 - Illustrator II	22.75
13043 - Illustrator III	27.67
13047 - Librarian	25.04
13050 - Library Aide/Clerk	12.12
13054 - Library Information Technology Systems Administrator	22.62
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	
14170 - System Support Specialist	21.80
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	24.50
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	29.66
Instructor (Rated)	
15030 - Air Crew Training Devices	35.53
Instructor (Pilot)	
15050 - Computer Based Training	24.50
Specialist / Instructor	
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	
15086 - Maintenance Test Pilot	35.53
Rotary Wing	
15088 - Non-Maintenance Test/Co-	35.53
Pilot	
15090 - Technical Instructor	22.17
15095 - Technical Instructor/Course	26.37
Developer	
15110 - Test Proctor	17.39

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

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.14
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.04
23110 - Appliance Mechanic	22.95
23120 - Bicycle Repairer	20.51
23125 - Cable Splicer	41.75
23130 - Carpenter Maintenance	22.99
23140 - Carpet Layer	22.58
23160 - Electrician Maintenance	29.53
23181 - Electronics Technician Maintenance I	25.61
23182 - Electronics Technician Maintenance II	26.74
23183 - Electronics Technician Maintenance III	27.87
23260 - Fabric Worker	21.59
23290 - Fire Alarm System Mechanic	24.58
23310 - Fire Extinguisher Repairer	20.51
23311 - Fuel Distribution System Mechanic	36.63
23312 - Fuel Distribution System Operator	30.47
23370 - General Maintenance Worker	17.93
23380 - Ground Support Equipment Mechanic	23.04
23381 - Ground Support Equipment Servicer	20.42
23382 - Ground Support Equipment Worker	21.14
23391 - Gunsmith I	20.51
23392 - Gunsmith II	22.58
23393 - Gunsmith III	24.58
23410 - Heating Ventilation And Air- Conditioning Mechanic	21.90
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.66
23430 - Heavy Equipment Mechanic	22.78
23440 - Heavy Equipment Operator	23.29
23460 - Instrument Mechanic	24.58
23465 - Laboratory/Shelter Mechanic	23.46
23470 - Laborer	15.09
23510 - Locksmith	23.46
23530 - Machinery Maintenance Mechanic	23.04
23550 - 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
25070 - Stationary Engineer	24.76
25190 - Ventilation Equipment Tender	19.27
25210 - Water Treatment Plant	23.78
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.53
27007 - Baggage Inspector	14.20
27008 - Corrections Officer	20.44
27010 - Court Security Officer	21.43
27030 - Detection Dog Handler	16.73
27040 - Detention Officer	20.44
27070 - Firefighter	21.31

27101 - Guard I	14.20
27102 - Guard II	16.73
27131 - Police Officer I	23.87
27132 - Police Officer II	26.52
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.47
28042 - Carnival Equipment Repairer	15.07
28043 - Carnival Worker	12.30
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	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	18.88
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	22.91
29020 - Hatch Tender	22.91
29030 - Line Handler	22.91
29041 - Stevedore I	21.88
29042 - Stevedore II	23.94
30000 - Technical Occupations	
30010 - Air Traffic Control	(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	23.83
30030 - Cartographic Technician	24.24
30040 - Civil Engineering Technician	26.72
30051 - Cryogenic Technician I	26.85
30052 - Cryogenic Technician II	29.65
30061 - Drafter/CAD Operator I	17.49
30062 - Drafter/CAD Operator II	19.57
30063 - Drafter/CAD Operator III	21.82
30064 - Drafter/CAD Operator IV	26.85
30081 - Engineering Technician I	16.17
30082 - Engineering Technician II	18.13
30083 - Engineering Technician III	20.28
30084 - Engineering Technician IV	25.14
30085 - Engineering Technician V	30.72
30086 - Engineering Technician VI	35.87
30090 - Environmental Technician	24.24
30095 - Evidence Control Specialist	24.24
30210 - Laboratory Technician	21.97

30221 - Latent Fingerprint Technician I	26.85
30222 - Latent Fingerprint Technician II	29.65
30240 - Mathematical Technician	24.24
30361 - Paralegal/Legal Assistant I	19.67
30362 - Paralegal/Legal Assistant II	24.37
30363 - Paralegal/Legal Assistant III	29.80
30364 - Paralegal/Legal Assistant IV	36.06
30375 - Petroleum Supply Specialist	29.65
30390 - Photo-Optics Technician	23.91
30395 - Radiation Control Technician	29.65
30461 - Technical Writer I	24.24
30462 - Technical Writer II	29.65
30463 - Technical Writer III	35.87
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	26.85
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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years.

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4875

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4875
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 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 Representative I		12.90
01042 - Customer Service Representative II		14.08

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 (Employment) I	16.72
01262 - Personnel Assistant (Employment) II	18.70
01263 - Personnel Assistant (Employment) III	20.86
01270 - Production Control Clerk	25.48
01290 - Rental Clerk	14.54
01300 - Scheduler Maintenance	15.42
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 Operator/Receptionist	13.60
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	20.14
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	17.65

05250 - Motor Vehicle Upholstery Worker	18.89
05280 - Motor Vehicle Wrecker	19.51
05310 - Painter Automotive	20.14
05340 - Radiator Repair Specialist	19.51
05370 - Tire Repairer	16.81
05400 - Transmission Repair Specialist	21.02
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 Therapist Assistant	27.35
12015 - Certified Physical Therapist Assistant	25.17
12020 - Dental Assistant	18.38
12025 - Dental Hygienist	33.65
12030 - EKG Technician	27.55
12035 - Electroneurodiagnostic Technologist	27.55

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 Technician	26.30
Technician	
12160 - Medical Record Clerk	16.58
12190 - Medical Record Technician	18.54
12195 - Medical Transcriptionist	17.97
12210 - Nuclear Medicine Technologist	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 Testing)	24.68
Testing)	
12320 - Substance Abuse Treatment Counselor	26.52
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	20.10
13012 - Exhibits Specialist II	25.28
13013 - Exhibits Specialist III	30.92
13041 - Illustrator I	18.61
13042 - Illustrator II	23.45
13043 - Illustrator III	30.92
13047 - Librarian	25.96
13050 - Library Aide/Clerk	12.12
13054 - Library Information Technology Systems Administrator	25.57
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	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

15120 - Tutor	17.92
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.37
16030 - Counter Attendant	11.37
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.11
19040 - Tool And Die Maker	25.86
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.74
21030 - Material Coordinator	25.48
21040 - Material Expediter	25.48
21050 - Material Handling Laborer	15.24
21071 - Order Filler	15.90
21080 - Production Line Worker (Food Processing)	20.74
21110 - Shipping Packer	19.25
21130 - Shipping/Receiving Clerk	19.25
21140 - Store Worker I	17.59
21150 - Stock Clerk	21.87
21210 - Tools And Parts Attendant	20.74
21410 - Warehouse Specialist	20.74
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.97
23019 - Aircraft Logs and Records Technician	20.92
23021 - Aircraft Mechanic I	23.04
23022 - Aircraft Mechanic II	23.97
23023 - Aircraft Mechanic III	24.93
23040 - Aircraft Mechanic Helper	19.55
23050 - Aircraft Painter	25.66
23060 - Aircraft Servicer	20.92
23070 - Aircraft Survival Flight Equipment Technician	25.66
23080 - Aircraft Worker	21.61

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.61
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.04
23110 - Appliance Mechanic	22.95
23120 - Bicycle Repairer	20.51
23125 - Cable Splicer	41.93
23130 - Carpenter Maintenance	23.21
23140 - Carpet Layer	22.58
23160 - Electrician Maintenance	29.53
23181 - Electronics Technician Maintenance I	25.61
23182 - Electronics Technician Maintenance II	26.74
23183 - Electronics Technician Maintenance III	27.87
23260 - Fabric Worker	21.59
23290 - Fire Alarm System Mechanic	24.58
23310 - Fire Extinguisher Repairer	20.51
23311 - Fuel Distribution System Mechanic	36.63
23312 - Fuel Distribution System Operator	30.47
23370 - General Maintenance Worker	18.58
23380 - Ground Support Equipment Mechanic	23.04
23381 - Ground Support Equipment Servicer	20.92
23382 - Ground Support Equipment Worker	21.61
23391 - Gunsmith I	20.51
23392 - Gunsmith II	22.58
23393 - Gunsmith III	24.58
23410 - Heating Ventilation And Air- Conditioning Mechanic	21.90
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.66
23430 - Heavy Equipment Mechanic	22.78
23440 - Heavy Equipment Operator	23.29
23460 - Instrument Mechanic	24.58
23465 - Laboratory/Shelter Mechanic	23.46
23470 - Laborer	15.09
23510 - Locksmith	23.46
23530 - Machinery Maintenance Mechanic	25.13
23550 - Machinist Maintenance	23.04

23580 - Maintenance Trades Helper	17.38
23591 - Metrology Technician I	24.58
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
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	14.07
24570 - Child Care Attendant	11.36
24580 - Child Care Center Clerk	14.16
24610 - Chore Aide	11.50
24620 - Family Readiness And Support	14.07
Services	
Coordinator	
24630 - Homemaker	14.73
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	24.76
25040 - Sewage Plant Operator	23.92
25070 - Stationary Engineer	24.76
25190 - Ventilation Equipment Tender	19.27
25210 - Water Treatment Plant	23.92
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.53
27007 - Baggage Inspector	14.20
27008 - Corrections Officer	20.44
27010 - Court Security Officer	21.43
27030 - Detection Dog Handler	17.04
27040 - Detention Officer	20.44
27070 - Firefighter	21.31

27101 - Guard I	14.20
27102 - Guard II	17.04
27131 - Police Officer I	23.87
27132 - Police Officer II	26.52
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.29
28042 - Carnival Equipment Repairer	15.96
28043 - Carnival Worker	12.44
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	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 Technician I	26.85
30222 - Latent Fingerprint Technician II	29.65
30240 - Mathematical Technician	24.24
30361 - Paralegal/Legal Assistant I	19.67
30362 - Paralegal/Legal Assistant II	24.37
30363 - Paralegal/Legal Assistant III	29.80
30364 - Paralegal/Legal Assistant IV	36.06
30375 - Petroleum Supply Specialist	29.65
30390 - Photo-Optics Technician	23.91
30395 - Radiation Control Technician	29.65
30461 - Technical Writer I	24.24
30462 - Technical Writer II	29.65
30463 - Technical Writer III	35.87
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	26.85
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	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

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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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)).

Standard Wage Determination No.: 2015-4877

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4877
Revision No.: 19
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

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

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 Representative I		13.86
01042 - Customer Service Representative II		15.57

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 (Employment) I	16.72
01262 - Personnel Assistant (Employment) II	18.70
01263 - Personnel Assistant (Employment) III	20.86
01270 - Production Control Clerk	23.56
01290 - Rental Clerk	13.70
01300 - Scheduler Maintenance	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
01420 - Survey Worker	15.66
01460 - Switchboard Operator/Receptionist	14.49
01531 - Travel Clerk I	14.64
01532 - Travel Clerk II	15.88
01533 - Travel Clerk III	17.11
01611 - Word Processor I	16.60
01612 - Word Processor II	18.63
01613 - Word Processor III	20.85
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	26.74
Fiberglass	
05010 - Automotive Electrician	21.40
05040 - Automotive Glass Installer	20.48
05070 - Automotive Worker	20.48
05110 - Mobile Equipment Servicer	18.57
05130 - Motor Equipment Metal	22.30
Mechanic	
05160 - Motor Equipment Metal Worker	20.48
05190 - Motor Vehicle Mechanic	22.30
05220 - Motor Vehicle Mechanic Helper	17.49

05250 - Motor Vehicle Upholstery Worker	19.50
05280 - Motor Vehicle Wrecker	20.48
05310 - Painter Automotive	21.40
05340 - Radiator Repair Specialist	20.48
05370 - Tire Repairer	14.63
05400 - Transmission Repair Specialist	22.30
07000 - Food Preparation And Service Occupations	
07010 - Baker	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 Therapist Assistant	28.66
12015 - Certified Physical Therapist Assistant	27.96
12020 - Dental Assistant	18.10
12025 - Dental Hygienist	32.56
12030 - EKG Technician	30.45
12035 - Electroneurodiagnostic Technologist	30.45

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 Technician	22.30
Technician	
12160 - Medical Record Clerk	17.01
12190 - Medical Record Technician	19.02
12195 - Medical Transcriptionist	18.68
12210 - Nuclear Medicine Technologist	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 Testing)	25.87
Testing)	
12320 - Substance Abuse Treatment Counselor	27.91
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	19.64
13012 - Exhibits Specialist II	22.75
13013 - Exhibits Specialist III	27.67
13041 - Illustrator I	19.64
13042 - Illustrator II	22.75
13043 - Illustrator III	27.67
13047 - Librarian	25.04
13050 - Library Aide/Clerk	13.22
13054 - Library Information Technology Systems Administrator	22.62
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

15120 - Tutor	19.13
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.37
16030 - Counter Attendant	11.37
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.11
19040 - Tool And Die Maker	25.86
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.74
21030 - Material Coordinator	23.56
21040 - Material Expediter	23.56
21050 - Material Handling Laborer	14.78
21071 - Order Filler	13.35
21080 - Production Line Worker (Food Processing)	20.74
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 Technician	22.32
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 Equipment Technician	24.48
23080 - Aircraft Worker	23.44

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.44
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.52
23110 - Appliance Mechanic	23.85
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 Maintenance I	25.21
23182 - Electronics Technician Maintenance II	26.33
23183 - Electronics Technician Maintenance III	27.44
23260 - Fabric Worker	22.32
23290 - Fire Alarm System Mechanic	25.52
23310 - Fire Extinguisher Repairer	21.17
23311 - Fuel Distribution System Mechanic	36.67
23312 - Fuel Distribution System Operator	30.43
23370 - General Maintenance Worker	17.93
23380 - Ground Support Equipment Mechanic	25.52
23381 - Ground Support Equipment Servicer	22.32
23382 - Ground Support Equipment Worker	23.44
23391 - Gunsmith I	21.17
23392 - Gunsmith II	23.44
23393 - Gunsmith III	25.52
23410 - Heating Ventilation And Air- Conditioning Mechanic	23.24
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.20
23430 - Heavy Equipment Mechanic	22.78
23440 - Heavy Equipment Operator	22.61
23460 - Instrument Mechanic	25.52
23465 - Laboratory/Shelter Mechanic	24.48
23470 - Laborer	15.09
23510 - Locksmith	24.48
23530 - Machinery Maintenance Mechanic	23.04
23550 - Machinist Maintenance	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 - Lifeguard	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	
Occupational Services	
29010 - Blocker And Bracer	23.44
29020 - Hatch Tender	23.44
29030 - Line Handler	23.44
29041 - Stevedore I	22.32
29042 - Stevedore II	24.48
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	17.80
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 Technician I	27.32
30222 - Latent Fingerprint Technician II	30.18
30240 - Mathematical Technician	24.67
30361 - Paralegal/Legal Assistant I	19.59
30362 - Paralegal/Legal Assistant II	24.27
30363 - Paralegal/Legal Assistant III	29.69
30364 - Paralegal/Legal Assistant IV	35.93
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) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	27.32
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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years.

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4879

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4879
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 Representative I		13.27
01042 - Customer Service Representative II		14.93

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 (Employment) I	17.30
01262 - Personnel Assistant (Employment) II	19.35
01263 - Personnel Assistant (Employment) III	21.57
01270 - Production Control Clerk	22.77
01290 - Rental Clerk	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
01410 - Supply Technician	26.95
01420 - Survey Worker	20.79
01460 - Switchboard Operator/Receptionist	13.67
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	25.09
Fiberglass	
05010 - Automotive Electrician	22.58
05040 - Automotive Glass Installer	21.84
05070 - Automotive Worker	21.84
05110 - Mobile Equipment Servicer	20.43
05130 - Motor Equipment Metal	23.31
Mechanic	
05160 - Motor Equipment Metal Worker	21.84
05190 - Motor Vehicle Mechanic	23.31
05220 - Motor Vehicle Mechanic Helper	19.71

05250 - Motor Vehicle Upholstery Worker	21.12
05280 - Motor Vehicle Wrecker	21.84
05310 - Painter Automotive	22.58
05340 - Radiator Repair Specialist	21.84
05370 - Tire Repairer	18.93
05400 - Transmission Repair Specialist	23.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.07
07041 - Cook I	13.99
07042 - Cook II	15.07
07070 - Dishwasher	11.35
07130 - Food Service Worker	11.40
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 Therapist Assistant	28.63
12015 - Certified Physical Therapist Assistant	24.77
12020 - Dental Assistant	19.16
12025 - Dental Hygienist	38.71
12030 - EKG Technician	26.77
12035 - Electroneurodiagnostic Technologist	26.77

12040 - Emergency Medical Technician	19.69
12071 - Licensed Practical Nurse I	18.66
12072 - Licensed Practical Nurse II	20.87
12073 - Licensed Practical Nurse III	23.26
12100 - Medical Assistant	16.43
12130 - Medical Laboratory Technician	26.47
Technician	
12160 - Medical Record Clerk	16.88
12190 - Medical Record Technician	20.17
12195 - Medical Transcriptionist	18.11
12210 - Nuclear Medicine	34.17
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	19.36
12236 - Optical Technician	18.69
12250 - Pharmacy Technician	17.43
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	
12314 - Registered Nurse III	44.14
12315 - Registered Nurse III	44.14
Anesthetist	
12316 - Registered Nurse IV	52.92
12317 - Scheduler (Drug and Alcohol Testing)	25.85
Testing)	
12320 - Substance Abuse Treatment	26.57
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	21.64
13042 - Illustrator II	28.26
13043 - Illustrator III	33.45
13047 - Librarian	30.28
13050 - Library Aide/Clerk	13.49
13054 - Library Information	25.71
Technology Systems	
Administrator	
13058 - Library Technician	18.56
13061 - Media Specialist I	18.54
13062 - Media Specialist II	20.75
13063 - Media Specialist III	23.13

13071 - Photographer I	19.42
13072 - Photographer II	22.61
13073 - Photographer III	29.56
13074 - Photographer IV	34.28
13075 - Photographer V	39.82
13090 - Technical Order Library	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	
15010 - Aircrew Training Devices	32.52
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	39.35
Instructor (Rated)	
15030 - Air Crew Training Devices	45.62
Instructor (Pilot)	
15050 - Computer Based Training	32.52
Specialist / Instructor	
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	
15086 - Maintenance Test Pilot	45.13
Rotary Wing	
15088 - Non-Maintenance Test/Co-	45.13
Pilot	
15090 - Technical Instructor	24.59
15095 - Technical Instructor/Course	32.69
Developer	
15110 - Test Proctor	21.80

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

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

23580 - Maintenance Trades Helper	19.73
23591 - Metrology Technician I	28.93
23592 - Metrology Technician II	29.73
23593 - Metrology Technician III	30.69
23640 - Millwright	34.10
23710 - Office Appliance Repairer	24.76
23760 - Painter Maintenance	26.60
23790 - Pipefitter Maintenance	29.87
23810 - Plumber Maintenance	29.24
23820 - Pneudraulic Systems Mechanic	25.75
23850 - Rigger	25.94
23870 - Scale Mechanic	24.10
23890 - Sheet-Metal Worker	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	
24550 - Case Manager	17.41
24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk	18.10
24610 - Chore Aide	12.21
24620 - Family Readiness And Support	17.41
Services	
Coordinator	
24630 - Homemaker	19.20
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	30.80
25040 - Sewage Plant Operator	25.78
25070 - Stationary Engineer	30.80
25190 - Ventilation Equipment Tender	24.27
25210 - Water Treatment Plant	25.67
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.29
27007 - Baggage Inspector	13.40
27008 - Corrections Officer	27.71
27010 - Court Security Officer	23.72
27030 - Detection Dog Handler	18.96
27040 - Detention Officer	27.71
27070 - Firefighter	21.27

27101 - Guard I	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	
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	28.90
30051 - Cryogenic Technician I	26.67
30052 - Cryogenic Technician II	29.47
30061 - Drafter/CAD Operator I	20.08
30062 - Drafter/CAD Operator II	22.47
30063 - Drafter/CAD Operator III	25.05
30064 - Drafter/CAD Operator IV	30.82
30081 - Engineering Technician I	18.36
30082 - Engineering Technician II	21.64
30083 - Engineering Technician III	24.21
30084 - Engineering Technician IV	30.00
30085 - Engineering Technician V	36.70
30086 - Engineering Technician VI	44.38
30090 - Environmental Technician	26.03
30095 - Evidence Control Specialist	24.09
30210 - Laboratory Technician	20.83

30221 - Latent Fingerprint Technician I	26.67
30222 - Latent Fingerprint Technician II	29.47
30240 - Mathematical Technician	29.47
30361 - Paralegal/Legal Assistant I	22.22
30362 - Paralegal/Legal Assistant II	27.53
30363 - Paralegal/Legal Assistant III	33.67
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) Technician I	28.11
30492 - Unexploded Ordnance (UXO) Technician II	34.01
30493 - Unexploded Ordnance (UXO) Technician III	40.77
30494 - Unexploded (UXO) Safety Escort	28.11
30495 - Unexploded (UXO) Sweep Personnel	28.11
30501 - Weather Forecaster I	29.34
30502 - Weather Forecaster II	35.70
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	14.42
31030 - Bus Driver	18.45
31043 - Driver Courier	17.03
31260 - Parking and Lot Attendant	13.35
31290 - Shuttle Bus Driver	18.55
31310 - Taxi Driver	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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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)).

Standard Wage Determination No.: 2015-4881

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4881
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 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 Representative I		13.27
01042 - Customer Service Representative II		14.93

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 (Employment) I	16.76
01262 - Personnel Assistant (Employment) II	18.74
01263 - Personnel Assistant (Employment) III	20.89
01270 - Production Control Clerk	22.77
01290 - Rental Clerk	15.99
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 Operator/Receptionist	13.64
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	22.12
Fiberglass	
05010 - Automotive Electrician	20.14
05040 - Automotive Glass Installer	19.51
05070 - Automotive Worker	19.51
05110 - Mobile Equipment Servicer	18.27
05130 - Motor Equipment Metal	20.76
Mechanic	
05160 - Motor Equipment Metal Worker	19.51
05190 - Motor Vehicle Mechanic	20.76
05220 - Motor Vehicle Mechanic Helper	17.65

05250 - Motor Vehicle Upholstery Worker	18.89
05280 - Motor Vehicle Wrecker	19.51
05310 - Painter Automotive	20.14
05340 - Radiator Repair Specialist	19.51
05370 - Tire Repairer	18.49
05400 - Transmission Repair Specialist	20.76
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 Therapist Assistant	28.63
12015 - Certified Physical Therapist Assistant	24.77
12020 - Dental Assistant	19.16
12025 - Dental Hygienist	32.04
12030 - EKG Technician	26.22
12035 - Electroneurodiagnostic Technologist	26.22

12040 - Emergency Medical Technician	19.40
12071 - Licensed Practical Nurse I	18.66
12072 - Licensed Practical Nurse II	20.87
12073 - Licensed Practical Nurse III	23.26
12100 - Medical Assistant	16.43
12130 - Medical Laboratory Technician	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 Testing)	25.85
Testing)	
12320 - Substance Abuse Treatment	26.57
Counselor	
13000 - Information And Arts Occupations	
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	15.68
Operator	
14160 - Personal Computer Support	21.72
Technician	
14170 - System Support Specialist	24.99
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.78
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	37.24
Instructor (Rated)	
15030 - Air Crew Training Devices	44.63
Instructor (Pilot)	
15050 - Computer Based Training	30.78
Specialist / Instructor	
15060 - Educational Technologist	38.16
15070 - Flight Instructor (Pilot)	44.63
15080 - Graphic Artist	22.51
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	20.16
15095 - Technical Instructor/Course	24.64
Developer	
15110 - Test Proctor	16.29

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

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.61
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.04
23110 - Appliance Mechanic	21.10
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 Maintenance I	28.54
23182 - Electronics Technician Maintenance II	29.67
23183 - Electronics Technician Maintenance III	31.11
23260 - Fabric Worker	20.76
23290 - Fire Alarm System Mechanic	23.67
23310 - Fire Extinguisher Repairer	19.81
23311 - Fuel Distribution System Mechanic	34.45
23312 - Fuel Distribution System Operator	28.84
23370 - General Maintenance Worker	18.58
23380 - Ground Support Equipment Mechanic	23.04
23381 - Ground Support Equipment Servicer	20.92
23382 - Ground Support Equipment Worker	21.61
23391 - Gunsmith I	19.81
23392 - Gunsmith II	21.72
23393 - Gunsmith III	23.67
23410 - Heating Ventilation And Air- Conditioning Mechanic	21.50
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.31
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 Mechanic	25.13
23550 - Machinist Maintenance	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	
23910 - Small Engine Mechanic	21.57
23931 - Telecommunications Mechanic	23.59
I	
23932 - Telecommunications Mechanic	24.42
II	
23950 - Telephone Lineman	23.04
23960 - Welder Combination	22.10
Maintenance	
23965 - Well Driller	23.04
23970 - Woodcraft Worker	23.67
23980 - Woodworker	19.81
24000 - Personal Needs Occupations	
24550 - Case Manager	14.07
24570 - Child Care Attendant	11.39
24580 - Child Care Center Clerk	14.20
24610 - Chore Aide	12.21
24620 - Family Readiness And Support	14.07
Services	
Coordinator	
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	21.57
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	21.01
27030 - Detection Dog Handler	17.04
27040 - Detention Officer	27.71
27070 - Firefighter	18.68

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 - Lifeguard	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	
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) 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
30210 - Laboratory Technician	21.97

30221 - Latent Fingerprint Technician I	26.67
30222 - Latent Fingerprint Technician II	29.47
30240 - Mathematical Technician	28.93
30361 - Paralegal/Legal Assistant I	22.22
30362 - Paralegal/Legal Assistant II	27.53
30363 - Paralegal/Legal Assistant III	33.67
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) Technician I	28.11
30492 - Unexploded Ordnance (UXO) Technician II	34.01
30493 - Unexploded Ordnance (UXO) Technician III	40.77
30494 - Unexploded (UXO) Safety Escort	28.11
30495 - Unexploded (UXO) Sweep Personnel	28.11
30501 - Weather Forecaster I	29.34
30502 - Weather Forecaster II	35.70
30620 - Weather Observer Combined (see 2)	23.66
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	25.76
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.01
31020 - Bus Aide	13.65
31030 - Bus Driver	16.95
31043 - Driver Courier	14.35
31260 - Parking and Lot Attendant	13.35
31290 - Shuttle Bus Driver	16.75
31310 - Taxi Driver	16.89
31361 - Truckdriver Light	15.23
31362 - Truckdriver Medium	15.96
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	31.98

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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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)).

Standard Wage Determination No.: 2015-4883

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4883
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 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 Representative I		13.27
01042 - Customer Service Representative II		14.93

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 (Employment) I	16.76
01262 - Personnel Assistant (Employment) II	18.74
01263 - Personnel Assistant (Employment) III	20.89
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 Operator/Receptionist	13.64
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	22.06
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 Helper	17.04

05250 - Motor Vehicle Upholstery Worker	19.05
05280 - Motor Vehicle Wrecker	20.05
05310 - Painter Automotive	21.05
05340 - Radiator Repair Specialist	20.05
05370 - Tire Repairer	17.62
05400 - Transmission Repair Specialist	22.06
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.67
07041 - Cook I	16.28
07042 - Cook II	17.67
07070 - Dishwasher	13.43
07130 - Food Service Worker	13.43
07210 - Meat Cutter	17.67
07260 - Waiter/Waitress	14.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.63
09040 - Furniture Handler	17.47
09080 - Furniture Refinisher	22.69
09090 - Furniture Refinisher Helper	19.67
09110 - Furniture Repairer Minor	21.93
09130 - Upholsterer	20.63
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.95
11060 - Elevator Operator	13.86
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 Therapist Assistant	28.63
12015 - Certified Physical Therapist Assistant	24.77
12020 - Dental Assistant	19.16
12025 - Dental Hygienist	32.04
12030 - EKG Technician	26.22
12035 - Electroneurodiagnostic Technologist	26.22

12040 - Emergency Medical Technician	19.26
12071 - Licensed Practical Nurse I	18.66
12072 - Licensed Practical Nurse II	20.87
12073 - Licensed Practical Nurse III	23.26
12100 - Medical Assistant	16.43
12130 - Medical Laboratory Technician	26.47
Technician	
12160 - Medical Record Clerk	16.88
12190 - Medical Record Technician	19.57
12195 - Medical Transcriptionist	17.71
12210 - Nuclear Medicine Technologist	34.17
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	16.81
12236 - Optical Technician	18.66
12250 - Pharmacy Technician	16.28
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 Testing)	25.85
Testing)	
12320 - Substance Abuse Treatment Counselor	26.57
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	17.85
13012 - Exhibits Specialist II	22.12
13013 - Exhibits Specialist III	27.06
13041 - Illustrator I	17.85
13042 - Illustrator II	22.12
13043 - Illustrator III	27.06
13047 - Librarian	24.50
13050 - Library Aide/Clerk	13.54
13054 - Library Information Technology Systems Administrator	22.12
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	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)	
15020 - Aircrew Training Devices	37.66
Instructor (Rated)	
15030 - Air Crew Training Devices	45.13
Instructor (Pilot)	
15050 - Computer Based Training	31.13
Specialist / Instructor	
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	
15088 - Non-Maintenance Test/Co-	45.13
Pilot	
15090 - Technical Instructor	24.30
15095 - Technical Instructor/Course	29.73
Developer	
15110 - Test Proctor	19.97

15120 - Tutor	19.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.37
16030 - Counter Attendant	11.37
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.43
19040 - Tool And Die Maker	25.52
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.32
21030 - Material Coordinator	22.77
21040 - Material Expediter	22.77
21050 - Material Handling Laborer	15.81
21071 - Order Filler	16.79
21080 - Production Line Worker (Food Processing)	20.02
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 Technician	19.88
23021 - Aircraft Mechanic I	22.38
23022 - Aircraft Mechanic II	23.40
23023 - Aircraft Mechanic III	24.43
23040 - Aircraft Mechanic Helper	18.22
23050 - Aircraft Painter	21.77
23060 - Aircraft Servicer	19.88
23070 - Aircraft Survival Flight Equipment Technician	21.77
23080 - Aircraft Worker	20.70

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.70
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22.38
23110 - Appliance Mechanic	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 Maintenance I	28.54
23182 - Electronics Technician Maintenance II	29.67
23183 - Electronics Technician Maintenance III	31.11
23260 - Fabric Worker	20.76
23290 - Fire Alarm System Mechanic	23.67
23310 - Fire Extinguisher Repairer	19.81
23311 - Fuel Distribution System Mechanic	34.45
23312 - Fuel Distribution System Operator	28.84
23370 - General Maintenance Worker	19.06
23380 - Ground Support Equipment Mechanic	22.38
23381 - Ground Support Equipment Servicer	19.88
23382 - Ground Support Equipment Worker	20.70
23391 - Gunsmith I	19.81
23392 - Gunsmith II	21.72
23393 - Gunsmith III	23.67
23410 - Heating Ventilation And Air- Conditioning Mechanic	25.58
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.74
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 Mechanic	23.21
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	
23910 - Small Engine Mechanic	21.57
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	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	14.45
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	27.41
25040 - Sewage Plant Operator	24.79
25070 - Stationary Engineer	27.41
25190 - Ventilation Equipment Tender	21.75
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	21.01
27030 - Detection Dog Handler	16.64
27040 - Detention Officer	27.71
27070 - Firefighter	17.65

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	
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	18.21
30022 - Archeological Technician II	20.36
30023 - Archeological Technician III	25.23
30030 - Cartographic Technician	25.23
30040 - Civil Engineering Technician	28.90
30051 - Cryogenic Technician I	26.67
30052 - Cryogenic Technician II	29.47
30061 - Drafter/CAD Operator I	18.21
30062 - Drafter/CAD Operator II	20.36
30063 - Drafter/CAD Operator III	22.72
30064 - Drafter/CAD Operator IV	27.94
30081 - Engineering Technician I	16.53
30082 - Engineering Technician II	18.57
30083 - Engineering Technician III	21.34
30084 - Engineering Technician IV	25.73
30085 - Engineering Technician V	31.24
30086 - Engineering Technician VI	37.80
30090 - Environmental Technician	25.81
30095 - Evidence Control Specialist	24.09
30210 - Laboratory Technician	20.31

30221 - Latent Fingerprint Technician I	26.67
30222 - Latent Fingerprint Technician II	29.47
30240 - Mathematical Technician	27.75
30361 - Paralegal/Legal Assistant I	22.22
30362 - Paralegal/Legal Assistant II	27.53
30363 - Paralegal/Legal Assistant III	33.67
30364 - Paralegal/Legal Assistant IV	40.75
30375 - Petroleum Supply Specialist	29.47
30390 - Photo-Optics Technician	25.23
30395 - Radiation Control Technician	29.47
30461 - Technical Writer I	25.23
30462 - Technical Writer II	30.88
30463 - Technical Writer III	35.65
30491 - Unexploded Ordnance (UXO) Technician I	28.11
30492 - Unexploded Ordnance (UXO) Technician II	34.01
30493 - Unexploded Ordnance (UXO) Technician III	40.77
30494 - Unexploded (UXO) Safety Escort	28.11
30495 - Unexploded (UXO) Sweep Personnel	28.11
30501 - Weather Forecaster I	29.34
30502 - Weather Forecaster II	35.70
30620 - Weather Observer Combined (see 2)	22.72
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	26.49
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.01
31020 - Bus Aide	13.18
31030 - Bus Driver	16.71
31043 - Driver Courier	15.94
31260 - Parking and Lot Attendant	13.35
31290 - Shuttle Bus Driver	17.34
31310 - Taxi Driver	17.34
31361 - Truckdriver Light	16.87
31362 - Truckdriver Medium	17.81
31363 - Truckdriver Heavy	21.92
31364 - Truckdriver Tractor-Trailer	21.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.58
99030 - Cashier	11.41
99050 - Desk Clerk	11.59
99095 - Embalmer	31.89

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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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)).

Standard Wage Determination No.: 2015-4885

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4885
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 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 Representative I		13.27
01042 - Customer Service Representative II		14.93

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 (Employment) I	16.76
01262 - Personnel Assistant (Employment) II	18.74
01263 - Personnel Assistant (Employment) III	20.89
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 Operator/Receptionist	13.64
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
Fiberglass	
05010 - Automotive Electrician	20.63
05040 - Automotive Glass Installer	19.84
05070 - Automotive Worker	19.84
05110 - Mobile Equipment Servicer	18.24
05130 - Motor Equipment Metal	21.75
Mechanic	
05160 - Motor Equipment Metal Worker	19.84
05190 - Motor Vehicle Mechanic	22.59
05220 - Motor Vehicle Mechanic Helper	17.48

05250 - Motor Vehicle Upholstery Worker	19.06
05280 - Motor Vehicle Wrecker	19.84
05310 - Painter Automotive	20.63
05340 - Radiator Repair Specialist	19.84
05370 - Tire Repairer	17.62
05400 - Transmission Repair Specialist	21.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.72
07041 - Cook I	15.04
07042 - Cook II	16.72
07070 - Dishwasher	12.21
07130 - Food Service Worker	12.21
07210 - Meat Cutter	16.72
07260 - Waiter/Waitress	12.84
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.43
09040 - Furniture Handler	17.13
09080 - Furniture Refinisher	21.37
09090 - Furniture Refinisher Helper	19.23
09110 - Furniture Repairer Minor	21.27
09130 - Upholsterer	19.43
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.62
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 Therapist Assistant	28.63
12015 - Certified Physical Therapist Assistant	24.77
12020 - Dental Assistant	19.16
12025 - Dental Hygienist	32.04
12030 - EKG Technician	26.59
12035 - Electroneurodiagnostic Technologist	26.59

12040 - Emergency Medical Technician	18.52
12071 - Licensed Practical Nurse I	18.66
12072 - Licensed Practical Nurse II	20.87
12073 - Licensed Practical Nurse III	23.26
12100 - Medical Assistant	16.43
12130 - Medical Laboratory Technician	26.47
Technician	
12160 - Medical Record Clerk	16.88
12190 - Medical Record Technician	19.40
12195 - Medical Transcriptionist	17.71
12210 - Nuclear Medicine Technologist	34.17
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	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 Testing)	25.85
Testing)	
12320 - Substance Abuse Treatment Counselor	26.57
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	19.50
13012 - Exhibits Specialist II	24.16
13013 - Exhibits Specialist III	29.56
13041 - Illustrator I	19.50
13042 - Illustrator II	24.16
13043 - Illustrator III	29.56
13047 - Librarian	26.75
13050 - Library Aide/Clerk	12.57
13054 - Library Information Technology Systems Administrator	24.16
Technology Systems Administrator	
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	
15110 - Test Proctor	16.48

15120 - Tutor	16.48
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.37
16030 - Counter Attendant	11.37
16040 - Dry Cleaner	14.94
16070 - Finisher Flatwork Machine	11.37
16090 - Presser Hand	11.37
16110 - Presser Machine Drycleaning	11.37
16130 - Presser Machine Shirts	11.37
16160 - Presser Machine Wearing	11.37
Apparel Laundry	
16190 - Sewing Machine Operator	16.20
16220 - Tailor	17.42
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.72
19040 - Tool And Die Maker	25.50
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.21
21030 - Material Coordinator	22.77
21040 - Material Expediter	22.77
21050 - Material Handling Laborer	15.81
21071 - Order Filler	15.26
21080 - Production Line Worker (Food Processing)	20.21
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 Technician	20.34
23021 - Aircraft Mechanic I	23.56
23022 - Aircraft Mechanic II	24.62
23023 - Aircraft Mechanic III	25.70
23040 - Aircraft Mechanic Helper	18.93
23050 - Aircraft Painter	26.83
23060 - Aircraft Servicer	20.34
23070 - Aircraft Survival Flight Equipment Technician	26.83
23080 - Aircraft Worker	21.41

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.41
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.56
23110 - Appliance Mechanic	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 Maintenance I	28.54
23182 - Electronics Technician Maintenance II	29.67
23183 - Electronics Technician Maintenance III	31.11
23260 - Fabric Worker	20.76
23290 - Fire Alarm System Mechanic	23.67
23310 - Fire Extinguisher Repairer	19.81
23311 - Fuel Distribution System Mechanic	34.45
23312 - Fuel Distribution System Operator	28.84
23370 - General Maintenance Worker	18.51
23380 - Ground Support Equipment Mechanic	23.56
23381 - Ground Support Equipment Servicer	20.34
23382 - Ground Support Equipment Worker	21.41
23391 - Gunsmith I	19.81
23392 - Gunsmith II	21.72
23393 - Gunsmith III	23.67
23410 - Heating Ventilation And Air- Conditioning Mechanic	23.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.62
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 Mechanic	24.08
23550 - Machinist Maintenance	20.88

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	
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	19.12
30022 - Archeological Technician II	21.39
30023 - Archeological Technician III	26.50
30030 - Cartographic Technician	26.50
30040 - Civil Engineering Technician	28.90
30051 - Cryogenic Technician I	26.67
30052 - Cryogenic Technician II	29.47
30061 - Drafter/CAD Operator I	19.12
30062 - Drafter/CAD Operator II	21.39
30063 - Drafter/CAD Operator III	23.85
30064 - Drafter/CAD Operator IV	29.34
30081 - Engineering Technician I	17.03
30082 - Engineering Technician II	19.12
30083 - Engineering Technician III	21.39
30084 - Engineering Technician IV	26.50
30085 - Engineering Technician V	32.41
30086 - Engineering Technician VI	39.22
30090 - Environmental Technician	25.81
30095 - Evidence Control Specialist	24.09
30210 - Laboratory Technician	21.29

30221 - Latent Fingerprint Technician I	26.67
30222 - Latent Fingerprint Technician II	29.47
30240 - Mathematical Technician	29.15
30361 - Paralegal/Legal Assistant I	22.22
30362 - Paralegal/Legal Assistant II	27.53
30363 - Paralegal/Legal Assistant III	33.67
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) Technician I	28.11
30492 - Unexploded Ordnance (UXO) Technician II	34.01
30493 - Unexploded Ordnance (UXO) Technician III	40.77
30494 - Unexploded (UXO) Safety Escort	28.11
30495 - Unexploded (UXO) Sweep Personnel	28.11
30501 - Weather Forecaster I	29.34
30502 - Weather Forecaster II	35.70
30620 - Weather Observer Combined (see 2)	23.85
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	26.50
31000 - Transportation/Mobile Equipment Operation Occupations	
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

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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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)).

Standard Wage Determination No.: 2015-4887

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4887
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 Representative I		13.73
01042 - Customer Service Representative II		15.16

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 (Employment) I	16.17
01262 - Personnel Assistant (Employment) II	18.08
01263 - Personnel Assistant (Employment) III	20.15
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
01420 - Survey Worker	17.80
01460 - Switchboard Operator/Receptionist	14.55
01531 - Travel Clerk I	18.29
01532 - Travel Clerk II	19.79
01533 - Travel Clerk III	21.41
01611 - Word Processor I	14.28
01612 - Word Processor II	16.04
01613 - Word Processor III	17.94
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	20.10
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	
05160 - Motor Equipment Metal Worker	18.37
05190 - Motor Vehicle Mechanic	19.17
05220 - Motor Vehicle Mechanic Helper	16.20

05250 - Motor Vehicle Upholstery Worker	17.77
05280 - Motor Vehicle Wrecker	18.37
05310 - Painter Automotive	19.16
05340 - Radiator Repair Specialist	18.37
05370 - Tire Repairer	15.07
05400 - Transmission Repair Specialist	19.76
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	
12010 - Ambulance Driver	17.17
12011 - Breath Alcohol Technician	21.95
12012 - Certified Occupational Therapist Assistant	27.46
12015 - Certified Physical Therapist Assistant	28.56
12020 - Dental Assistant	20.13
12025 - Dental Hygienist	32.59
12030 - EKG Technician	34.59
12035 - Electroneurodiagnostic Technologist	34.59

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 Technician	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 Testing)	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	18.42
Operator	
14160 - Personal Computer Support	25.52
Technician	
14170 - System Support Specialist	28.26
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	28.92
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	34.98
Instructor (Rated)	
15030 - Air Crew Training Devices	41.92
Instructor (Pilot)	
15050 - Computer Based Training	28.92
Specialist / Instructor	
15060 - Educational Technologist	30.53
15070 - Flight Instructor (Pilot)	41.92
15080 - Graphic Artist	21.93
15085 - Maintenance Test Pilot Fixed	41.92
Jet/Prop	
15086 - Maintenance Test Pilot	41.92
Rotary Wing	
15088 - Non-Maintenance Test/Co-	41.92
Pilot	
15090 - Technical Instructor	19.92
15095 - Technical Instructor/Course	24.37
Developer	
15110 - Test Proctor	16.08

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
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 Room)	21.61
19040 - Tool And Die Maker	26.36
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.05
21030 - 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 Processing)	18.05
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 Repair Occupations	
23010 - Aerospace Structural Welder	28.38
23019 - Aircraft Logs and Records Technician	22.65
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 Equipment Technician	25.40
23080 - Aircraft Worker	23.94

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.94
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.07
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 Maintenance I	23.94
23182 - Electronics Technician Maintenance II	25.40
23183 - Electronics Technician Maintenance III	27.07
23260 - Fabric Worker	22.65
23290 - Fire Alarm System Mechanic	27.07
23310 - Fire Extinguisher Repairer	21.34
23311 - Fuel Distribution System Mechanic	27.07
23312 - Fuel Distribution System Operator	22.61
23370 - General Maintenance Worker	22.38
23380 - Ground Support Equipment Mechanic	27.07
23381 - Ground Support Equipment Servicer	22.65
23382 - Ground Support Equipment Worker	23.94
23391 - Gunsmith I	21.34
23392 - Gunsmith II	23.94
23393 - Gunsmith III	27.07
23410 - Heating Ventilation And Air- Conditioning Mechanic	24.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.74
23430 - Heavy Equipment Mechanic	25.73
23440 - Heavy Equipment Operator	28.32
23460 - Instrument Mechanic	27.07
23465 - Laboratory/Shelter Mechanic	25.40
23470 - Laborer	16.71
23510 - Locksmith	25.40
23530 - Machinery Maintenance Mechanic	25.10
23550 - Machinist Maintenance	21.78

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	
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	
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	20.20
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
30062 - Drafter/CAD Operator II	22.59
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 Technician I	30.99
30222 - Latent Fingerprint Technician II	34.23
30240 - Mathematical Technician	27.97
30361 - Paralegal/Legal Assistant I	20.84
30362 - Paralegal/Legal Assistant II	25.82
30363 - Paralegal/Legal Assistant III	31.58
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) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	30.99
30502 - Weather Forecaster II	37.69
30620 - Weather Observer Combined (see 2)	25.18
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4889

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4889
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 Representative I		13.57
01042 - Customer Service Representative II		14.80

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 (Employment) I	16.14
01262 - Personnel Assistant (Employment) II	18.05
01263 - Personnel Assistant (Employment) III	20.12
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
01410 - Supply Technician	27.97
01420 - Survey Worker	17.27
01460 - Switchboard Operator/Receptionist	15.15
01531 - Travel Clerk I	17.61
01532 - Travel Clerk II	19.01
01533 - Travel Clerk III	20.44
01611 - Word Processor I	14.71
01612 - Word Processor II	16.51
01613 - Word Processor III	18.48
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.87
Fiberglass	
05010 - Automotive Electrician	21.40
05040 - Automotive Glass Installer	20.29
05070 - Automotive Worker	20.29
05110 - Mobile Equipment Servicer	18.08
05130 - Motor Equipment Metal	22.49
Mechanic	
05160 - Motor Equipment Metal Worker	20.29
05190 - Motor Vehicle Mechanic	22.49
05220 - Motor Vehicle Mechanic Helper	16.98

05250 - Motor Vehicle Upholstery Worker	19.18
05280 - Motor Vehicle Wrecker	20.29
05310 - Painter Automotive	21.40
05340 - Radiator Repair Specialist	20.29
05370 - Tire Repairer	15.46
05400 - Transmission Repair Specialist	22.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	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 Therapist Assistant	27.10
12015 - Certified Physical Therapist Assistant	26.27
12020 - Dental Assistant	18.08
12025 - Dental Hygienist	33.30
12030 - EKG Technician	29.94
12035 - Electroneurodiagnostic Technologist	29.94

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 Technician	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 Testing)	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)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	15.94
Operator	
14160 - Personal Computer Support	22.08
Technician	
14170 - System Support Specialist	28.97
15000 - Instructional Occupations	
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	
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 Room)	22.60
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 Processing)	17.82
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 Technician	23.83
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 Equipment Technician	26.58
23080 - Aircraft Worker	25.19

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.19
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.93
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 Maintenance I	25.19
23182 - Electronics Technician Maintenance II	26.58
23183 - Electronics Technician Maintenance III	27.93
23260 - Fabric Worker	23.83
23290 - Fire Alarm System Mechanic	27.93
23310 - Fire Extinguisher Repairer	22.47
23311 - Fuel Distribution System Mechanic	27.93
23312 - Fuel Distribution System Operator	22.47
23370 - General Maintenance Worker	21.68
23380 - Ground Support Equipment Mechanic	27.93
23381 - Ground Support Equipment Servicer	23.83
23382 - Ground Support Equipment Worker	25.19
23391 - Gunsmith I	22.47
23392 - Gunsmith II	25.19
23393 - Gunsmith III	27.93
23410 - Heating Ventilation And Air- Conditioning Mechanic	26.33
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.62
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 Mechanic	23.71
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
27007 - Baggage Inspector	12.67
27008 - Corrections Officer	21.10
27010 - Court Security Officer	19.62
27030 - Detection Dog Handler	15.04
27040 - Detention Officer	21.10
27070 - Firefighter	17.50

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	21.75

30221 - Latent Fingerprint Technician I	26.47
30222 - Latent Fingerprint Technician II	29.24
30240 - Mathematical Technician	24.16
30361 - Paralegal/Legal Assistant I	17.29
30362 - Paralegal/Legal Assistant II	21.42
30363 - Paralegal/Legal Assistant III	26.20
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) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	26.76
30502 - Weather Forecaster II	32.55
30620 - Weather Observer Combined (see 2)	21.75
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	24.16
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.44
31030 - Bus Driver	19.15
31043 - Driver Courier	14.64
31260 - Parking and Lot Attendant	13.31
31290 - Shuttle Bus Driver	14.63
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	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.70
99050 - Desk Clerk	11.44
99095 - Embalmer	28.88

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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4891

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4891
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 Representative I		14.64
01042 - Customer Service Representative II		16.45

01043 - Customer Service Representative III	17.95
01051 - Data Entry Operator I	13.15
01052 - Data Entry Operator II	14.34
01060 - Dispatcher Motor Vehicle	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 (Employment) I	16.04
01262 - Personnel Assistant (Employment) II	17.94
01263 - Personnel Assistant (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
01313 - Secretary III	20.00
01320 - Service Order Dispatcher	16.20
01410 - Supply Technician	27.59
01420 - Survey Worker	17.94
01460 - Switchboard Operator/Receptionist	13.62
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	
05005 - Automobile Body Repairer	20.18
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	
05160 - Motor Equipment Metal Worker	18.37
05190 - Motor Vehicle Mechanic	19.39
05220 - Motor Vehicle Mechanic Helper	16.20

05250 - Motor Vehicle Upholstery Worker	17.77
05280 - Motor Vehicle Wrecker	18.37
05310 - Painter Automotive	19.16
05340 - Radiator Repair Specialist	18.37
05370 - Tire Repairer	14.59
05400 - Transmission Repair Specialist	19.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.07
07041 - Cook I	13.54
07042 - Cook II	15.19
07070 - Dishwasher	8.95
07130 - Food Service Worker	9.95
07210 - Meat Cutter	20.27
07260 - Waiter/Waitress	10.91
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 Therapist Assistant	27.09
12015 - Certified Physical Therapist Assistant	28.55
12020 - Dental Assistant	21.95
12025 - Dental Hygienist	34.98
12030 - EKG Technician	29.92
12035 - Electroneurodiagnostic Technologist	29.92

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 Technician	27.37
Technician	
12160 - Medical Record Clerk	17.40
12190 - Medical Record Technician	24.34
12195 - Medical Transcriptionist	17.66
12210 - Nuclear Medicine Technologist	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 Testing)	28.12
Testing)	
12320 - Substance Abuse Treatment Counselor	27.53
Counselor	
13000 - Information And Arts Occupations	
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 Technology Systems Administrator	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	(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	29.25
15000 - Instructional Occupations	
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

15120 - Tutor	18.35
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 Room)	21.69
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 Processing)	20.19
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	
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

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.17
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.91
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 Maintenance I	24.17
23182 - Electronics Technician Maintenance II	25.47
23183 - Electronics Technician Maintenance III	26.91
23260 - Fabric Worker	22.86
23290 - Fire Alarm System Mechanic	26.72
23310 - Fire Extinguisher Repairer	21.54
23311 - Fuel Distribution System Mechanic	26.91
23312 - Fuel Distribution System Operator	21.54
23370 - General Maintenance Worker	20.33
23380 - Ground Support Equipment Mechanic	26.91
23381 - Ground Support Equipment Servicer	22.86
23382 - Ground Support Equipment Worker	24.17
23391 - Gunsmith I	21.54
23392 - Gunsmith II	24.17
23393 - Gunsmith III	26.91
23410 - Heating Ventilation And Air- Conditioning Mechanic	27.61
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.95
23430 - Heavy Equipment Mechanic	26.91
23440 - Heavy Equipment Operator	31.23
23460 - Instrument Mechanic	26.91
23465 - Laboratory/Shelter Mechanic	25.47
23470 - Laborer	16.65
23510 - Locksmith	25.23
23530 - Machinery Maintenance Mechanic	24.61
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 I	28.47
27132 - Police Officer II	31.64
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.66
28042 - Carnival Equipment Repairer	13.07
28043 - Carnival Worker	10.13
28210 - Gate Attendant/Gate Tender	16.97
28310 - Lifeguard	15.11
28350 - Park Attendant (Aide)	18.98
28510 - Recreation Aide/Health	13.85
Facility Attendant	
28515 - Recreation Specialist	23.51
28630 - Sports Official	15.11
28690 - Swimming Pool Operator	19.28
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	23.85
29020 - Hatch Tender	23.85
29030 - Line Handler	23.85
29041 - Stevedore I	22.63
29042 - Stevedore II	25.07
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	23.72
30051 - Cryogenic Technician I	24.64
30052 - Cryogenic Technician II	27.21
30061 - Drafter/CAD Operator I	18.33
30062 - Drafter/CAD Operator II	20.50
30063 - Drafter/CAD Operator III	22.86
30064 - Drafter/CAD Operator IV	28.13
30081 - Engineering Technician I	15.40
30082 - Engineering Technician II	18.41
30083 - Engineering Technician III	20.86
30084 - Engineering Technician IV	25.84
30085 - Engineering Technician V	31.61
30086 - Engineering Technician VI	38.25
30090 - Environmental Technician	24.75
30095 - Evidence Control Specialist	22.24
30210 - Laboratory Technician	22.27

30221 - Latent Fingerprint Technician I	24.64
30222 - Latent Fingerprint Technician II	27.21
30240 - Mathematical Technician	25.41
30361 - Paralegal/Legal Assistant I	18.58
30362 - Paralegal/Legal Assistant II	23.02
30363 - Paralegal/Legal Assistant III	28.16
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) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	28.13
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	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

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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4893

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4893
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 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 Representative I		14.64
01042 - Customer Service Representative II		16.39

01043 - Customer Service Representative III	17.95
01051 - Data Entry Operator I	16.20
01052 - Data Entry Operator II	17.68
01060 - Dispatcher Motor Vehicle	21.72
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 (Employment) I	16.20
01262 - Personnel Assistant (Employment) II	18.11
01263 - Personnel Assistant (Employment) III	20.19
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 Operator/Receptionist	16.23
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	
05005 - Automobile Body Repairer	24.38
Fiberglass	
05010 - Automotive Electrician	19.31
05040 - Automotive Glass Installer	18.37
05070 - Automotive Worker	18.37
05110 - Mobile Equipment Servicer	16.97
05130 - Motor Equipment Metal	20.43
Mechanic	
05160 - Motor Equipment Metal Worker	18.37
05190 - Motor Vehicle Mechanic	20.43
05220 - Motor Vehicle Mechanic Helper	16.20

05250 - Motor Vehicle Upholstery Worker	17.77
05280 - Motor Vehicle Wrecker	18.37
05310 - Painter Automotive	19.31
05340 - Radiator Repair Specialist	18.37
05370 - Tire Repairer	16.23
05400 - Transmission Repair Specialist	20.43
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.70
07041 - Cook I	15.42
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 Therapist Assistant	23.87
12015 - Certified Physical Therapist Assistant	27.28
12020 - Dental Assistant	20.97
12025 - Dental Hygienist	32.24
12030 - EKG Technician	31.13
12035 - Electroneurodiagnostic Technologist	31.13

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 Technician	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 Testing)	23.44
Testing)	
12320 - Substance Abuse Treatment	20.38
Counselor	
13000 - Information And Arts Occupations	
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	18.57
Operator	
14160 - Personal Computer Support	26.15
Technician	
14170 - System Support Specialist	36.10
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.19
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	36.54
Instructor (Rated)	
15030 - Air Crew Training Devices	43.68
Instructor (Pilot)	
15050 - Computer Based Training	30.19
Specialist / Instructor	
15060 - Educational Technologist	32.08
15070 - Flight Instructor (Pilot)	43.68
15080 - Graphic Artist	22.54
15085 - Maintenance Test Pilot Fixed	43.68
Jet/Prop	
15086 - Maintenance Test Pilot	43.68
Rotary Wing	
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

15120 - Tutor	18.12
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 Room)	20.33
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 Processing)	18.22
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 Technician	22.30
23021 - Aircraft Mechanic I	26.45
23022 - Aircraft Mechanic II	27.73
23023 - Aircraft Mechanic III	29.07
23040 - Aircraft Mechanic Helper	19.75
23050 - Aircraft Painter	24.99
23060 - Aircraft Servicer	22.30
23070 - Aircraft Survival Flight Equipment Technician	24.99
23080 - Aircraft Worker	23.58

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.45
23110 - Appliance Mechanic	24.99
23120 - Bicycle Repairer	20.68
23125 - Cable Splicer	42.88
23130 - Carpenter Maintenance	24.21
23140 - Carpet Layer	24.48
23160 - Electrician Maintenance	27.62
23181 - Electronics Technician Maintenance I	23.58
23182 - Electronics Technician Maintenance II	24.99
23183 - Electronics Technician Maintenance III	26.45
23260 - Fabric Worker	22.30
23290 - Fire Alarm System Mechanic	26.45
23310 - Fire Extinguisher Repairer	21.01
23311 - Fuel Distribution System Mechanic	26.45
23312 - Fuel Distribution System Operator	21.01
23370 - General Maintenance Worker	22.45
23380 - Ground Support Equipment Mechanic	26.45
23381 - Ground Support Equipment Servicer	22.30
23382 - Ground Support Equipment Worker	23.58
23391 - Gunsmith I	21.01
23392 - Gunsmith II	23.58
23393 - Gunsmith III	26.45
23410 - Heating Ventilation And Air- Conditioning Mechanic	26.22
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.26
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 Mechanic	26.65
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	
24550 - Case Manager	21.89
24570 - Child Care Attendant	12.23
24580 - Child Care Center Clerk	15.24
24610 - Chore Aide	12.40
24620 - Family Readiness And Support	21.89
Services	
Coordinator	
24630 - Homemaker	21.89
25000 - Plant And System Operations	
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	
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	38.25
30090 - Environmental Technician	24.46
30095 - Evidence Control Specialist	25.30
30210 - Laboratory Technician	21.31

30221 - Latent Fingerprint Technician I	28.02
30222 - Latent Fingerprint Technician II	30.95
30240 - Mathematical Technician	25.41
30361 - Paralegal/Legal Assistant I	18.93
30362 - Paralegal/Legal Assistant II	23.45
30363 - Paralegal/Legal Assistant III	28.69
30364 - Paralegal/Legal Assistant IV	34.70
30375 - Petroleum Supply Specialist	30.95
30390 - Photo-Optics Technician	25.41
30395 - Radiation Control Technician	30.95
30461 - Technical Writer I	25.30
30462 - Technical Writer II	30.95
30463 - Technical Writer III	37.45
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	28.13
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
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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4895

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4895
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 Representative I		14.54
01042 - Customer Service Representative II		16.01

01043 - Customer Service Representative III	17.82
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 (Employment) I	16.62
01262 - Personnel Assistant (Employment) II	18.60
01263 - Personnel Assistant (Employment) III	20.73
01270 - Production Control Clerk	20.94
01290 - Rental Clerk	12.76
01300 - Scheduler Maintenance	16.52
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 Operator/Receptionist	14.52
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 Helper	17.73

05250 - Motor Vehicle Upholstery Worker	19.88
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 Specialist	22.33
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
09110 - Furniture Repairer Minor	18.35
09130 - Upholsterer	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
11360 - Window Cleaner	13.41
12000 - Health Occupations	
12010 - Ambulance Driver	21.34
12011 - Breath Alcohol Technician	22.24
12012 - Certified Occupational Therapist Assistant	26.71
12015 - Certified Physical Therapist Assistant	29.36
12020 - Dental Assistant	19.99
12025 - Dental Hygienist	34.76
12030 - EKG Technician	31.67
12035 - Electroneurodiagnostic Technologist	31.67

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 Technician	25.96
Technician	
12160 - Medical Record Clerk	18.14
12190 - Medical Record Technician	20.28
12195 - Medical Transcriptionist	22.03
12210 - Nuclear Medicine Technologist	45.92
Technologist	
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	
12314 - Registered Nurse III	35.80
12315 - Registered Nurse III	35.80
Anesthetist	
12316 - Registered Nurse IV	42.91
12317 - Scheduler (Drug and Alcohol Testing)	27.54
Testing)	
12320 - Substance Abuse Treatment Counselor	25.86
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	19.13
13012 - Exhibits Specialist II	23.70
13013 - Exhibits Specialist III	28.99
13041 - Illustrator I	19.13
13042 - Illustrator II	23.70
13043 - Illustrator III	28.99
13047 - Librarian	26.24
13050 - Library Aide/Clerk	15.02
13054 - Library Information Technology Systems Administrator	22.67
Technology Systems Administrator	
13058 - Library Technician	17.46
13061 - Media Specialist I	17.00
13062 - Media Specialist II	19.13
13063 - Media Specialist III	21.33

13071 - Photographer I	17.00
13072 - Photographer II	19.02
13073 - Photographer III	23.55
13074 - Photographer IV	28.82
13075 - Photographer V	34.86
13090 - Technical Order Library	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

15120 - Tutor	17.28
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 Room)	25.01
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 Processing)	20.53
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 Technician	24.87
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 Equipment Technician	27.10
23080 - Aircraft Worker	26.04

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.93
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 Maintenance I	24.28
23182 - Electronics Technician Maintenance II	25.25
23183 - Electronics Technician Maintenance III	26.04
23260 - Fabric Worker	23.18
23290 - Fire Alarm System Mechanic	26.04
23310 - Fire Extinguisher Repairer	22.09
23311 - Fuel Distribution System Mechanic	26.04
23312 - Fuel Distribution System Operator	22.09
23370 - General Maintenance Worker	21.76
23380 - Ground Support Equipment Mechanic	27.93
23381 - Ground Support Equipment Servicer	24.87
23382 - Ground Support Equipment Worker	26.04
23391 - Gunsmith I	22.09
23392 - Gunsmith II	24.28
23393 - Gunsmith III	26.04
23410 - Heating Ventilation And Air- Conditioning Mechanic	26.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.87
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 Mechanic	28.75
23550 - Machinist Maintenance	20.96

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	
23910 - Small Engine Mechanic	24.05
23931 - Telecommunications Mechanic	30.69
I	
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	
24630 - Homemaker	24.51
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.46
25040 - Sewage Plant Operator	27.23
25070 - Stationary Engineer	27.46
25190 - Ventilation Equipment Tender	22.00
25210 - Water Treatment Plant	27.23
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.99
27007 - Baggage Inspector	16.36
27008 - Corrections Officer	20.26
27010 - Court Security Officer	21.33
27030 - Detection Dog Handler	18.49
27040 - Detention Officer	20.26
27070 - Firefighter	20.26

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 - Lifeguard	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	
Occupational Services	
29010 - Blocker And Bracer	24.28
29020 - Hatch Tender	24.28
29030 - Line Handler	24.28
29041 - Stevedore I	23.18
29042 - Stevedore II	25.25
30000 - Technical Occupations	
30010 - Air Traffic Control (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

30221 - Latent Fingerprint Technician I	26.48
30222 - Latent Fingerprint Technician II	29.25
30240 - Mathematical Technician	26.29
30361 - Paralegal/Legal Assistant I	19.71
30362 - Paralegal/Legal Assistant II	24.60
30363 - Paralegal/Legal Assistant III	29.87
30364 - Paralegal/Legal Assistant IV	36.14
30375 - Petroleum Supply Specialist	29.25
30390 - Photo-Optics Technician	22.40
30395 - Radiation Control Technician	29.25
30461 - Technical Writer I	23.32
30462 - Technical Writer II	28.53
30463 - Technical Writer III	34.52
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	26.48
30502 - Weather Forecaster II	32.20
30620 - Weather Observer Combined (see 2)	21.51
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	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	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.10
99050 - Desk Clerk	11.27
99095 - Embalmer	30.33

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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4897

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4897
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 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 Representative I		15.42
01042 - Customer Service Representative II		16.83

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 (Employment) I	18.21
01262 - Personnel Assistant (Employment) II	20.38
01263 - Personnel Assistant (Employment) III	22.72
01270 - Production Control Clerk	24.28
01290 - Rental Clerk	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 Operator/Receptionist	17.03
01531 - Travel Clerk I	18.29
01532 - Travel Clerk II	19.78
01533 - Travel Clerk III	21.40
01611 - Word Processor I	18.26
01612 - Word Processor II	20.51
01613 - Word Processor III	22.93
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	24.81
Fiberglass	
05010 - Automotive Electrician	21.71
05040 - Automotive Glass Installer	20.86
05070 - Automotive Worker	20.86
05110 - Mobile Equipment Servicer	18.99
05130 - Motor Equipment Metal	22.38
Mechanic	
05160 - Motor Equipment Metal Worker	20.86
05190 - Motor Vehicle Mechanic	22.38
05220 - Motor Vehicle Mechanic Helper	17.77

05250 - Motor Vehicle Upholstery Worker	19.93
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 Specialist	22.38
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 Therapist Assistant	23.44
12015 - Certified Physical Therapist Assistant	24.93
12020 - Dental Assistant	21.68
12025 - Dental Hygienist	35.70
12030 - EKG Technician	34.16
12035 - Electroneurodiagnostic Technologist	34.16

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 Technician	27.12
Technician	
12160 - Medical Record Clerk	20.60
12190 - Medical Record Technician	23.03
12195 - Medical Transcriptionist	19.45
12210 - Nuclear Medicine Technologist	44.10
Technologist	
12221 - Nursing Assistant I	12.76
12222 - Nursing Assistant II	14.34
12223 - Nursing Assistant III	15.65
12224 - Nursing Assistant IV	17.58
12235 - Optical Dispenser	18.70
12236 - Optical Technician	22.22
12250 - Pharmacy Technician	18.16
12280 - Phlebotomist	17.98
12305 - Radiologic Technologist	30.31
12311 - Registered Nurse I	24.18
12312 - Registered Nurse II	29.59
12313 - Registered Nurse II	29.59
Specialist	
12314 - Registered Nurse III	35.80
12315 - Registered Nurse III	35.80
Anesthetist	
12316 - Registered Nurse IV	42.91
12317 - Scheduler (Drug and Alcohol Testing)	25.93
Testing)	
12320 - Substance Abuse Treatment Counselor	26.62
Counselor	
13000 - Information And Arts Occupations	
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 Technology Systems Administrator	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	21.00
Operator	
14160 - Personal Computer Support	29.11
Technician	
14170 - System Support Specialist	36.05
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.01
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	35.11
Instructor (Rated)	
15030 - Air Crew Training Devices	42.07
Instructor (Pilot)	
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	
15088 - Non-Maintenance Test/Co-	42.07
Pilot	
15090 - Technical Instructor	23.61
15095 - Technical Instructor/Course	28.88
Developer	
15110 - Test Proctor	19.06

15120 - Tutor	19.06
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 Room)	23.09
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 Processing)	19.21
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 Technician	24.56
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 Equipment Technician	26.75
23080 - Aircraft Worker	25.75

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.75
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.57
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 Maintenance I	27.35
23182 - Electronics Technician Maintenance II	28.46
23183 - Electronics Technician Maintenance III	29.34
23260 - Fabric Worker	24.44
23290 - Fire Alarm System Mechanic	24.02
23310 - Fire Extinguisher Repairer	23.29
23311 - Fuel Distribution System Mechanic	38.68
23312 - Fuel Distribution System Operator	31.14
23370 - General Maintenance Worker	20.78
23380 - Ground Support Equipment Mechanic	27.57
23381 - Ground Support Equipment Servicer	24.56
23382 - Ground Support Equipment Worker	25.75
23391 - Gunsmith I	23.29
23392 - Gunsmith II	25.59
23393 - Gunsmith III	27.45
23410 - Heating Ventilation And Air- Conditioning Mechanic	25.75
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.51
23430 - Heavy Equipment Mechanic	26.25
23440 - Heavy Equipment Operator	33.52
23460 - Instrument Mechanic	28.79
23465 - Laboratory/Shelter Mechanic	26.62
23470 - Laborer	17.34
23510 - Locksmith	20.14
23530 - Machinery Maintenance Mechanic	26.93
23550 - Machinist Maintenance	21.28

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 Technician II	26.82
30240 - Mathematical Technician	28.67
30361 - Paralegal/Legal Assistant I	18.27
30362 - Paralegal/Legal Assistant II	22.63
30363 - Paralegal/Legal Assistant III	27.69
30364 - Paralegal/Legal Assistant IV	33.50
30375 - Petroleum Supply Specialist	31.08
30390 - Photo-Optics Technician	25.40
30395 - Radiation Control Technician	31.08
30461 - Technical Writer I	23.09
30462 - Technical Writer II	28.25
30463 - Technical Writer III	34.17
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	28.31
30502 - Weather Forecaster II	34.44
30620 - Weather Observer Combined (see 2)	23.01
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	25.56
31000 - Transportation/Mobile 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	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.88
99050 - Desk Clerk	12.76
99095 - Embalmer	37.77

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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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)).

Standard Wage Determination No.: 2015-4899

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4899
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 Representative I		15.52
01042 - Customer Service Representative II		17.17

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 (Employment) I	17.07
01262 - Personnel Assistant (Employment) II	19.09
01263 - Personnel Assistant (Employment) III	21.29
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
01420 - Survey Worker	18.54
01460 - Switchboard Operator/Receptionist	16.10
01531 - Travel Clerk I	16.65
01532 - Travel Clerk II	18.00
01533 - Travel Clerk III	19.48
01611 - Word Processor I	18.02
01612 - Word Processor II	20.24
01613 - Word Processor III	22.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.36
Fiberglass	
05010 - Automotive Electrician	21.18
05040 - Automotive Glass Installer	20.38
05070 - Automotive Worker	20.38
05110 - Mobile Equipment Servicer	18.76
05130 - Motor Equipment Metal	21.91
Mechanic	
05160 - Motor Equipment Metal Worker	20.71
05190 - Motor Vehicle Mechanic	21.91
05220 - Motor Vehicle Mechanic Helper	17.85

05250 - Motor Vehicle Upholstery Worker	19.66
05280 - Motor Vehicle Wrecker	20.38
05310 - Painter Automotive	21.18
05340 - Radiator Repair Specialist	20.38
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	21.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.77
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 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
11260 - Pruner	16.13
11270 - Tractor Operator	19.99
11330 - Trail Maintenance Worker	17.40
11360 - Window Cleaner	14.76
12000 - Health Occupations	
12010 - Ambulance Driver	19.09
12011 - Breath Alcohol Technician	23.08
12012 - Certified Occupational Therapist Assistant	24.06
12015 - Certified Physical Therapist Assistant	27.39
12020 - Dental Assistant	18.61
12025 - Dental Hygienist	34.21
12030 - EKG Technician	32.52
12035 - Electroneurodiagnostic Technologist	32.52

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 Technician	26.83
Technician	
12160 - Medical Record Clerk	20.12
12190 - Medical Record Technician	22.51
12195 - Medical Transcriptionist	21.24
12210 - Nuclear Medicine Technologist	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 Testing)	28.59
Testing)	
12320 - Substance Abuse Treatment Counselor	22.11
Counselor	
13000 - Information And Arts Occupations	
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 Technology Systems Administrator	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	(see 1)
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

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	
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.94
19040 - Tool And Die Maker	28.83
21000 - Materials Handling And Packing 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 Processing)	19.12
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 Equipment (ALSE) Mechanic I	25.95
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.79
23110 - Appliance Mechanic	25.03
23120 - Bicycle Repairer	24.05
23125 - Cable Splicer	42.79
23130 - Carpenter Maintenance	26.81
23140 - Carpet Layer	22.53
23160 - Electrician Maintenance	34.97
23181 - Electronics Technician Maintenance I	26.96
23182 - Electronics Technician Maintenance II	28.43
23183 - Electronics Technician Maintenance III	29.91
23260 - Fabric Worker	25.48
23290 - Fire Alarm System Mechanic	23.91
23310 - Fire Extinguisher Repairer	24.05
23311 - Fuel Distribution System Mechanic	37.95
23312 - Fuel Distribution System Operator	31.97
23370 - General Maintenance Worker	21.72
23380 - Ground Support Equipment Mechanic	28.79
23381 - Ground Support Equipment Servicer	24.56
23382 - Ground Support Equipment Worker	25.95
23391 - Gunsmith I	24.05
23392 - Gunsmith II	26.92
23393 - Gunsmith III	29.86
23410 - Heating Ventilation And Air- Conditioning Mechanic	30.46
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	32.03
23430 - Heavy Equipment Mechanic	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 Mechanic	27.62
23550 - Machinist Maintenance	21.40

23580 - Maintenance Trades Helper	17.44
23591 - Metrology Technician I	29.86
23592 - Metrology Technician II	31.39
23593 - Metrology Technician III	32.77
23640 - Millwright	32.14
23710 - Office Appliance Repairer	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	
23932 - Telecommunications Mechanic	31.11
II	
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	
24550 - Case Manager	17.86
24570 - Child Care Attendant	12.68
24580 - Child Care Center Clerk	17.09
24610 - Chore Aide	11.94
24620 - Family Readiness And Support	17.86
Services	
Coordinator	
24630 - Homemaker	18.65
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	31.38
25040 - Sewage Plant Operator	29.57
25070 - Stationary Engineer	31.38
25190 - Ventilation Equipment Tender	23.71
25210 - Water Treatment Plant	29.57
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.36
27007 - Baggage Inspector	14.61
27008 - Corrections Officer	22.49
27010 - Court Security Officer	23.27
27030 - Detection Dog Handler	18.64
27040 - Detention Officer	22.49
27070 - Firefighter	25.98

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	
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	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
30083 - Engineering Technician III	20.96
30084 - Engineering Technician IV	25.93
30085 - Engineering Technician V	31.73
30086 - Engineering Technician VI	38.36
30090 - Environmental Technician	27.93
30095 - Evidence Control Specialist	24.00
30210 - Laboratory Technician	26.13

30221 - Latent Fingerprint Technician I	28.51
30222 - Latent Fingerprint Technician II	31.49
30240 - Mathematical Technician	31.37
30361 - Paralegal/Legal Assistant I	19.24
30362 - Paralegal/Legal Assistant II	24.79
30363 - Paralegal/Legal Assistant III	30.34
30364 - Paralegal/Legal Assistant IV	36.70
30375 - Petroleum Supply Specialist	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) Technician I	26.71
30492 - Unexploded Ordnance (UXO) Technician II	32.32
30493 - Unexploded Ordnance (UXO) Technician III	38.73
30494 - Unexploded (UXO) Safety Escort	26.71
30495 - Unexploded (UXO) Sweep Personnel	26.71
30501 - Weather Forecaster I	27.52
30502 - Weather Forecaster II	33.48
30620 - Weather Observer Combined (see 2)	22.98
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	25.53
31000 - Transportation/Mobile Equipment Operation Occupations	
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	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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4901

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4901
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 Representative I		15.65
01042 - Customer Service Representative II		17.08

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 (Employment) I	16.45
01262 - Personnel Assistant (Employment) II	18.41
01263 - Personnel Assistant (Employment) III	20.52
01270 - Production Control Clerk	24.28
01290 - Rental Clerk	12.76
01300 - Scheduler Maintenance	16.51
01311 - Secretary I	16.51
01312 - Secretary II	18.46
01313 - Secretary III	20.58
01320 - Service Order Dispatcher	19.40
01410 - Supply Technician	28.78
01420 - Survey Worker	18.46
01460 - Switchboard Operator/Receptionist	15.58
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	
05005 - Automobile Body Repairer	22.42
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	19.96
Mechanic	
05160 - Motor Equipment Metal Worker	18.37
05190 - Motor Vehicle Mechanic	19.96
05220 - Motor Vehicle Mechanic Helper	16.20

05250 - Motor Vehicle Upholstery Worker	17.77
05280 - Motor Vehicle Wrecker	18.37
05310 - Painter Automotive	19.16
05340 - Radiator Repair Specialist	18.37
05370 - Tire Repairer	15.74
05400 - Transmission Repair Specialist	19.96
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 Occupations	
11030 - Cleaner Vehicles	14.59
11060 - Elevator Operator	14.59
11090 - Gardener	19.94
11122 - Housekeeping Aide	12.54
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	16.33
11360 - Window Cleaner	13.53
12000 - Health Occupations	
12010 - Ambulance Driver	18.05
12011 - Breath Alcohol Technician	19.08
12012 - Certified Occupational Therapist Assistant	23.27
12015 - Certified Physical Therapist Assistant	27.92
12020 - Dental Assistant	19.70
12025 - Dental Hygienist	30.96
12030 - EKG Technician	28.91
12035 - Electroneurodiagnostic Technologist	28.91

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 Technician	29.14
Technician	
12160 - Medical Record Clerk	18.37
12190 - Medical Record Technician	20.54
12195 - Medical Transcriptionist	17.22
12210 - Nuclear Medicine Technologist	41.91
Technologist	
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 Testing)	23.63
Testing)	
12320 - Substance Abuse Treatment Counselor	27.24
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	21.50
13012 - Exhibits Specialist II	26.64
13013 - Exhibits Specialist III	32.58
13041 - Illustrator I	21.50
13042 - Illustrator II	26.64
13043 - Illustrator III	32.58
13047 - Librarian	29.50
13050 - Library Aide/Clerk	17.12
13054 - Library Information Technology Systems Administrator	26.64
Technology Systems Administrator	
13058 - Library Technician	16.10
13061 - Media Specialist I	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

15120 - Tutor	16.19
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 Room)	20.33
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 Processing)	20.23
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 Technician	22.15
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 Equipment Technician	24.85
23080 - Aircraft Worker	23.41

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.41
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.48
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 Maintenance I	23.89
23182 - Electronics Technician Maintenance II	26.08
23183 - Electronics Technician Maintenance III	27.51
23260 - Fabric Worker	22.60
23290 - Fire Alarm System Mechanic	27.02
23310 - Fire Extinguisher Repairer	21.30
23311 - Fuel Distribution System Mechanic	27.02
23312 - Fuel Distribution System Operator	21.30
23370 - General Maintenance Worker	23.86
23380 - Ground Support Equipment Mechanic	26.48
23381 - Ground Support Equipment Servicer	22.15
23382 - Ground Support Equipment Worker	23.41
23391 - Gunsmith I	21.30
23392 - Gunsmith II	23.89
23393 - Gunsmith III	27.02
23410 - Heating Ventilation And Air- Conditioning Mechanic	25.67
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.91
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 Mechanic	29.65
23550 - Machinist Maintenance	22.38

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	
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	23.89
27070 - Firefighter	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 - Lifeguard	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
29020 - Hatch Tender	23.89
29030 - Line Handler	23.89
29041 - Stevedore I	22.60
29042 - Stevedore II	25.35
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	20.02
30022 - Archeological Technician II	22.41
30023 - Archeological Technician III	27.75
30030 - Cartographic Technician	27.75
30040 - Civil Engineering Technician	26.75
30051 - Cryogenic Technician I	30.74
30052 - Cryogenic Technician II	33.95
30061 - Drafter/CAD Operator I	20.02
30062 - Drafter/CAD Operator II	22.41
30063 - Drafter/CAD Operator III	24.98
30064 - Drafter/CAD Operator IV	30.74
30081 - Engineering Technician I	15.40
30082 - Engineering Technician II	18.41
30083 - Engineering Technician III	20.86
30084 - Engineering Technician IV	25.84
30085 - Engineering Technician V	31.61
30086 - Engineering Technician VI	38.25
30090 - Environmental Technician	23.49
30095 - Evidence Control Specialist	27.75
30210 - Laboratory Technician	25.03

30221 - Latent Fingerprint Technician I	30.74
30222 - Latent Fingerprint Technician II	33.95
30240 - Mathematical Technician	27.75
30361 - Paralegal/Legal Assistant I	19.92
30362 - Paralegal/Legal Assistant II	24.68
30363 - Paralegal/Legal Assistant III	30.19
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) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	30.74
30502 - Weather Forecaster II	37.40
30620 - Weather Observer Combined (see 2)	24.98
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	27.75
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	17.07
31030 - Bus Driver	22.14
31043 - Driver Courier	16.20
31260 - Parking and Lot Attendant	15.83
31290 - Shuttle Bus Driver	16.77
31310 - Taxi Driver	15.68
31361 - Truckdriver Light	17.25
31362 - Truckdriver Medium	18.29
31363 - Truckdriver Heavy	23.28
31364 - Truckdriver Tractor-Trailer	23.28
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.32
99050 - Desk Clerk	11.34
99095 - Embalmer	32.56

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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4903

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4903
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 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 Representative I		15.44
01042 - Customer Service Representative II		17.00

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 (Employment) I	16.95
01262 - Personnel Assistant (Employment) II	18.95
01263 - Personnel Assistant (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
01313 - Secretary III	20.53
01320 - Service Order Dispatcher	23.30
01410 - Supply Technician	28.63
01420 - Survey Worker	18.54
01460 - Switchboard Operator/Receptionist	15.38
01531 - Travel Clerk I	14.50
01532 - Travel Clerk II	15.69
01533 - Travel Clerk III	17.00
01611 - Word Processor I	14.67
01612 - Word Processor II	16.47
01613 - Word Processor III	18.43
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.93
Fiberglass	
05010 - Automotive Electrician	22.64
05040 - Automotive Glass Installer	21.47
05070 - Automotive Worker	21.47
05110 - Mobile Equipment Servicer	19.18
05130 - Motor Equipment Metal	23.81
Mechanic	
05160 - Motor Equipment Metal Worker	21.47
05190 - Motor Vehicle Mechanic	23.81
05220 - Motor Vehicle Mechanic Helper	17.99

05250 - Motor Vehicle Upholstery Worker	20.32
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 Specialist	23.81
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
11122 - Housekeeping Aide	13.68
11150 - Janitor	13.68
11210 - Laborer Grounds Maintenance	15.66
11240 - Maid or Houseman	10.44
11260 - Pruner	14.52
11270 - Tractor Operator	17.99
11330 - Trail Maintenance Worker	15.66
11360 - Window Cleaner	14.76
12000 - Health Occupations	
12010 - Ambulance Driver	21.00
12011 - Breath Alcohol Technician	22.15
12012 - Certified Occupational Therapist Assistant	28.41
12015 - Certified Physical Therapist Assistant	22.13
12020 - Dental Assistant	18.42
12025 - Dental Hygienist	35.11
12030 - EKG Technician	31.38
12035 - Electroneurodiagnostic Technologist	31.38

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 Technician	18.52
Technician	
12160 - Medical Record Clerk	17.64
12190 - Medical Record Technician	25.10
12195 - Medical Transcriptionist	18.52
12210 - Nuclear Medicine Technologist	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 Testing)	27.45
Testing)	
12320 - Substance Abuse Treatment Counselor	24.71
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	21.66
13012 - Exhibits Specialist II	26.04
13013 - Exhibits Specialist III	31.86
13041 - Illustrator I	21.03
13042 - Illustrator II	24.57
13043 - Illustrator III	29.84
13047 - Librarian	28.84
13050 - Library Aide/Clerk	15.65
13054 - Library Information Technology Systems Administrator	26.04
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	
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	29.73
15070 - Flight Instructor (Pilot)	44.48
15080 - Graphic Artist	22.84
15085 - Maintenance Test Pilot Fixed	43.12
Jet/Prop	
15086 - Maintenance Test Pilot	43.12
Rotary Wing	
15088 - Non-Maintenance Test/Co-	43.12
Pilot	
15090 - Technical Instructor	21.05
15095 - Technical Instructor/Course	25.74
Developer	
15110 - Test Proctor	17.19

15120 - Tutor	17.19
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 Room)	24.12
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 Processing)	19.98
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 Equipment (ALSE) Mechanic I	25.66
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.46
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 Maintenance I	25.66
23182 - Electronics Technician Maintenance II	27.06
23183 - Electronics Technician Maintenance III	28.46
23260 - Fabric Worker	24.29
23290 - Fire Alarm System Mechanic	28.46
23310 - Fire Extinguisher Repairer	22.92
23311 - Fuel Distribution System Mechanic	28.46
23312 - Fuel Distribution System Operator	22.92
23370 - General Maintenance Worker	21.48
23380 - Ground Support Equipment Mechanic	28.46
23381 - Ground Support Equipment Servicer	24.29
23382 - Ground Support Equipment Worker	25.66
23391 - Gunsmith I	22.92
23392 - Gunsmith II	25.66
23393 - Gunsmith III	28.46
23410 - Heating Ventilation And Air- Conditioning Mechanic	26.39
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.75
23430 - Heavy Equipment Mechanic	27.86
23440 - Heavy Equipment Operator	31.20
23460 - Instrument Mechanic	28.46
23465 - Laboratory/Shelter Mechanic	27.06
23470 - Laborer	17.00
23510 - Locksmith	27.06
23530 - Machinery Maintenance Mechanic	27.23
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	
23950 - Telephone Lineman	28.46
23960 - Welder Combination	22.81
Maintenance	
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
25040 - Sewage Plant Operator	26.72
25070 - Stationary Engineer	28.46
25190 - Ventilation Equipment Tender	21.50
25210 - Water Treatment Plant	26.72
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.66
27007 - Baggage Inspector	14.41
27008 - Corrections Officer	23.45
27010 - Court Security Officer	23.45
27030 - Detection Dog Handler	18.64
27040 - Detention Officer	23.45
27070 - Firefighter	23.45

27101 - Guard I	14.41
27102 - Guard II	18.64
27131 - Police Officer I	30.95
27132 - Police Officer II	34.41
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.93
28042 - Carnival Equipment Repairer	14.65
28043 - Carnival Worker	11.61
28210 - Gate Attendant/Gate Tender	17.41
28310 - Lifeguard	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	
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	19.05
30022 - Archeological Technician II	21.31
30023 - Archeological Technician III	26.40
30030 - Cartographic Technician	26.40
30040 - Civil Engineering Technician	25.64
30051 - Cryogenic Technician I	27.39
30052 - Cryogenic Technician II	30.25
30061 - Drafter/CAD Operator I	19.05
30062 - Drafter/CAD Operator II	21.31
30063 - Drafter/CAD Operator III	23.76
30064 - Drafter/CAD Operator IV	29.23
30081 - Engineering Technician I	16.97
30082 - Engineering Technician II	19.05
30083 - Engineering Technician III	21.31
30084 - Engineering Technician IV	26.40
30085 - Engineering Technician V	32.29
30086 - Engineering Technician VI	39.07
30090 - Environmental Technician	24.77
30095 - Evidence Control Specialist	24.74
30210 - Laboratory Technician	23.76

30221 - Latent Fingerprint Technician I	27.39
30222 - Latent Fingerprint Technician II	30.25
30240 - Mathematical Technician	26.40
30361 - Paralegal/Legal Assistant I	21.16
30362 - Paralegal/Legal Assistant II	26.56
30363 - Paralegal/Legal Assistant III	32.49
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) Technician I	26.71
30492 - Unexploded Ordnance (UXO) Technician II	32.32
30493 - Unexploded Ordnance (UXO) Technician III	38.73
30494 - Unexploded (UXO) Safety Escort	26.71
30495 - Unexploded (UXO) Sweep Personnel	26.71
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 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

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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4905

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4905
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 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 Representative I		13.24
01042 - Customer Service Representative II		14.45

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 (Employment) I	17.21
01262 - Personnel Assistant (Employment) II	19.25
01263 - Personnel Assistant (Employment) III	21.47
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
01410 - Supply Technician	25.08
01420 - Survey Worker	17.33
01460 - Switchboard Operator/Receptionist	13.59
01531 - Travel Clerk I	15.05
01532 - Travel Clerk II	16.26
01533 - Travel Clerk III	17.60
01611 - Word Processor I	15.07
01612 - Word Processor II	16.91
01613 - Word Processor III	18.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	19.34
Fiberglass	
05010 - Automotive Electrician	20.70
05040 - Automotive Glass Installer	19.60
05070 - Automotive Worker	19.60
05110 - Mobile Equipment Servicer	17.40
05130 - Motor Equipment Metal	21.78
Mechanic	
05160 - Motor Equipment Metal Worker	19.60
05190 - Motor Vehicle Mechanic	21.78
05220 - Motor Vehicle Mechanic Helper	16.30

05250 - Motor Vehicle Upholstery Worker	18.49
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 Specialist	21.78
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 Therapist Assistant	33.05
12015 - Certified Physical Therapist Assistant	32.19
12020 - Dental Assistant	20.94
12025 - Dental Hygienist	45.96
12030 - EKG Technician	36.51
12035 - Electroneurodiagnostic Technologist	36.51

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 Technician	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 Testing)	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

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	19.45
Operator	
14160 - Personal Computer Support	26.98
Technician	
14170 - System Support Specialist	29.87
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.62
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	37.04
Instructor (Rated)	
15030 - Air Crew Training Devices	44.39
Instructor (Pilot)	
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

15120 - Tutor	21.49
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	15.47
16030 - Counter Attendant	15.47
16040 - Dry Cleaner	17.68
16070 - Finisher Flatwork Machine	15.47
16090 - Presser Hand	15.47
16110 - Presser Machine Drycleaning	15.47
16130 - Presser Machine Shirts	15.47
16160 - Presser Machine Wearing	15.47
Apparel Laundry	
16190 - Sewing Machine Operator	18.42
16220 - Tailor	19.15
16250 - Washer Machine	16.21
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.87
19040 - Tool And Die Maker	31.99
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.37
21030 - Material Coordinator	26.54
21040 - Material Expediter	26.54
21050 - Material Handling Laborer	15.69
21071 - Order Filler	14.81
21080 - Production Line Worker (Food Processing)	18.37
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 Repair Occupations	
23010 - Aerospace Structural Welder	28.94
23019 - Aircraft Logs and Records Technician	22.67
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 Equipment Technician	25.87
23080 - Aircraft Worker	24.28

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.28
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.45
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 Maintenance I	29.83
23182 - Electronics Technician Maintenance II	31.80
23183 - Electronics Technician Maintenance III	33.74
23260 - Fabric Worker	22.67
23290 - Fire Alarm System Mechanic	27.45
23310 - Fire Extinguisher Repairer	21.07
23311 - Fuel Distribution System Mechanic	27.45
23312 - Fuel Distribution System Operator	21.07
23370 - General Maintenance Worker	19.13
23380 - Ground Support Equipment Mechanic	27.45
23381 - Ground Support Equipment Servicer	22.67
23382 - Ground Support Equipment Worker	24.28
23391 - Gunsmith I	21.07
23392 - Gunsmith II	24.28
23393 - Gunsmith III	27.45
23410 - Heating Ventilation And Air- Conditioning Mechanic	26.81
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.26
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 Mechanic	25.56
23550 - Machinist Maintenance	24.12

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	
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	24.52
27007 - Baggage Inspector	17.55
27008 - Corrections Officer	30.09
27010 - Court Security Officer	26.65
27030 - Detection Dog Handler	22.01
27040 - Detention Officer	30.09
27070 - Firefighter	25.75

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	
Occupational Services	
29010 - Blocker And Bracer	27.81
29020 - Hatch Tender	27.81
29030 - Line Handler	27.81
29041 - Stevedore I	25.82
29042 - Stevedore II	29.78
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	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	31.11
30086 - Engineering Technician VI	38.46
30090 - Environmental Technician	22.34
30095 - Evidence Control Specialist	19.18
30210 - Laboratory Technician	23.90

30221 - Latent Fingerprint Technician I	21.24
30222 - Latent Fingerprint Technician II	23.46
30240 - Mathematical Technician	22.36
30361 - Paralegal/Legal Assistant I	18.27
30362 - Paralegal/Legal Assistant II	22.63
30363 - Paralegal/Legal Assistant III	27.68
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) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	21.24
30502 - Weather Forecaster II	25.84
30620 - Weather Observer Combined (see 2)	20.55
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	20.75
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.99
31030 - Bus Driver	20.88
31043 - Driver Courier	17.19
31260 - Parking and Lot Attendant	13.75
31290 - Shuttle Bus Driver	16.90
31310 - Taxi Driver	15.82
31361 - Truckdriver Light	18.59
31362 - Truckdriver Medium	20.00
31363 - Truckdriver Heavy	21.02
31364 - Truckdriver Tractor-Trailer	21.02
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	12.19
99050 - Desk Clerk	13.04
99095 - Embalmer	25.60

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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4907

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4907
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 Representative I		14.61
01042 - Customer Service Representative II		15.94

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 (Employment) I	15.58
01262 - Personnel Assistant (Employment) II	17.44
01263 - Personnel Assistant (Employment) III	19.44
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 Operator/Receptionist	15.65
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	23.01
Fiberglass	
05010 - Automotive Electrician	21.00
05040 - Automotive Glass Installer	19.91
05070 - Automotive Worker	19.91
05110 - Mobile Equipment Servicer	17.75
05130 - Motor Equipment Metal	22.07
Mechanic	
05160 - Motor Equipment Metal Worker	19.91
05190 - Motor Vehicle Mechanic	22.07
05220 - Motor Vehicle Mechanic Helper	16.66

05250 - Motor Vehicle Upholstery Worker	18.83
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 Specialist	22.07
07000 - Food Preparation And Service Occupations	
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 Therapist Assistant	28.31
12015 - Certified Physical Therapist Assistant	28.06
12020 - Dental Assistant	18.79
12025 - Dental Hygienist	30.59
12030 - EKG Technician	30.73
12035 - Electroneurodiagnostic Technologist	30.73

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 Technician	25.95
Technician	
12160 - Medical Record Clerk	18.64
12190 - Medical Record Technician	20.84
12195 - Medical Transcriptionist	21.60
12210 - Nuclear Medicine Technologist	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 Testing)	25.12
Testing)	
12320 - Substance Abuse Treatment Counselor	23.30
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	24.02
13012 - Exhibits Specialist II	29.75
13013 - Exhibits Specialist III	36.39
13041 - Illustrator I	24.02
13042 - Illustrator II	29.75
13043 - Illustrator III	36.39
13047 - Librarian	32.95
13050 - Library Aide/Clerk	17.56
13054 - Library Information Technology Systems Administrator	29.75
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	18.57
Operator	
14160 - Personal Computer Support	26.15
Technician	
14170 - System Support Specialist	31.16
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	28.27
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	34.21
Instructor (Rated)	
15030 - Air Crew Training Devices	41.00
Instructor (Pilot)	
15050 - Computer Based Training	28.27
Specialist / Instructor	
15060 - Educational Technologist	32.59
15070 - Flight Instructor (Pilot)	41.00
15080 - Graphic Artist	21.93
15085 - Maintenance Test Pilot Fixed	41.00
Jet/Prop	
15086 - Maintenance Test Pilot	41.00
Rotary Wing	
15088 - Non-Maintenance Test/Co-	41.00
Pilot	
15090 - Technical Instructor	20.73
15095 - Technical Instructor/Course	25.36
Developer	
15110 - Test Proctor	16.74

15120 - Tutor	16.74
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
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 Room)	23.61
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 Processing)	18.88
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 Technician	22.68
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 Equipment Technician	25.30
23080 - Aircraft Worker	23.98

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.98
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.59
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 Maintenance I	23.98
23182 - Electronics Technician Maintenance II	25.30
23183 - Electronics Technician Maintenance III	26.59
23260 - Fabric Worker	22.68
23290 - Fire Alarm System Mechanic	26.59
23310 - Fire Extinguisher Repairer	21.38
23311 - Fuel Distribution System Mechanic	26.59
23312 - Fuel Distribution System Operator	21.38
23370 - General Maintenance Worker	22.44
23380 - Ground Support Equipment Mechanic	26.59
23381 - Ground Support Equipment Servicer	22.68
23382 - Ground Support Equipment Worker	23.98
23391 - Gunsmith I	21.38
23392 - Gunsmith II	23.98
23393 - Gunsmith III	26.59
23410 - Heating Ventilation And Air- Conditioning Mechanic	25.90
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.16
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 Mechanic	26.25
23550 - Machinist Maintenance	21.78

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	
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 Technician I	27.45
30222 - Latent Fingerprint Technician II	30.32
30240 - Mathematical Technician	25.41
30361 - Paralegal/Legal Assistant I	20.66
30362 - Paralegal/Legal Assistant II	25.59
30363 - Paralegal/Legal Assistant III	31.30
30364 - Paralegal/Legal Assistant IV	37.87
30375 - Petroleum Supply Specialist	30.32
30390 - Photo-Optics Technician	25.41
30395 - Radiation Control Technician	30.32
30461 - Technical Writer I	24.32
30462 - Technical Writer II	29.75
30463 - Technical Writer III	35.99
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	28.13
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	15.51
31030 - Bus Driver	20.28
31043 - Driver Courier	16.89
31260 - Parking and Lot Attendant	14.29
31290 - Shuttle Bus Driver	18.08
31310 - Taxi Driver	13.68
31361 - Truckdriver Light	17.99
31362 - Truckdriver Medium	19.09
31363 - Truckdriver Heavy	22.76
31364 - Truckdriver Tractor-Trailer	22.76
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.61
99050 - Desk Clerk	11.16
99095 - Embalmer	32.56

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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4913

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4913
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 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 Representative I		14.62
01042 - Customer Service Representative II		16.08

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 (Employment) I	16.92
01262 - Personnel Assistant (Employment) II	18.93
01263 - Personnel Assistant (Employment) III	21.11
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
01420 - Survey Worker	21.74
01460 - Switchboard Operator/Receptionist	15.08
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	21.91
Fiberglass	
05010 - Automotive Electrician	21.18
05040 - Automotive Glass Installer	20.38
05070 - Automotive Worker	20.38
05110 - Mobile Equipment Servicer	18.76
05130 - Motor Equipment Metal	21.91
Mechanic	
05160 - Motor Equipment Metal Worker	20.71
05190 - Motor Vehicle Mechanic	21.91
05220 - Motor Vehicle Mechanic Helper	17.85

05250 - Motor Vehicle Upholstery Worker	19.66
05280 - Motor Vehicle Wrecker	20.38
05310 - Painter Automotive	21.18
05340 - Radiator Repair Specialist	20.38
05370 - Tire Repairer	17.76
05400 - Transmission Repair Specialist	21.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.33
07041 - Cook I	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 Therapist Assistant	28.45
12015 - Certified Physical Therapist Assistant	25.63
12020 - Dental Assistant	19.11
12025 - Dental Hygienist	38.30
12030 - EKG Technician	28.45
12035 - Electroneurodiagnostic Technologist	28.45

12040 - Emergency Medical Technician	19.61
12071 - Licensed Practical Nurse I	18.41
12072 - Licensed Practical Nurse II	20.59
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	18.52
12130 - Medical Laboratory Technician	25.95
Technician	
12160 - Medical Record Clerk	17.35
12190 - Medical Record Technician	19.61
12195 - Medical Transcriptionist	19.88
12210 - Nuclear Medicine Technologist	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 Testing)	24.90
Testing)	
12320 - Substance Abuse Treatment Counselor	22.45
Counselor	
13000 - Information And Arts Occupations	
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 Technology Systems Administrator	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	
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	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	
15090 - Technical Instructor	19.14
15095 - Technical Instructor/Course	23.40
Developer	
15110 - Test Proctor	16.88

15120 - Tutor	16.88
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 Room)	22.46
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 Processing)	19.30
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

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.72
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.97
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 Maintenance I	29.03
23182 - Electronics Technician Maintenance II	30.60
23183 - Electronics Technician Maintenance III	32.31
23260 - Fabric Worker	22.64
23290 - Fire Alarm System Mechanic	25.98
23310 - Fire Extinguisher Repairer	21.46
23311 - Fuel Distribution System Mechanic	32.52
23312 - Fuel Distribution System Operator	29.95
23370 - General Maintenance Worker	19.31
23380 - Ground Support Equipment Mechanic	26.97
23381 - Ground Support Equipment Servicer	23.50
23382 - Ground Support Equipment Worker	24.72
23391 - Gunsmith I	21.46
23392 - Gunsmith II	23.81
23393 - Gunsmith III	25.98
23410 - Heating Ventilation And Air- Conditioning Mechanic	24.67
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.65
23430 - Heavy Equipment Mechanic	25.07
23440 - Heavy Equipment Operator	26.78
23460 - Instrument Mechanic	25.98
23465 - Laboratory/Shelter Mechanic	24.95
23470 - Laborer	16.52
23510 - Locksmith	24.95
23530 - Machinery Maintenance Mechanic	26.28
23550 - Machinist Maintenance	21.40

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	
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	16.66
30082 - Engineering Technician II	18.71
30083 - Engineering Technician III	20.96
30084 - Engineering Technician IV	25.93
30085 - Engineering Technician V	31.73
30086 - Engineering Technician VI	38.36
30090 - Environmental Technician	26.06
30095 - Evidence Control Specialist	26.06
30210 - Laboratory Technician	22.08

30221 - Latent Fingerprint Technician I	28.86
30222 - Latent Fingerprint Technician II	31.88
30240 - Mathematical Technician	26.06
30361 - Paralegal/Legal Assistant I	20.43
30362 - Paralegal/Legal Assistant II	25.31
30363 - Paralegal/Legal Assistant III	30.96
30364 - Paralegal/Legal Assistant IV	37.46
30375 - Petroleum Supply Specialist	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) Technician I	26.71
30492 - Unexploded Ordnance (UXO) Technician II	32.32
30493 - Unexploded Ordnance (UXO) Technician III	38.73
30494 - Unexploded (UXO) Safety Escort	26.71
30495 - Unexploded (UXO) Sweep Personnel	26.71
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	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	14.95
31362 - Truckdriver Medium	19.55
31363 - Truckdriver Heavy	22.78
31364 - Truckdriver Tractor-Trailer	22.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.76
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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4917

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4917
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 Representative I		14.35
01042 - Customer Service Representative II		15.66

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 (Employment) I	17.75
01262 - Personnel Assistant (Employment) II	19.86
01263 - Personnel Assistant (Employment) III	22.13
01270 - Production Control Clerk	22.34
01290 - Rental Clerk	18.48
01300 - Scheduler Maintenance	17.95
01311 - Secretary I	17.95
01312 - Secretary II	20.09
01313 - Secretary III	22.38
01320 - Service Order Dispatcher	20.00
01410 - Supply Technician	24.72
01420 - Survey Worker	19.57
01460 - Switchboard Operator/Receptionist	15.80
01531 - Travel Clerk I	15.10
01532 - Travel Clerk II	16.24
01533 - Travel Clerk III	17.43
01611 - Word Processor I	15.01
01612 - Word Processor II	16.85
01613 - Word Processor III	18.85
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.66
Fiberglass	
05010 - Automotive Electrician	20.79
05040 - Automotive Glass Installer	19.11
05070 - Automotive Worker	19.93
05110 - Mobile Equipment Servicer	17.51
05130 - Motor Equipment Metal	21.60
Mechanic	
05160 - Motor Equipment Metal Worker	19.93
05190 - Motor Vehicle Mechanic	21.70
05220 - Motor Vehicle Mechanic Helper	16.72

05250 - Motor Vehicle Upholstery Worker	18.51
05280 - Motor Vehicle Wrecker	19.93
05310 - Painter Automotive	19.94
05340 - Radiator Repair Specialist	19.73
05370 - Tire Repairer	16.97
05400 - Transmission Repair Specialist	21.60
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 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
11260 - Pruner	16.00
11270 - Tractor Operator	18.46
11330 - Trail Maintenance Worker	16.54
11360 - Window Cleaner	16.67
12000 - Health Occupations	
12010 - Ambulance Driver	19.85
12011 - Breath Alcohol Technician	20.41
12012 - Certified Occupational Therapist Assistant	28.78
12015 - Certified Physical Therapist Assistant	26.13
12020 - Dental Assistant	19.97
12025 - Dental Hygienist	37.15
12030 - EKG Technician	30.23
12035 - Electroneurodiagnostic Technologist	30.23

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 Technician	25.89
Technician	
12160 - Medical Record Clerk	18.19
12190 - Medical Record Technician	20.56
12195 - Medical Transcriptionist	20.74
12210 - Nuclear Medicine Technologist	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 Testing)	25.29
Testing)	
12320 - Substance Abuse Treatment Counselor	27.19
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	20.47
13012 - Exhibits Specialist II	26.14
13013 - Exhibits Specialist III	30.90
13041 - Illustrator I	21.81
13042 - Illustrator II	27.01
13043 - Illustrator III	33.05
13047 - Librarian	33.12
13050 - Library Aide/Clerk	13.54
13054 - Library Information Technology Systems Administrator	25.74
Technology Systems Administrator	
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	(see 1)
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	
15110 - Test Proctor	19.57

15120 - Tutor	19.57
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
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 Room)	23.64
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 Processing)	20.84
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	
23010 - Aerospace Structural Welder	29.14
23019 - Aircraft Logs and Records Technician	24.57
23021 - Aircraft Mechanic I	27.99
23022 - Aircraft Mechanic II	29.14
23023 - Aircraft Mechanic III	30.35
23040 - Aircraft Mechanic Helper	21.64
23050 - Aircraft Painter	26.79
23060 - Aircraft Servicer	24.57
23070 - Aircraft Survival Flight Equipment Technician	26.79
23080 - Aircraft Worker	25.65

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.65
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.99
23110 - Appliance Mechanic	25.48
23120 - Bicycle Repairer	21.96
23125 - Cable Splicer	43.92
23130 - Carpenter Maintenance	24.29
23140 - Carpet Layer	26.15
23160 - Electrician Maintenance	29.96
23181 - Electronics Technician Maintenance I	24.72
23182 - Electronics Technician Maintenance II	26.06
23183 - Electronics Technician Maintenance III	29.52
23260 - Fabric Worker	23.35
23290 - Fire Alarm System Mechanic	27.32
23310 - Fire Extinguisher Repairer	21.96
23311 - Fuel Distribution System Mechanic	30.81
23312 - Fuel Distribution System Operator	26.54
23370 - General Maintenance Worker	21.45
23380 - Ground Support Equipment Mechanic	27.99
23381 - Ground Support Equipment Servicer	25.65
23382 - Ground Support Equipment Worker	25.65
23391 - Gunsmith I	23.64
23392 - Gunsmith II	25.92
23393 - Gunsmith III	27.32
23410 - Heating Ventilation And Air- Conditioning Mechanic	27.16
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.16
23430 - Heavy Equipment Mechanic	24.74
23440 - Heavy Equipment Operator	32.59
23460 - Instrument Mechanic	27.32
23465 - Laboratory/Shelter Mechanic	26.05
23470 - Laborer	16.43
23510 - Locksmith	26.05
23530 - Machinery Maintenance Mechanic	25.63
23550 - Machinist Maintenance	21.98

23580 - Maintenance Trades Helper	17.81
23591 - Metrology Technician I	27.32
23592 - Metrology Technician II	28.54
23593 - Metrology Technician III	29.80
23640 - Millwright	27.32
23710 - Office Appliance Repairer	24.32
23760 - Painter Maintenance	21.49
23790 - Pipefitter Maintenance	32.29
23810 - Plumber Maintenance	30.79
23820 - Pneudraulic Systems Mechanic	27.32
23850 - Rigger	27.32
23870 - Scale Mechanic	24.72
23890 - Sheet-Metal Worker	29.90
Maintenance	
23910 - Small Engine Mechanic	23.36
23931 - Telecommunications Mechanic	26.73
I	
23932 - Telecommunications Mechanic	27.92
II	
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	
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	29.64
30085 - Engineering Technician V	31.93
30086 - Engineering Technician VI	39.73
30090 - Environmental Technician	25.43
30095 - Evidence Control Specialist	23.00
30210 - Laboratory Technician	20.75

30221 - Latent Fingerprint Technician I	25.47
30222 - Latent Fingerprint Technician II	28.13
30240 - Mathematical Technician	23.33
30361 - Paralegal/Legal Assistant I	20.05
30362 - Paralegal/Legal Assistant II	24.83
30363 - Paralegal/Legal Assistant III	30.38
30364 - Paralegal/Legal Assistant IV	36.76
30375 - Petroleum Supply Specialist	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) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	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
31043 - Driver Courier	16.94
31260 - Parking and Lot Attendant	14.30
31290 - Shuttle Bus Driver	18.14
31310 - Taxi Driver	14.07
31361 - Truckdriver Light	18.14
31362 - Truckdriver Medium	22.10
31363 - Truckdriver Heavy	22.46
31364 - Truckdriver Tractor-Trailer	22.43
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.76
99050 - Desk Clerk	11.17
99095 - Embalmer	38.87

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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4919

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4919
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 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 Representative I		13.30
01042 - Customer Service Representative II		14.83

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 (Employment) I	16.68
01262 - Personnel Assistant (Employment) II	18.65
01263 - Personnel Assistant (Employment) III	20.79
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 Operator/Receptionist	14.28
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	
05005 - Automobile Body Repairer	19.13
Fiberglass	
05010 - Automotive Electrician	20.39
05040 - Automotive Glass Installer	19.37
05070 - Automotive Worker	19.37
05110 - Mobile Equipment Servicer	17.39
05130 - Motor Equipment Metal	21.40
Mechanic	
05160 - Motor Equipment Metal Worker	19.37
05190 - Motor Vehicle Mechanic	21.40
05220 - Motor Vehicle Mechanic Helper	16.32

05250 - Motor Vehicle Upholstery Worker	18.39
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 Specialist	21.40
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 Therapist Assistant	26.45
12015 - Certified Physical Therapist Assistant	26.84
12020 - Dental Assistant	18.57
12025 - Dental Hygienist	34.12
12030 - EKG Technician	31.45
12035 - Electroneurodiagnostic Technologist	31.45

12040 - Emergency Medical Technician	18.46
12071 - Licensed Practical Nurse I	16.50
12072 - Licensed Practical Nurse II	18.46
12073 - Licensed Practical Nurse III	20.58
12100 - Medical Assistant	17.78
12130 - Medical Laboratory Technician	27.17
Technician	
12160 - Medical Record Clerk	16.71
12190 - Medical Record Technician	18.70
12195 - Medical Transcriptionist	18.89
12210 - Nuclear Medicine Technologist	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 Testing)	22.86
Testing)	
12320 - Substance Abuse Treatment Counselor	22.52
Counselor	
13000 - Information And Arts Occupations	
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 Technology Systems Administrator	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	(see 1)
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	
15090 - Technical Instructor	20.98
15095 - Technical Instructor/Course	25.67
Developer	
15110 - Test Proctor	16.94

15120 - Tutor	16.94
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 Room)	21.13
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 Processing)	18.65
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 Technician	22.55
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 Equipment Technician	25.00
23080 - Aircraft Worker	23.76

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.76
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.24
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 Maintenance I	23.76
23182 - Electronics Technician Maintenance II	25.00
23183 - Electronics Technician Maintenance III	26.24
23260 - Fabric Worker	22.55
23290 - Fire Alarm System Mechanic	25.79
23310 - Fire Extinguisher Repairer	21.33
23311 - Fuel Distribution System Mechanic	33.73
23312 - Fuel Distribution System Operator	27.42
23370 - General Maintenance Worker	20.33
23380 - Ground Support Equipment Mechanic	26.24
23381 - Ground Support Equipment Servicer	22.55
23382 - Ground Support Equipment Worker	23.76
23391 - Gunsmith I	21.33
23392 - Gunsmith II	23.76
23393 - Gunsmith III	26.24
23410 - Heating Ventilation And Air- Conditioning Mechanic	23.60
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.60
23430 - Heavy Equipment Mechanic	23.99
23440 - Heavy Equipment Operator	29.73
23460 - Instrument Mechanic	26.24
23465 - Laboratory/Shelter Mechanic	25.00
23470 - Laborer	15.64
23510 - Locksmith	25.00
23530 - Machinery Maintenance Mechanic	25.91
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	
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	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 III	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
30095 - Evidence Control Specialist	26.08
30210 - Laboratory Technician	24.03

30221 - Latent Fingerprint Technician I	28.89
30222 - Latent Fingerprint Technician II	31.90
30240 - Mathematical Technician	26.71
30361 - Paralegal/Legal Assistant I	20.59
30362 - Paralegal/Legal Assistant II	25.50
30363 - Paralegal/Legal Assistant III	31.20
30364 - Paralegal/Legal Assistant IV	37.75
30375 - Petroleum Supply Specialist	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) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	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
31043 - Driver Courier	14.41
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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4921

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4921
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 Representative I		13.30
01042 - Customer Service Representative II		14.83

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 (Employment) I	16.68
01262 - Personnel Assistant (Employment) II	18.65
01263 - Personnel Assistant (Employment) III	20.79
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 Operator/Receptionist	14.28
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	
05005 - Automobile Body Repairer	18.21
Fiberglass	
05010 - Automotive Electrician	20.39
05040 - Automotive Glass Installer	19.37
05070 - Automotive Worker	19.37
05110 - Mobile Equipment Servicer	17.39
05130 - Motor Equipment Metal	21.40
Mechanic	
05160 - Motor Equipment Metal Worker	19.37
05190 - Motor Vehicle Mechanic	21.40
05220 - Motor Vehicle Mechanic Helper	16.32

05250 - Motor Vehicle Upholstery Worker	18.39
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 Specialist	21.40
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 Therapist Assistant	26.45
12015 - Certified Physical Therapist Assistant	26.84
12020 - Dental Assistant	18.57
12025 - Dental Hygienist	34.12
12030 - EKG Technician	25.84
12035 - Electroneurodiagnostic Technologist	25.84

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 Technician	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 Testing)	22.86
Testing)	
12320 - Substance Abuse Treatment	22.52
Counselor	
13000 - Information And Arts Occupations	
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	(see 1)
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	
15110 - Test Proctor	16.94

15120 - Tutor	16.94
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 Room)	21.13
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 Processing)	18.65
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 Technician	22.55
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 Equipment Technician	25.00
23080 - Aircraft Worker	23.76

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.76
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.24
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 Maintenance I	23.76
23182 - Electronics Technician Maintenance II	25.00
23183 - Electronics Technician Maintenance III	26.24
23260 - Fabric Worker	22.55
23290 - Fire Alarm System Mechanic	25.79
23310 - Fire Extinguisher Repairer	21.33
23311 - Fuel Distribution System Mechanic	33.24
23312 - Fuel Distribution System Operator	27.17
23370 - General Maintenance Worker	19.75
23380 - Ground Support Equipment Mechanic	26.24
23381 - Ground Support Equipment Servicer	22.55
23382 - Ground Support Equipment Worker	23.76
23391 - Gunsmith I	21.33
23392 - Gunsmith II	23.76
23393 - Gunsmith III	26.24
23410 - Heating Ventilation And Air- Conditioning Mechanic	23.60
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.60
23430 - Heavy Equipment Mechanic	23.62
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 Mechanic	25.91
23550 - Machinist Maintenance	20.24

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 Technician I	28.89
30222 - Latent Fingerprint Technician II	31.90
30240 - Mathematical Technician	26.08
30361 - Paralegal/Legal Assistant I	20.59
30362 - Paralegal/Legal Assistant II	25.50
30363 - Paralegal/Legal Assistant III	31.20
30364 - Paralegal/Legal Assistant IV	37.75
30375 - Petroleum Supply Specialist	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) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	28.89
30502 - Weather Forecaster II	35.12
30620 - Weather Observer Combined (see 2)	23.46
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	26.08
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	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	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.83
99050 - Desk Clerk	12.99
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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick 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:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4923

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4923
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 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 Representative I		14.62
01042 - Customer Service Representative II		16.08

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 (Employment) I	16.92
01262 - Personnel Assistant (Employment) II	18.93
01263 - Personnel Assistant (Employment) III	21.11
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 Operator/Receptionist	15.08
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	
05160 - Motor Equipment Metal Worker	18.37
05190 - Motor Vehicle Mechanic	19.42
05220 - Motor Vehicle Mechanic Helper	16.20

05250 - Motor Vehicle Upholstery Worker	17.77
05280 - Motor Vehicle Wrecker	18.37
05310 - Painter Automotive	19.16
05340 - Radiator Repair Specialist	18.37
05370 - Tire Repairer	17.76
05400 - Transmission Repair Specialist	19.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.33
07041 - Cook I	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 Therapist Assistant	28.45
12015 - Certified Physical Therapist Assistant	25.63
12020 - Dental Assistant	19.11
12025 - Dental Hygienist	38.30
12030 - EKG Technician	28.59
12035 - Electroneurodiagnostic Technologist	28.59

12040 - Emergency Medical Technician	15.69
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 Technician	25.95
Technician	
12160 - Medical Record Clerk	17.09
12190 - Medical Record Technician	19.40
12195 - Medical Transcriptionist	19.88
12210 - Nuclear Medicine Technologist	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 Testing)	24.90
Testing)	
12320 - Substance Abuse Treatment Counselor	22.45
Counselor	
13000 - Information And Arts Occupations	
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 Technology Systems Administrator	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	
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)	
15050 - Computer Based Training	30.30
Specialist / Instructor	
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	
15086 - Maintenance Test Pilot	43.94
Rotary Wing	
15088 - Non-Maintenance Test/Co-	43.94
Pilot	
15090 - Technical Instructor	19.73
15095 - Technical Instructor/Course	24.13
Developer	
15110 - Test Proctor	15.92

15120 - Tutor	15.92
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 Room)	22.46
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 Processing)	19.26
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 Equipment (ALSE) Mechanic I	24.72
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.97
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 Maintenance I	28.56
23182 - Electronics Technician Maintenance II	31.44
23183 - Electronics Technician Maintenance III	32.75
23260 - Fabric Worker	22.64
23290 - Fire Alarm System Mechanic	25.98
23310 - Fire Extinguisher Repairer	21.46
23311 - Fuel Distribution System Mechanic	30.73
23312 - Fuel Distribution System Operator	27.36
23370 - General Maintenance Worker	20.33
23380 - Ground Support Equipment Mechanic	26.97
23381 - Ground Support Equipment Servicer	23.50
23382 - Ground Support Equipment Worker	24.72
23391 - Gunsmith I	21.46
23392 - Gunsmith II	23.81
23393 - Gunsmith III	25.98
23410 - Heating Ventilation And Air- Conditioning Mechanic	24.64
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.58
23430 - Heavy Equipment Mechanic	25.07
23440 - Heavy Equipment Operator	27.31
23460 - Instrument Mechanic	25.98
23465 - Laboratory/Shelter Mechanic	24.95
23470 - Laborer	16.52
23510 - Locksmith	24.95
23530 - Machinery Maintenance Mechanic	26.28
23550 - Machinist Maintenance	21.78

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)	
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
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	26.06
30095 - Evidence Control Specialist	26.06
30210 - Laboratory Technician	22.08

30221 - Latent Fingerprint Technician I	28.86
30222 - Latent Fingerprint Technician II	31.88
30240 - Mathematical Technician	26.06
30361 - Paralegal/Legal Assistant I	19.70
30362 - Paralegal/Legal Assistant II	24.34
30363 - Paralegal/Legal Assistant III	29.85
30364 - Paralegal/Legal Assistant IV	36.12
30375 - Petroleum Supply Specialist	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) Technician I	26.71
30492 - Unexploded Ordnance (UXO) Technician II	32.32
30493 - Unexploded Ordnance (UXO) Technician III	38.73
30494 - Unexploded (UXO) Safety Escort	26.71
30495 - Unexploded (UXO) Sweep Personnel	26.71
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	15.12
31030 - Bus Driver	19.68
31043 - Driver Courier	12.33
31260 - Parking and Lot Attendant	13.97
31290 - Shuttle Bus Driver	13.77
31310 - Taxi Driver	12.86
31361 - Truckdriver Light	13.15
31362 - Truckdriver Medium	13.87
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	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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4925

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4925
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 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 Representative I		14.62
01042 - Customer Service Representative II		16.08

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 (Employment) I	16.92
01262 - Personnel Assistant (Employment) II	18.93
01263 - Personnel Assistant (Employment) III	21.11
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 Operator/Receptionist	15.08
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	
05010 - Automotive Electrician	18.64
05040 - Automotive Glass Installer	17.80
05070 - Automotive Worker	17.68
05110 - Mobile Equipment Servicer	16.04
05130 - Motor Equipment Metal	19.42
Mechanic	
05160 - Motor Equipment Metal Worker	17.80
05190 - Motor Vehicle Mechanic	19.29
05220 - Motor Vehicle Mechanic Helper	15.20

05250 - Motor Vehicle Upholstery Worker	16.92
05280 - Motor Vehicle Wrecker	17.80
05310 - Painter Automotive	18.64
05340 - Radiator Repair Specialist	17.80
05370 - Tire Repairer	17.76
05400 - Transmission Repair Specialist	19.42
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.33
07041 - Cook I	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 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 Therapist Assistant	28.45
12015 - Certified Physical Therapist Assistant	25.63
12020 - Dental Assistant	19.11
12025 - Dental Hygienist	38.30
12030 - EKG Technician	25.84
12035 - Electroneurodiagnostic Technologist	25.84

12040 - Emergency Medical Technician	15.69
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 Technician	25.95
Technician	
12160 - Medical Record Clerk	17.09
12190 - Medical Record Technician	19.40
12195 - Medical Transcriptionist	19.88
12210 - Nuclear Medicine Technologist	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 Testing)	24.90
Testing)	
12320 - Substance Abuse Treatment Counselor	22.45
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	17.90
13012 - Exhibits Specialist II	22.17
13013 - Exhibits Specialist III	27.13
13041 - Illustrator I	17.90
13042 - Illustrator II	22.17
13043 - Illustrator III	27.13
13047 - Librarian	24.56
13050 - Library Aide/Clerk	16.62
13054 - Library Information Technology Systems Administrator	22.17
Technology Systems Administrator	
13058 - Library Technician	15.04
13061 - Media Specialist I	16.00
13062 - Media Specialist II	17.90
13063 - Media Specialist III	19.95

13071 - Photographer I	15.60
13072 - Photographer II	17.45
13073 - Photographer III	21.62
13074 - Photographer IV	26.44
13075 - Photographer V	32.00
13090 - Technical Order Library	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)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	17.57
Operator	
14160 - Personal Computer Support	24.34
Technician	
14170 - System Support Specialist	29.66
15000 - Instructional Occupations	
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)	
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	
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 Room)	22.46
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 Processing)	19.26
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 Technician	23.50
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 Equipment Technician	25.90
23080 - Aircraft Worker	24.72

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.72
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.97
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 Maintenance I	25.44
23182 - Electronics Technician Maintenance II	27.37
23183 - Electronics Technician Maintenance III	30.77
23260 - Fabric Worker	22.64
23290 - Fire Alarm System Mechanic	25.98
23310 - Fire Extinguisher Repairer	21.46
23311 - Fuel Distribution System Mechanic	29.37
23312 - Fuel Distribution System Operator	24.33
23370 - General Maintenance Worker	19.31
23380 - Ground Support Equipment Mechanic	26.97
23381 - Ground Support Equipment Servicer	23.50
23382 - Ground Support Equipment Worker	24.72
23391 - Gunsmith I	21.46
23392 - Gunsmith II	23.81
23393 - Gunsmith III	25.98
23410 - Heating Ventilation And Air- Conditioning Mechanic	24.64
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.58
23430 - Heavy Equipment Mechanic	25.07
23440 - Heavy Equipment Operator	26.78
23460 - Instrument Mechanic	25.98
23465 - Laboratory/Shelter Mechanic	24.95
23470 - Laborer	16.52
23510 - Locksmith	24.95
23530 - Machinery Maintenance Mechanic	26.08
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 Technician I	28.86
30222 - Latent Fingerprint Technician II	31.88
30240 - Mathematical Technician	26.06
30361 - Paralegal/Legal Assistant I	19.59
30362 - Paralegal/Legal Assistant II	24.27
30363 - Paralegal/Legal Assistant III	29.69
30364 - Paralegal/Legal Assistant IV	35.92
30375 - Petroleum Supply Specialist	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) Technician I	26.71
30492 - Unexploded Ordnance (UXO) Technician II	32.32
30493 - Unexploded Ordnance (UXO) Technician III	38.73
30494 - Unexploded (UXO) Safety Escort	26.71
30495 - Unexploded (UXO) Sweep Personnel	26.71
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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4927

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4927
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 Representative I		14.62
01042 - Customer Service Representative II		16.08

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 (Employment) I	16.92
01262 - Personnel Assistant (Employment) II	18.93
01263 - Personnel Assistant (Employment) III	21.11
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 Operator/Receptionist	15.08
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 Helper	15.05

05250 - Motor Vehicle Upholstery Worker	17.50
05280 - Motor Vehicle Wrecker	18.07
05310 - Painter Automotive	18.64
05340 - Radiator Repair Specialist	18.07
05370 - Tire Repairer	17.76
05400 - Transmission Repair Specialist	19.42
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.33
07041 - Cook I	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 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	16.04
12011 - Breath Alcohol Technician	20.10
12012 - Certified Occupational Therapist Assistant	28.45
12015 - Certified Physical Therapist Assistant	25.63
12020 - Dental Assistant	19.11
12025 - Dental Hygienist	38.30
12030 - EKG Technician	28.45
12035 - Electroneurodiagnostic Technologist	28.45

12040 - Emergency Medical Technician	16.04
12071 - Licensed Practical Nurse I	17.97
12072 - Licensed Practical Nurse II	20.10
12073 - Licensed Practical Nurse III	22.40
12100 - Medical Assistant	18.52
12130 - Medical Laboratory Technician	25.95
Technician	
12160 - Medical Record Clerk	17.35
12190 - Medical Record Technician	19.61
12195 - Medical Transcriptionist	19.88
12210 - Nuclear Medicine Technologist	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 Testing)	24.90
Testing)	
12320 - Substance Abuse Treatment Counselor	22.45
Counselor	
13000 - Information And Arts Occupations	
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 Technology Systems Administrator	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	
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)	
15050 - Computer Based Training	30.30
Specialist / Instructor	
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	
15086 - Maintenance Test Pilot	43.94
Rotary Wing	
15088 - Non-Maintenance Test/Co-	43.94
Pilot	
15090 - Technical Instructor	18.25
15095 - Technical Instructor/Course	22.33
Developer	
15110 - Test Proctor	14.74

15120 - Tutor	14.74
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 Room)	22.46
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	13.15
21080 - Production Line Worker (Food Processing)	19.26
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 Technician	24.56
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 Equipment Technician	25.90
23080 - Aircraft Worker	25.75

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.75
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.97
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 Maintenance I	27.27
23182 - Electronics Technician Maintenance II	28.75
23183 - Electronics Technician Maintenance III	30.35
23260 - Fabric Worker	22.64
23290 - Fire Alarm System Mechanic	25.98
23310 - Fire Extinguisher Repairer	21.46
23311 - Fuel Distribution System Mechanic	29.05
23312 - Fuel Distribution System Operator	23.40
23370 - General Maintenance Worker	19.31
23380 - Ground Support Equipment Mechanic	26.97
23381 - Ground Support Equipment Servicer	24.56
23382 - Ground Support Equipment Worker	25.75
23391 - Gunsmith I	21.46
23392 - Gunsmith II	23.81
23393 - Gunsmith III	25.98
23410 - Heating Ventilation And Air- Conditioning Mechanic	24.64
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.65
23430 - Heavy Equipment Mechanic	25.07
23440 - Heavy Equipment Operator	26.78
23460 - Instrument Mechanic	25.98
23465 - Laboratory/Shelter Mechanic	24.95
23470 - Laborer	16.52
23510 - Locksmith	24.95
23530 - Machinery Maintenance Mechanic	25.89
23550 - Machinist Maintenance	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	
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	21.33
27030 - Detection Dog Handler	16.81
27040 - Detention Officer	21.35
27070 - Firefighter	17.91

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)	
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	15.26
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 Technician I	28.86
30222 - Latent Fingerprint Technician II	31.88
30240 - Mathematical Technician	26.06
30361 - Paralegal/Legal Assistant I	19.59
30362 - Paralegal/Legal Assistant II	24.27
30363 - Paralegal/Legal Assistant III	29.69
30364 - Paralegal/Legal Assistant IV	35.92
30375 - Petroleum Supply Specialist	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) Technician I	26.71
30492 - Unexploded Ordnance (UXO) Technician II	32.32
30493 - Unexploded Ordnance (UXO) Technician III	38.73
30494 - Unexploded (UXO) Safety Escort	26.71
30495 - Unexploded (UXO) Sweep Personnel	26.71
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	15.12
31030 - Bus Driver	19.68
31043 - Driver Courier	14.19
31260 - Parking and Lot Attendant	13.97
31290 - Shuttle Bus Driver	15.27
31310 - Taxi Driver	15.27
31361 - Truckdriver Light	15.13
31362 - Truckdriver Medium	16.48
31363 - Truckdriver Heavy	20.70
31364 - Truckdriver Tractor-Trailer	20.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.76
99030 - Cashier	11.20
99050 - Desk Clerk	11.73
99095 - Embalmer	33.36

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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided 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)).