

Standard Wage Determinants

From 2015-5669 to 2015-5763

March 24, 2022

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Standard Wage Determination No.: 2015-5669

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.: 2015-5669
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: California

Area: California County of Inyo

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.22
01012 - Accounting Clerk II		19.33
01013 - Accounting Clerk III		21.63
01020 - Administrative Assistant		30.56
01035 - Court Reporter		17.55
01041 - Customer Service Representative I		15.49
01042 - Customer Service Representative II		17.42

01043 - Customer Service Representative III	19.02
01051 - Data Entry Operator I	12.59
01052 - Data Entry Operator II	13.74
01060 - Dispatcher Motor Vehicle	21.48
01070 - Document Preparation Clerk	13.74
01090 - Duplicating Machine Operator	13.74
01111 - General Clerk I	15.40
01112 - General Clerk II	16.80
01113 - General Clerk III	18.88
01120 - Housing Referral Assistant	20.61
01141 - Messenger Courier	11.21
01191 - Order Clerk I	12.59
01192 - Order Clerk II	13.74
01261 - Personnel Assistant (Employment) I	17.64
01262 - Personnel Assistant (Employment) II	19.75
01263 - Personnel Assistant (Employment) III	22.01
01270 - Production Control Clerk	19.24
01290 - Rental Clerk	15.25
01300 - Scheduler Maintenance	15.44
01311 - Secretary I	15.44
01312 - Secretary II	17.55
01313 - Secretary III	19.24
01320 - Service Order Dispatcher	19.18
01410 - Supply Technician	30.56
01420 - Survey Worker	19.94
01460 - Switchboard Operator/Receptionist	14.83
01531 - Travel Clerk I	14.93
01532 - Travel Clerk II	16.10
01533 - Travel Clerk III	17.38
01611 - Word Processor I	13.74
01612 - Word Processor II	15.44
01613 - Word Processor III	17.55
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	28.09
Fiberglass	
05010 - Automotive Electrician	21.80
05040 - Automotive Glass Installer	20.61
05070 - Automotive Worker	20.61
05110 - Mobile Equipment Servicer	18.26
05130 - Motor Equipment Metal	22.96
Mechanic	
05160 - Motor Equipment Metal Worker	20.61
05190 - Motor Vehicle Mechanic	22.96
05220 - Motor Vehicle Mechanic Helper	17.05

05250 - Motor Vehicle Upholstery Worker	19.45
05280 - Motor Vehicle Wrecker	20.61
05310 - Painter Automotive	21.80
05340 - Radiator Repair Specialist	20.61
05370 - Tire Repairer	16.78
05400 - Transmission Repair Specialist	22.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.64
07041 - Cook I	18.17
07042 - Cook II	20.52
07070 - Dishwasher	13.02
07130 - Food Service Worker	13.39
07210 - Meat Cutter	17.40
07260 - Waiter/Waitress	13.31
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.29
09040 - Furniture Handler	20.20
09080 - Furniture Refinisher	27.82
09090 - Furniture Refinisher Helper	23.63
09110 - Furniture Repairer Minor	27.14
09130 - Upholsterer	27.82
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.22
11060 - Elevator Operator	15.40
11090 - Gardener	19.67
11122 - Housekeeping Aide	15.96
11150 - Janitor	15.98
11210 - Laborer Grounds Maintenance	15.82
11240 - Maid or Houseman	13.77
11260 - Pruner	14.46
11270 - Tractor Operator	18.38
11330 - Trail Maintenance Worker	15.82
11360 - Window Cleaner	16.81
12000 - Health Occupations	
12010 - Ambulance Driver	20.86
12011 - Breath Alcohol Technician	28.48
12012 - Certified Occupational Therapist Assistant	38.23
12015 - Certified Physical Therapist Assistant	34.79
12020 - Dental Assistant	22.11
12025 - Dental Hygienist	50.02
12030 - EKG Technician	44.66
12035 - Electroneurodiagnostic Technologist	44.66

12040 - Emergency Medical Technician	20.86
12071 - Licensed Practical Nurse I	26.35
12072 - Licensed Practical Nurse II	29.45
12073 - Licensed Practical Nurse III	32.86
12100 - Medical Assistant	18.72
12130 - Medical Laboratory Technician	21.63
Technician	
12160 - Medical Record Clerk	20.94
12190 - Medical Record Technician	22.58
12195 - Medical Transcriptionist	21.15
12210 - Nuclear Medicine Technologist	58.16
Technologist	
12221 - Nursing Assistant I	13.46
12222 - Nursing Assistant II	15.14
12223 - Nursing Assistant III	16.51
12224 - Nursing Assistant IV	18.54
12235 - Optical Dispenser	21.18
12236 - Optical Technician	26.35
12250 - Pharmacy Technician	20.08
12280 - Phlebotomist	19.96
12305 - Radiologic Technologist	43.90
12311 - Registered Nurse I	29.76
12312 - Registered Nurse II	36.40
12313 - Registered Nurse II	36.40
Specialist	
12314 - Registered Nurse III	47.91
12315 - Registered Nurse III	47.91
Anesthetist	
12316 - Registered Nurse IV	52.79
12317 - Scheduler (Drug and Alcohol Testing)	35.29
Testing)	
12320 - Substance Abuse Treatment Counselor	28.66
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	18.55
13012 - Exhibits Specialist II	22.98
13013 - Exhibits Specialist III	28.09
13041 - Illustrator I	18.51
13042 - Illustrator II	22.98
13043 - Illustrator III	28.09
13047 - Librarian	25.44
13050 - Library Aide/Clerk	17.64
13054 - Library Information Technology Systems Administrator	22.98
Technology Systems Administrator	
13058 - Library Technician	18.23
13061 - Media Specialist I	16.58
13062 - Media Specialist II	18.55
13063 - Media Specialist III	20.68

13071 - Photographer I	17.59
13072 - Photographer II	19.69
13073 - Photographer III	24.39
13074 - Photographer IV	29.83
13075 - Photographer V	36.08
13090 - Technical Order Library	20.61
Clerk	
13110 - Video Teleconference	16.58
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	16.24
14042 - Computer Operator II	18.16
14043 - Computer Operator III	20.25
14044 - Computer Operator IV	22.51
14045 - Computer Operator V	24.91
14071 - Computer Programmer I	(see 1) 22.91
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	16.24
Operator	
14160 - Personal Computer Support	22.51
Technician	
14170 - System Support Specialist	24.91
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.56
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	36.97
Instructor (Rated)	
15030 - Air Crew Training Devices	44.31
Instructor (Pilot)	
15050 - Computer Based Training	30.56
Specialist / Instructor	
15060 - Educational Technologist	27.51
15070 - Flight Instructor (Pilot)	44.31
15080 - Graphic Artist	24.37
15085 - Maintenance Test Pilot Fixed	44.23
Jet/Prop	
15086 - Maintenance Test Pilot	44.23
Rotary Wing	
15088 - Non-Maintenance Test/Co-	44.23
Pilot	
15090 - Technical Instructor	22.40
15095 - Technical Instructor/Course	28.40
Developer	
15110 - Test Proctor	18.74

15120 - Tutor	18.74
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)	31.24
19040 - Tool And Die Maker	37.72
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.69
21030 - Material Coordinator	21.82
21040 - Material Expediter	21.82
21050 - Material Handling Laborer	14.70
21071 - Order Filler	14.43
21080 - Production Line Worker (Food Processing)	14.69
21110 - Shipping Packer	16.91
21130 - Shipping/Receiving Clerk	16.91
21140 - Store Worker I	15.85
21150 - Stock Clerk	20.26
21210 - Tools And Parts Attendant	15.28
21410 - Warehouse Specialist	15.28
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.59
23019 - Aircraft Logs and Records Technician	27.87
23021 - Aircraft Mechanic I	32.90
23022 - Aircraft Mechanic II	34.59
23023 - Aircraft Mechanic III	36.23
23040 - Aircraft Mechanic Helper	24.44
23050 - Aircraft Painter	31.24
23060 - Aircraft Servicer	27.87
23070 - Aircraft Survival Flight Equipment Technician	31.24
23080 - Aircraft Worker	29.54

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.54
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.90
23110 - Appliance Mechanic	29.32
23120 - Bicycle Repairer	22.14
23125 - Cable Splicer	34.76
23130 - Carpenter Maintenance	27.10
23140 - Carpet Layer	26.62
23160 - Electrician Maintenance	32.55
23181 - Electronics Technician Maintenance I	29.54
23182 - Electronics Technician Maintenance II	31.24
23183 - Electronics Technician Maintenance III	32.90
23260 - Fabric Worker	27.87
23290 - Fire Alarm System Mechanic	32.90
23310 - Fire Extinguisher Repairer	26.17
23311 - Fuel Distribution System Mechanic	34.08
23312 - Fuel Distribution System Operator	26.75
23370 - General Maintenance Worker	20.48
23380 - Ground Support Equipment Mechanic	32.90
23381 - Ground Support Equipment Servicer	27.87
23382 - Ground Support Equipment Worker	29.54
23391 - Gunsmith I	26.17
23392 - Gunsmith II	29.54
23393 - Gunsmith III	32.90
23410 - Heating Ventilation And Air- Conditioning Mechanic	26.66
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.10
23430 - Heavy Equipment Mechanic	29.51
23440 - Heavy Equipment Operator	28.93
23460 - Instrument Mechanic	32.90
23465 - Laboratory/Shelter Mechanic	31.24
23470 - Laborer	14.70
23510 - Locksmith	31.24
23530 - Machinery Maintenance Mechanic	32.90
23550 - Machinist Maintenance	25.60

23580 - Maintenance Trades Helper	18.99
23591 - Metrology Technician I	32.90
23592 - Metrology Technician II	34.59
23593 - Metrology Technician III	36.23
23640 - Millwright	32.90
23710 - Office Appliance Repairer	31.14
23760 - Painter Maintenance	23.28
23790 - Pipefitter Maintenance	29.70
23810 - Plumber Maintenance	28.20
23820 - Pneudraulic Systems Mechanic	32.90
23850 - Rigger	32.90
23870 - Scale Mechanic	29.54
23890 - Sheet-Metal Worker	29.56
Maintenance	
23910 - Small Engine Mechanic	24.34
23931 - Telecommunications Mechanic	30.43
I	
23932 - Telecommunications Mechanic	31.99
II	
23950 - Telephone Lineman	34.76
23960 - Welder Combination	23.39
Maintenance	
23965 - Well Driller	28.16
23970 - Woodcraft Worker	32.90
23980 - Woodworker	26.17
24000 - Personal Needs Occupations	
24550 - Case Manager	21.42
24570 - Child Care Attendant	14.72
24580 - Child Care Center Clerk	18.35
24610 - Chore Aide	13.62
24620 - Family Readiness And Support	21.42
Services	
Coordinator	
24630 - Homemaker	21.42
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	32.90
25040 - Sewage Plant Operator	31.21
25070 - Stationary Engineer	32.90
25190 - Ventilation Equipment Tender	24.44
25210 - Water Treatment Plant	31.21
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.40
27007 - Baggage Inspector	16.16
27008 - Corrections Officer	32.08
27010 - Court Security Officer	32.18
27030 - Detection Dog Handler	18.07
27040 - Detention Officer	32.08
27070 - Firefighter	24.44

27101 - Guard I	16.16
27102 - Guard II	18.07
27131 - Police Officer I	41.96
27132 - Police Officer II	46.62
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.98
28042 - Carnival Equipment Repairer	18.17
28043 - Carnival Worker	13.37
28210 - Gate Attendant/Gate Tender	19.93
28310 - Lifeguard	15.83
28350 - Park Attendant (Aide)	22.31
28510 - Recreation Aide/Health	16.28
Facility Attendant	
28515 - Recreation Specialist	27.23
28630 - Sports Official	17.77
28690 - Swimming Pool Operator	22.57
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	29.54
29020 - Hatch Tender	29.54
29030 - Line Handler	29.54
29041 - Stevedore I	27.87
29042 - Stevedore II	31.24
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	17.11
30022 - Archeological Technician II	19.14
30023 - Archeological Technician III	23.72
30030 - Cartographic Technician	23.72
30040 - Civil Engineering Technician	22.36
30051 - Cryogenic Technician I	23.36
30052 - Cryogenic Technician II	25.81
30061 - Drafter/CAD Operator I	17.11
30062 - Drafter/CAD Operator II	19.14
30063 - Drafter/CAD Operator III	21.35
30064 - Drafter/CAD Operator IV	26.26
30081 - Engineering Technician I	16.68
30082 - Engineering Technician II	18.72
30083 - Engineering Technician III	20.94
30084 - Engineering Technician IV	25.95
30085 - Engineering Technician V	31.74
30086 - Engineering Technician VI	38.40
30090 - Environmental Technician	33.56
30095 - Evidence Control Specialist	21.10
30210 - Laboratory Technician	20.59

30221 - Latent Fingerprint Technician I	23.36
30222 - Latent Fingerprint Technician II	25.81
30240 - Mathematical Technician	23.32
30361 - Paralegal/Legal Assistant I	19.78
30362 - Paralegal/Legal Assistant II	22.79
30363 - Paralegal/Legal Assistant III	27.87
30364 - Paralegal/Legal Assistant IV	33.72
30375 - Petroleum Supply Specialist	25.81
30390 - Photo-Optics Technician	23.72
30395 - Radiation Control Technician	25.81
30461 - Technical Writer I	24.66
30462 - Technical Writer II	30.15
30463 - Technical Writer III	34.94
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	28.21
30502 - Weather Forecaster II	34.32
30620 - Weather Observer Combined (see 2)	21.35
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	23.72
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	15.45
31030 - Bus Driver	20.47
31043 - Driver Courier	16.85
31260 - Parking and Lot Attendant	14.46
31290 - Shuttle Bus Driver	17.55
31310 - Taxi Driver	16.67
31361 - Truckdriver Light	18.04
31362 - Truckdriver Medium	19.22
31363 - Truckdriver Heavy	21.34
31364 - Truckdriver Tractor-Trailer	21.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	13.71
99050 - Desk Clerk	13.02
99095 - Embalmer	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.00
I	
99252 - Laboratory Animal Caretaker	16.06
II	
99260 - Marketing Analyst	26.18
99310 - Mortician	25.60
99410 - Pest Controller	21.99
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	21.80
99711 - Recycling Specialist	25.31
99730 - Refuse Collector	19.95
99810 - Sales Clerk	14.59
99820 - School Crossing Guard	17.15
99830 - Survey Party Chief	27.95
99831 - Surveying Aide	15.95
99832 - Surveying Technician	21.88
99840 - Vending Machine Attendant	21.78
99841 - Vending Machine Repairer	26.33
99842 - Vending Machine Repairer	21.78
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 and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and 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.: 2015-5671

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.: 2015-5671
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: California

Area: California County of Mono

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.22
01012 - Accounting Clerk II		19.33
01013 - Accounting Clerk III		21.63
01020 - Administrative Assistant		31.05
01035 - Court Reporter		19.55
01041 - Customer Service Representative I		15.49
01042 - Customer Service Representative II		17.42

01043 - Customer Service Representative III	19.02
01051 - Data Entry Operator I	12.59
01052 - Data Entry Operator II	13.86
01060 - Dispatcher Motor Vehicle	22.93
01070 - Document Preparation Clerk	15.67
01090 - Duplicating Machine Operator	15.67
01111 - General Clerk I	15.47
01112 - General Clerk II	16.89
01113 - General Clerk III	19.26
01120 - Housing Referral Assistant	21.80
01141 - Messenger Courier	11.66
01191 - Order Clerk I	12.59
01192 - Order Clerk II	14.81
01261 - Personnel Assistant (Employment) I	17.64
01262 - Personnel Assistant (Employment) II	19.75
01263 - Personnel Assistant (Employment) III	22.01
01270 - Production Control Clerk	19.24
01290 - Rental Clerk	14.77
01300 - Scheduler Maintenance	17.48
01311 - Secretary I	17.48
01312 - Secretary II	19.55
01313 - Secretary III	21.80
01320 - Service Order Dispatcher	20.02
01410 - Supply Technician	31.05
01420 - Survey Worker	19.94
01460 - Switchboard Operator/Receptionist	14.83
01531 - Travel Clerk I	14.93
01532 - Travel Clerk II	16.10
01533 - Travel Clerk III	17.38
01611 - Word Processor I	14.86
01612 - Word Processor II	16.69
01613 - Word Processor III	18.66
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	28.15
Fiberglass	
05010 - Automotive Electrician	21.80
05040 - Automotive Glass Installer	20.61
05070 - Automotive Worker	20.61
05110 - Mobile Equipment Servicer	18.26
05130 - Motor Equipment Metal	22.96
Mechanic	
05160 - Motor Equipment Metal Worker	20.61
05190 - Motor Vehicle Mechanic	22.96
05220 - Motor Vehicle Mechanic Helper	17.34

05250 - Motor Vehicle Upholstery Worker	19.65
05280 - Motor Vehicle Wrecker	20.61
05310 - Painter Automotive	21.80
05340 - Radiator Repair Specialist	20.61
05370 - Tire Repairer	16.78
05400 - Transmission Repair Specialist	22.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.64
07041 - Cook I	18.17
07042 - Cook II	20.52
07070 - Dishwasher	13.02
07130 - Food Service Worker	13.39
07210 - Meat Cutter	19.04
07260 - Waiter/Waitress	13.31
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	30.59
09040 - Furniture Handler	21.04
09080 - Furniture Refinisher	30.59
09090 - Furniture Refinisher Helper	24.44
09110 - Furniture Repairer Minor	27.87
09130 - Upholsterer	27.86
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.42
11060 - Elevator Operator	15.11
11090 - Gardener	19.67
11122 - Housekeeping Aide	15.11
11150 - Janitor	15.11
11210 - Laborer Grounds Maintenance	15.82
11240 - Maid or Houseman	13.77
11260 - Pruner	14.46
11270 - Tractor Operator	18.38
11330 - Trail Maintenance Worker	15.82
11360 - Window Cleaner	16.52
12000 - Health Occupations	
12010 - Ambulance Driver	20.85
12011 - Breath Alcohol Technician	24.53
12012 - Certified Occupational Therapist Assistant	39.79
12015 - Certified Physical Therapist Assistant	34.74
12020 - Dental Assistant	23.66
12025 - Dental Hygienist	50.02
12030 - EKG Technician	43.96
12035 - Electroneurodiagnostic Technologist	43.96

12040 - Emergency Medical Technician	20.85
12071 - Licensed Practical Nurse I	26.37
12072 - Licensed Practical Nurse II	29.51
12073 - Licensed Practical Nurse III	32.90
12100 - Medical Assistant	18.72
12130 - Medical Laboratory Technician	21.63
Technician	
12160 - Medical Record Clerk	21.18
12190 - Medical Record Technician	23.28
12195 - Medical Transcriptionist	25.03
12210 - Nuclear Medicine	56.19
Technologist	
12221 - Nursing Assistant I	13.46
12222 - Nursing Assistant II	15.14
12223 - Nursing Assistant III	16.51
12224 - Nursing Assistant IV	18.54
12235 - Optical Dispenser	22.28
12236 - Optical Technician	19.22
12250 - Pharmacy Technician	20.08
12280 - Phlebotomist	20.94
12305 - Radiologic Technologist	43.09
12311 - Registered Nurse I	29.76
12312 - Registered Nurse II	36.40
12313 - Registered Nurse II	36.40
Specialist	
12314 - Registered Nurse III	49.53
12315 - Registered Nurse III	49.53
Anesthetist	
12316 - Registered Nurse IV	52.79
12317 - Scheduler (Drug and Alcohol Testing)	36.43
Testing)	
12320 - Substance Abuse Treatment	28.66
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	21.85
13012 - Exhibits Specialist II	27.06
13013 - Exhibits Specialist III	33.10
13041 - Illustrator I	21.85
13042 - Illustrator II	27.06
13043 - Illustrator III	33.10
13047 - Librarian	29.97
13050 - Library Aide/Clerk	17.94
13054 - Library Information	27.06
Technology Systems	
Administrator	
13058 - Library Technician	18.86
13061 - Media Specialist I	19.52
13062 - Media Specialist II	21.85
13063 - Media Specialist III	24.35

13071 - Photographer I	19.21
13072 - Photographer II	21.46
13073 - Photographer III	26.60
13074 - Photographer IV	32.53
13075 - Photographer V	39.36
13090 - Technical Order Library	20.61
Clerk	
13110 - Video Teleconference	20.97
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	19.00
14042 - Computer Operator II	21.25
14043 - Computer Operator III	23.71
14044 - Computer Operator IV	26.33
14045 - Computer Operator V	29.15
14071 - Computer Programmer I	(see 1) 22.61
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	19.00
Operator	
14160 - Personal Computer Support	26.33
Technician	
14170 - System Support Specialist	29.15
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.50
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	39.42
Instructor (Rated)	
15030 - Air Crew Training Devices	44.23
Instructor (Pilot)	
15050 - Computer Based Training	30.50
Specialist / Instructor	
15060 - Educational Technologist	38.15
15070 - Flight Instructor (Pilot)	44.23
15080 - Graphic Artist	24.37
15085 - Maintenance Test Pilot Fixed	44.23
Jet/Prop	
15086 - Maintenance Test Pilot	44.23
Rotary Wing	
15088 - Non-Maintenance Test/Co-	44.23
Pilot	
15090 - Technical Instructor	23.21
15095 - Technical Instructor/Course	27.43
Developer	
15110 - Test Proctor	19.04

15120 - Tutor	19.04
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)	31.24
19040 - Tool And Die Maker	37.72
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.24
21030 - Material Coordinator	21.66
21040 - Material Expediter	21.66
21050 - Material Handling Laborer	14.70
21071 - Order Filler	14.45
21080 - Production Line Worker (Food Processing)	20.24
21110 - Shipping Packer	16.91
21130 - Shipping/Receiving Clerk	16.91
21140 - Store Worker I	15.85
21150 - Stock Clerk	20.26
21210 - Tools And Parts Attendant	20.24
21410 - Warehouse Specialist	20.24
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.59
23019 - Aircraft Logs and Records Technician	27.87
23021 - Aircraft Mechanic I	32.90
23022 - Aircraft Mechanic II	34.59
23023 - Aircraft Mechanic III	36.23
23040 - Aircraft Mechanic Helper	24.44
23050 - Aircraft Painter	31.24
23060 - Aircraft Servicer	27.87
23070 - Aircraft Survival Flight Equipment Technician	31.24
23080 - Aircraft Worker	29.54

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.54
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.90
23110 - Appliance Mechanic	29.90
23120 - Bicycle Repairer	23.78
23125 - Cable Splicer	34.76
23130 - Carpenter Maintenance	27.24
23140 - Carpet Layer	29.54
23160 - Electrician Maintenance	34.07
23181 - Electronics Technician Maintenance I	29.54
23182 - Electronics Technician Maintenance II	31.24
23183 - Electronics Technician Maintenance III	32.90
23260 - Fabric Worker	27.87
23290 - Fire Alarm System Mechanic	32.90
23310 - Fire Extinguisher Repairer	26.17
23311 - Fuel Distribution System Mechanic	34.76
23312 - Fuel Distribution System Operator	28.63
23370 - General Maintenance Worker	20.48
23380 - Ground Support Equipment Mechanic	32.90
23381 - Ground Support Equipment Servicer	27.87
23382 - Ground Support Equipment Worker	29.54
23391 - Gunsmith I	26.17
23392 - Gunsmith II	29.54
23393 - Gunsmith III	32.90
23410 - Heating Ventilation And Air- Conditioning Mechanic	26.66
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.03
23430 - Heavy Equipment Mechanic	29.51
23440 - Heavy Equipment Operator	28.93
23460 - Instrument Mechanic	32.90
23465 - Laboratory/Shelter Mechanic	31.24
23470 - Laborer	14.70
23510 - Locksmith	31.24
23530 - Machinery Maintenance Mechanic	32.90
23550 - Machinist Maintenance	25.99

23580 - Maintenance Trades Helper	21.25
23591 - Metrology Technician I	32.90
23592 - Metrology Technician II	34.59
23593 - Metrology Technician III	36.23
23640 - Millwright	32.90
23710 - Office Appliance Repairer	31.24
23760 - Painter Maintenance	24.22
23790 - Pipefitter Maintenance	29.70
23810 - Plumber Maintenance	28.20
23820 - Pneudraulic Systems Mechanic	32.90
23850 - Rigger	32.90
23870 - Scale Mechanic	29.54
23890 - Sheet-Metal Worker	32.90
Maintenance	
23910 - Small Engine Mechanic	27.06
23931 - Telecommunications Mechanic	30.18
I	
23932 - Telecommunications Mechanic	31.74
II	
23950 - Telephone Lineman	34.76
23960 - Welder Combination	26.12
Maintenance	
23965 - Well Driller	28.73
23970 - Woodcraft Worker	32.90
23980 - Woodworker	26.17
24000 - Personal Needs Occupations	
24550 - Case Manager	21.42
24570 - Child Care Attendant	14.72
24580 - Child Care Center Clerk	19.43
24610 - Chore Aide	13.63
24620 - Family Readiness And Support	21.42
Services	
Coordinator	
24630 - Homemaker	21.42
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	32.90
25040 - Sewage Plant Operator	31.21
25070 - Stationary Engineer	32.90
25190 - Ventilation Equipment Tender	24.44
25210 - Water Treatment Plant	31.21
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.07
27007 - Baggage Inspector	16.16
27008 - Corrections Officer	34.08
27010 - Court Security Officer	33.05
27030 - Detection Dog Handler	18.18
27040 - Detention Officer	34.08
27070 - Firefighter	24.44

27101 - Guard I	16.16
27102 - Guard II	18.18
27131 - Police Officer I	41.96
27132 - Police Officer II	46.62
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.44
28042 - Carnival Equipment Repairer	16.14
28043 - Carnival Worker	12.06
28210 - Gate Attendant/Gate Tender	19.93
28310 - Lifeguard	15.83
28350 - Park Attendant (Aide)	22.31
28510 - Recreation Aide/Health	16.28
Facility Attendant	
28515 - Recreation Specialist	27.63
28630 - Sports Official	17.77
28690 - Swimming Pool Operator	23.54
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	29.54
29020 - Hatch Tender	29.54
29030 - Line Handler	29.54
29041 - Stevedore I	27.87
29042 - Stevedore II	31.24
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	18.02
30022 - Archeological Technician II	20.17
30023 - Archeological Technician III	24.55
30030 - Cartographic Technician	24.55
30040 - Civil Engineering Technician	22.36
30051 - Cryogenic Technician I	23.36
30052 - Cryogenic Technician II	25.81
30061 - Drafter/CAD Operator I	18.02
30062 - Drafter/CAD Operator II	20.17
30063 - Drafter/CAD Operator III	22.50
30064 - Drafter/CAD Operator IV	27.19
30081 - Engineering Technician I	16.00
30082 - Engineering Technician II	17.96
30083 - Engineering Technician III	20.10
30084 - Engineering Technician IV	24.88
30085 - Engineering Technician V	30.45
30086 - Engineering Technician VI	36.85
30090 - Environmental Technician	33.56
30095 - Evidence Control Specialist	21.10
30210 - Laboratory Technician	18.73

30221 - Latent Fingerprint Technician I	23.36
30222 - Latent Fingerprint Technician II	25.81
30240 - Mathematical Technician	26.12
30361 - Paralegal/Legal Assistant I	20.22
30362 - Paralegal/Legal Assistant II	25.06
30363 - Paralegal/Legal Assistant III	30.36
30364 - Paralegal/Legal Assistant IV	37.09
30375 - Petroleum Supply Specialist	25.81
30390 - Photo-Optics Technician	24.55
30395 - Radiation Control Technician	25.81
30461 - Technical Writer I	25.32
30462 - Technical Writer II	30.65
30463 - Technical Writer III	33.09
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	28.21
30502 - Weather Forecaster II	34.32
30620 - Weather Observer Combined (see 2)	22.50
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	24.55
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	16.34
31030 - Bus Driver	20.47
31043 - Driver Courier	16.85
31260 - Parking and Lot Attendant	14.46
31290 - Shuttle Bus Driver	17.87
31310 - Taxi Driver	16.62
31361 - Truckdriver Light	18.04
31362 - Truckdriver Medium	19.22
31363 - Truckdriver Heavy	22.69
31364 - Truckdriver Tractor-Trailer	22.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	13.71
99050 - Desk Clerk	13.02
99095 - Embalmer	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.00
I	
99252 - Laboratory Animal Caretaker	16.06
II	
99260 - Marketing Analyst	26.18
99310 - Mortician	25.60
99410 - Pest Controller	22.50
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	21.80
99711 - Recycling Specialist	25.31
99730 - Refuse Collector	19.95
99810 - Sales Clerk	14.59
99820 - School Crossing Guard	17.15
99830 - Survey Party Chief	39.66
99831 - Surveying Aide	26.74
99832 - Surveying Technician	29.08
99840 - Vending Machine Attendant	21.78
99841 - Vending Machine Repairer	26.24
99842 - Vending Machine Repairer	21.78
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 and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and 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.: 2015-5673

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.: 2015-5673
Revision No.: 14
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: California

Area: California Counties of Del Norte Humboldt Lake Mendocino

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		25.83
01035 - Court Reporter		20.96
01041 - Customer Service Representative I		16.41
01042 - Customer Service Representative II		18.46

01043 - Customer Service Representative III	20.14
01051 - Data Entry Operator I	15.96
01052 - Data Entry Operator II	17.42
01060 - Dispatcher Motor Vehicle	19.51
01070 - Document Preparation Clerk	14.72
01090 - Duplicating Machine Operator	14.72
01111 - General Clerk I	13.58
01112 - General Clerk II	14.81
01113 - General Clerk III	17.70
01120 - Housing Referral Assistant	22.39
01141 - Messenger Courier	15.40
01191 - Order Clerk I	16.61
01192 - Order Clerk II	18.13
01261 - Personnel Assistant (Employment) I	17.40
01262 - Personnel Assistant (Employment) II	19.46
01263 - Personnel Assistant (Employment) III	21.69
01270 - Production Control Clerk	26.63
01290 - Rental Clerk	16.57
01300 - Scheduler Maintenance	17.83
01311 - Secretary I	17.83
01312 - Secretary II	19.42
01313 - Secretary III	22.39
01320 - Service Order Dispatcher	17.45
01410 - Supply Technician	25.83
01420 - Survey Worker	21.29
01460 - Switchboard Operator/Receptionist	14.97
01531 - Travel Clerk I	14.93
01532 - Travel Clerk II	16.10
01533 - Travel Clerk III	17.38
01611 - Word Processor I	14.68
01612 - Word Processor II	16.48
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.33
Fiberglass	
05010 - Automotive Electrician	21.36
05040 - Automotive Glass Installer	20.24
05070 - Automotive Worker	20.24
05110 - Mobile Equipment Servicer	17.99
05130 - Motor Equipment Metal	22.49
Mechanic	
05160 - Motor Equipment Metal Worker	20.24
05190 - Motor Vehicle Mechanic	22.46
05220 - Motor Vehicle Mechanic Helper	16.87

05250 - Motor Vehicle Upholstery Worker	19.11
05280 - Motor Vehicle Wrecker	20.24
05310 - Painter Automotive	21.36
05340 - Radiator Repair Specialist	20.24
05370 - Tire Repairer	15.64
05400 - Transmission Repair Specialist	22.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.27
07041 - Cook I	15.65
07042 - Cook II	17.97
07070 - Dishwasher	14.03
07130 - Food Service Worker	14.32
07210 - Meat Cutter	20.08
07260 - Waiter/Waitress	14.23
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.49
09040 - Furniture Handler	16.36
09080 - Furniture Refinisher	24.49
09090 - Furniture Refinisher Helper	19.34
09110 - Furniture Repairer Minor	21.92
09130 - Upholsterer	24.49
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.17
11060 - Elevator Operator	15.17
11090 - Gardener	19.95
11122 - Housekeeping Aide	15.60
11150 - Janitor	15.60
11210 - Laborer Grounds Maintenance	15.43
11240 - Maid or Houseman	13.97
11260 - Pruner	14.34
11270 - Tractor Operator	18.44
11330 - Trail Maintenance Worker	15.43
11360 - Window Cleaner	16.73
12000 - Health Occupations	
12010 - Ambulance Driver	17.79
12011 - Breath Alcohol Technician	25.29
12012 - Certified Occupational Therapist Assistant	34.74
12015 - Certified Physical Therapist Assistant	31.54
12020 - Dental Assistant	22.26
12025 - Dental Hygienist	51.91
12030 - EKG Technician	38.37
12035 - Electroneurodiagnostic Technologist	38.37

12040 - Emergency Medical Technician	17.79
12071 - Licensed Practical Nurse I	22.64
12072 - Licensed Practical Nurse II	25.32
12073 - Licensed Practical Nurse III	28.22
12100 - Medical Assistant	19.11
12130 - Medical Laboratory Technician	23.77
Technician	
12160 - Medical Record Clerk	19.10
12190 - Medical Record Technician	21.36
12195 - Medical Transcriptionist	20.55
12210 - Nuclear Medicine Technologist	55.64
Technologist	
12221 - Nursing Assistant I	12.41
12222 - Nursing Assistant II	13.95
12223 - Nursing Assistant III	15.53
12224 - Nursing Assistant IV	17.44
12235 - Optical Dispenser	21.05
12236 - Optical Technician	22.64
12250 - Pharmacy Technician	21.56
12280 - Phlebotomist	21.63
12305 - Radiologic Technologist	44.81
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98
12313 - Registered Nurse II	49.98
Specialist	
12314 - Registered Nurse III	60.45
12315 - Registered Nurse III	60.45
Anesthetist	
12316 - Registered Nurse IV	68.50
12317 - Scheduler (Drug and Alcohol Testing)	31.37
Testing)	
12320 - Substance Abuse Treatment Counselor	19.11
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	23.61
13012 - Exhibits Specialist II	29.25
13013 - Exhibits Specialist III	36.92
13041 - Illustrator I	22.71
13042 - Illustrator II	28.14
13043 - Illustrator III	34.42
13047 - Librarian	31.43
13050 - Library Aide/Clerk	16.35
13054 - Library Information Technology Systems Administrator	25.79
Technology Systems Administrator	
13058 - Library Technician	19.77
13061 - Media Specialist I	20.48
13062 - Media Specialist II	22.91
13063 - Media Specialist III	25.53

13071 - Photographer I	17.88
13072 - Photographer II	21.38
13073 - Photographer III	26.50
13074 - Photographer IV	33.56
13075 - Photographer V	39.20
13090 - Technical Order Library	20.54
Clerk	
13110 - Video Teleconference	20.53
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.36
14042 - Computer Operator II	20.55
14043 - Computer Operator III	22.90
14044 - Computer Operator IV	25.44
14045 - Computer Operator V	28.18
14071 - Computer Programmer I	(see 1) 23.09
14072 - Computer Programmer II	(see 1) 27.18
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	18.36
Operator	
14160 - Personal Computer Support	25.44
Technician	
14170 - System Support Specialist	30.44
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	35.36
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	42.77
Instructor (Rated)	
15030 - Air Crew Training Devices	51.27
Instructor (Pilot)	
15050 - Computer Based Training	35.36
Specialist / Instructor	
15060 - Educational Technologist	40.99
15070 - Flight Instructor (Pilot)	51.27
15080 - Graphic Artist	24.56
15085 - Maintenance Test Pilot Fixed	41.32
Jet/Prop	
15086 - Maintenance Test Pilot	41.32
Rotary Wing	
15088 - Non-Maintenance Test/Co-	41.32
Pilot	
15090 - Technical Instructor	21.60
15095 - Technical Instructor/Course	26.48
Developer	
15110 - Test Proctor	17.84

15120 - Tutor	17.84
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)	26.17
19040 - Tool And Die Maker	32.51
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.40
21030 - Material Coordinator	26.63
21040 - Material Expediter	26.63
21050 - Material Handling Laborer	15.20
21071 - Order Filler	15.43
21080 - Production Line Worker (Food Processing)	20.40
21110 - Shipping Packer	17.60
21130 - Shipping/Receiving Clerk	17.60
21140 - Store Worker I	16.29
21150 - Stock Clerk	20.27
21210 - Tools And Parts Attendant	20.40
21410 - Warehouse Specialist	20.40
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.47
23019 - Aircraft Logs and Records Technician	22.95
23021 - Aircraft Mechanic I	27.87
23022 - Aircraft Mechanic II	29.47
23023 - Aircraft Mechanic III	31.04
23040 - Aircraft Mechanic Helper	19.76
23050 - Aircraft Painter	26.71
23060 - Aircraft Servicer	22.95
23070 - Aircraft Survival Flight Equipment Technician	26.71
23080 - Aircraft Worker	24.54

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.54
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.87
23110 - Appliance Mechanic	26.17
23120 - Bicycle Repairer	19.94
23125 - Cable Splicer	37.82
23130 - Carpenter Maintenance	27.48
23140 - Carpet Layer	25.88
23160 - Electrician Maintenance	33.91
23181 - Electronics Technician Maintenance I	24.99
23182 - Electronics Technician Maintenance II	26.33
23183 - Electronics Technician Maintenance III	31.66
23260 - Fabric Worker	22.95
23290 - Fire Alarm System Mechanic	27.87
23310 - Fire Extinguisher Repairer	21.37
23311 - Fuel Distribution System Mechanic	30.23
23312 - Fuel Distribution System Operator	23.46
23370 - General Maintenance Worker	20.27
23380 - Ground Support Equipment Mechanic	27.87
23381 - Ground Support Equipment Servicer	22.95
23382 - Ground Support Equipment Worker	24.54
23391 - Gunsmith I	21.37
23392 - Gunsmith II	24.54
23393 - Gunsmith III	27.87
23410 - Heating Ventilation And Air- Conditioning Mechanic	23.80
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.17
23430 - Heavy Equipment Mechanic	27.36
23440 - Heavy Equipment Operator	29.93
23460 - Instrument Mechanic	28.78
23465 - Laboratory/Shelter Mechanic	26.17
23470 - Laborer	15.13
23510 - Locksmith	26.17
23530 - Machinery Maintenance Mechanic	32.07
23550 - Machinist Maintenance	24.30

23580 - Maintenance Trades Helper	17.41
23591 - Metrology Technician I	28.78
23592 - Metrology Technician II	30.43
23593 - Metrology Technician III	32.11
23640 - Millwright	27.90
23710 - Office Appliance Repairer	24.41
23760 - Painter Maintenance	26.28
23790 - Pipefitter Maintenance	31.39
23810 - Plumber Maintenance	29.48
23820 - Pneudraulic Systems Mechanic	27.87
23850 - Rigger	27.87
23870 - Scale Mechanic	24.54
23890 - Sheet-Metal Worker	27.65
Maintenance	
23910 - Small Engine Mechanic	24.54
23931 - Telecommunications Mechanic	29.67
I	
23932 - Telecommunications Mechanic	31.38
II	
23950 - Telephone Lineman	33.78
23960 - Welder Combination	22.92
Maintenance	
23965 - Well Driller	30.03
23970 - Woodcraft Worker	27.65
23980 - Woodworker	21.37
24000 - Personal Needs Occupations	
24550 - Case Manager	17.99
24570 - Child Care Attendant	14.08
24580 - Child Care Center Clerk	17.56
24610 - Chore Aide	13.79
24620 - Family Readiness And Support	17.99
Services	
Coordinator	
24630 - Homemaker	17.99
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	30.09
25040 - Sewage Plant Operator	28.64
25070 - Stationary Engineer	30.09
25190 - Ventilation Equipment Tender	21.38
25210 - Water Treatment Plant	28.64
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.11
27007 - Baggage Inspector	17.26
27008 - Corrections Officer	40.36
27010 - Court Security Officer	33.15
27030 - Detection Dog Handler	21.22
27040 - Detention Officer	40.36
27070 - Firefighter	26.95

27101 - Guard I	17.26
27102 - Guard II	21.22
27131 - Police Officer I	37.48
27132 - Police Officer II	41.65
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.25
28042 - Carnival Equipment Repairer	19.74
28043 - Carnival Worker	14.15
28210 - Gate Attendant/Gate Tender	16.74
28310 - Lifeguard	14.31
28350 - Park Attendant (Aide)	18.73
28510 - Recreation Aide/Health	13.67
Facility Attendant	
28515 - Recreation Specialist	23.20
28630 - Sports Official	14.92
28690 - Swimming Pool Operator	22.68
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.29
29020 - Hatch Tender	28.29
29030 - Line Handler	28.29
29041 - Stevedore I	26.44
29042 - Stevedore II	30.15
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	20.33
30022 - Archeological Technician II	22.74
30023 - Archeological Technician III	28.16
30030 - Cartographic Technician	28.16
30040 - Civil Engineering Technician	30.07
30051 - Cryogenic Technician I	26.84
30052 - Cryogenic Technician II	29.65
30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.74
30063 - Drafter/CAD Operator III	25.34
30064 - Drafter/CAD Operator IV	31.19
30081 - Engineering Technician I	16.86
30082 - Engineering Technician II	18.93
30083 - Engineering Technician III	21.17
30084 - Engineering Technician IV	26.23
30085 - Engineering Technician V	32.20
30086 - Engineering Technician VI	38.82
30090 - Environmental Technician	23.61
30095 - Evidence Control Specialist	24.23
30210 - Laboratory Technician	21.81

30221 - Latent Fingerprint Technician I	26.84
30222 - Latent Fingerprint Technician II	29.65
30240 - Mathematical Technician	28.16
30361 - Paralegal/Legal Assistant I	18.92
30362 - Paralegal/Legal Assistant II	24.85
30363 - Paralegal/Legal Assistant III	30.39
30364 - Paralegal/Legal Assistant IV	36.76
30375 - Petroleum Supply Specialist	29.65
30390 - Photo-Optics Technician	28.16
30395 - Radiation Control Technician	29.65
30461 - Technical Writer I	24.40
30462 - Technical Writer II	29.85
30463 - Technical Writer III	36.10
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	31.19
30502 - Weather Forecaster II	37.94
30620 - Weather Observer Combined (see 2)	25.34
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	27.83
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.59
31030 - Bus Driver	20.26
31043 - Driver Courier	16.63
31260 - Parking and Lot Attendant	15.02
31290 - Shuttle Bus Driver	18.11
31310 - Taxi Driver	16.70
31361 - Truckdriver Light	17.99
31362 - Truckdriver Medium	19.47
31363 - Truckdriver Heavy	25.80
31364 - Truckdriver Tractor-Trailer	25.80
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	13.46
99050 - Desk Clerk	15.07
99095 - Embalmer	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.51
I	
99252 - Laboratory Animal Caretaker	15.70
II	
99260 - Marketing Analyst	24.96
99310 - Mortician	25.60
99410 - Pest Controller	18.67
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	23.90
99711 - Recycling Specialist	28.62
99730 - Refuse Collector	21.52
99810 - Sales Clerk	13.90
99820 - School Crossing Guard	17.73
99830 - Survey Party Chief	40.47
99831 - Surveying Aide	21.97
99832 - Surveying Technician	30.16
99840 - Vending Machine Attendant	13.92
99841 - Vending Machine Repairer	16.61
99842 - Vending Machine Repairer	13.92
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.: 2015-5675

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.: 2015-5675
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: California

Area: California Counties of Colusa Glenn Tehama

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		27.41
01035 - Court Reporter		20.96
01041 - Customer Service Representative I		14.23
01042 - Customer Service Representative II		16.00

01043 - Customer Service Representative III	17.45
01051 - Data Entry Operator I	16.42
01052 - Data Entry Operator II	17.91
01060 - Dispatcher Motor Vehicle	21.36
01070 - Document Preparation Clerk	14.72
01090 - Duplicating Machine Operator	14.72
01111 - General Clerk I	14.51
01112 - General Clerk II	15.83
01113 - General Clerk III	17.78
01120 - Housing Referral Assistant	22.39
01141 - Messenger Courier	13.48
01191 - Order Clerk I	16.76
01192 - Order Clerk II	18.28
01261 - Personnel Assistant (Employment) I	18.08
01262 - Personnel Assistant (Employment) II	20.21
01263 - Personnel Assistant (Employment) III	22.53
01270 - Production Control Clerk	22.53
01290 - Rental Clerk	17.53
01300 - Scheduler Maintenance	17.83
01311 - Secretary I	17.83
01312 - Secretary II	19.42
01313 - Secretary III	22.39
01320 - Service Order Dispatcher	19.40
01410 - Supply Technician	27.41
01420 - Survey Worker	23.48
01460 - Switchboard Operator/Receptionist	15.64
01531 - Travel Clerk I	14.93
01532 - Travel Clerk II	16.10
01533 - Travel Clerk III	17.38
01611 - Word Processor I	14.68
01612 - Word Processor II	16.48
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	27.97
Fiberglass	
05010 - Automotive Electrician	24.93
05040 - Automotive Glass Installer	23.45
05070 - Automotive Worker	23.45
05110 - Mobile Equipment Servicer	20.50
05130 - Motor Equipment Metal	26.43
Mechanic	
05160 - Motor Equipment Metal Worker	23.45
05190 - Motor Vehicle Mechanic	26.43
05220 - Motor Vehicle Mechanic Helper	18.96

05250 - Motor Vehicle Upholstery Worker	21.97
05280 - Motor Vehicle Wrecker	23.45
05310 - Painter Automotive	24.93
05340 - Radiator Repair Specialist	23.45
05370 - Tire Repairer	15.70
05400 - Transmission Repair Specialist	26.43
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.51
07041 - Cook I	16.84
07042 - Cook II	19.37
07070 - Dishwasher	13.20
07130 - Food Service Worker	14.58
07210 - Meat Cutter	18.28
07260 - Waiter/Waitress	13.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.71
09040 - Furniture Handler	15.55
09080 - Furniture Refinisher	24.71
09090 - Furniture Refinisher Helper	18.56
09110 - Furniture Repairer Minor	21.58
09130 - Upholsterer	24.71
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.92
11060 - Elevator Operator	14.92
11090 - Gardener	19.95
11122 - Housekeeping Aide	15.45
11150 - Janitor	15.45
11210 - Laborer Grounds Maintenance	15.61
11240 - Maid or Houseman	14.59
11260 - Pruner	14.21
11270 - Tractor Operator	18.45
11330 - Trail Maintenance Worker	15.61
11360 - Window Cleaner	16.97
12000 - Health Occupations	
12010 - Ambulance Driver	21.94
12011 - Breath Alcohol Technician	26.11
12012 - Certified Occupational Therapist Assistant	35.83
12015 - Certified Physical Therapist Assistant	35.42
12020 - Dental Assistant	19.86
12025 - Dental Hygienist	52.04
12030 - EKG Technician	39.58
12035 - Electroneurodiagnostic Technologist	39.58

12040 - Emergency Medical Technician	21.94
12071 - Licensed Practical Nurse I	24.18
12072 - Licensed Practical Nurse II	27.05
12073 - Licensed Practical Nurse III	30.15
12100 - Medical Assistant	18.41
12130 - Medical Laboratory Technician	26.84
Technician	
12160 - Medical Record Clerk	20.14
12190 - Medical Record Technician	28.11
12195 - Medical Transcriptionist	23.34
12210 - Nuclear Medicine Technologist	57.39
Technologist	
12221 - Nursing Assistant I	13.92
12222 - Nursing Assistant II	15.64
12223 - Nursing Assistant III	17.08
12224 - Nursing Assistant IV	20.27
12235 - Optical Dispenser	23.74
12236 - Optical Technician	23.34
12250 - Pharmacy Technician	19.30
12280 - Phlebotomist	24.53
12305 - Radiologic Technologist	45.49
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98
12313 - Registered Nurse II	49.98
Specialist	
12314 - Registered Nurse III	60.45
12315 - Registered Nurse III	60.45
Anesthetist	
12316 - Registered Nurse IV	68.50
12317 - Scheduler (Drug and Alcohol Testing)	32.35
Testing)	
12320 - Substance Abuse Treatment Counselor	27.17
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	23.61
13012 - Exhibits Specialist II	29.25
13013 - Exhibits Specialist III	36.92
13041 - Illustrator I	22.71
13042 - Illustrator II	28.14
13043 - Illustrator III	34.42
13047 - Librarian	31.43
13050 - Library Aide/Clerk	16.22
13054 - Library Information Technology Systems Administrator	25.79
Technology Systems Administrator	
13058 - Library Technician	18.68
13061 - Media Specialist I	20.48
13062 - Media Specialist II	22.91
13063 - Media Specialist III	25.53

13071 - Photographer I	17.88
13072 - Photographer II	21.38
13073 - Photographer III	26.50
13074 - Photographer IV	33.56
13075 - Photographer V	39.20
13090 - Technical Order Library	20.37
Clerk	
13110 - Video Teleconference	20.53
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.27
14042 - Computer Operator II	20.44
14043 - Computer Operator III	22.78
14044 - Computer Operator IV	25.32
14045 - Computer Operator V	28.04
14071 - Computer Programmer I	(see 1) 23.09
14072 - Computer Programmer II	(see 1) 27.18
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	18.27
Operator	
14160 - Personal Computer Support	25.32
Technician	
14170 - System Support Specialist	26.96
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	35.36
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	42.77
Instructor (Rated)	
15030 - Air Crew Training Devices	51.27
Instructor (Pilot)	
15050 - Computer Based Training	35.36
Specialist / Instructor	
15060 - Educational Technologist	41.49
15070 - Flight Instructor (Pilot)	51.27
15080 - Graphic Artist	26.55
15085 - Maintenance Test Pilot Fixed	51.27
Jet/Prop	
15086 - Maintenance Test Pilot	51.27
Rotary Wing	
15088 - Non-Maintenance Test/Co-	51.27
Pilot	
15090 - Technical Instructor	22.85
15095 - Technical Instructor/Course	27.95
Developer	
15110 - Test Proctor	18.44

15120 - Tutor	18.44
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)	28.04
19040 - Tool And Die Maker	34.73
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.40
21030 - Material Coordinator	22.53
21040 - Material Expediter	22.53
21050 - Material Handling Laborer	18.61
21071 - Order Filler	15.43
21080 - Production Line Worker (Food Processing)	21.40
21110 - Shipping Packer	21.31
21130 - Shipping/Receiving Clerk	21.31
21140 - Store Worker I	14.90
21150 - Stock Clerk	19.40
21210 - Tools And Parts Attendant	21.40
21410 - Warehouse Specialist	21.40
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.59
23019 - Aircraft Logs and Records Technician	24.70
23021 - Aircraft Mechanic I	29.88
23022 - Aircraft Mechanic II	31.59
23023 - Aircraft Mechanic III	33.33
23040 - Aircraft Mechanic Helper	21.25
23050 - Aircraft Painter	28.44
23060 - Aircraft Servicer	24.70
23070 - Aircraft Survival Flight Equipment Technician	28.44
23080 - Aircraft Worker	26.44

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.44
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.88
23110 - Appliance Mechanic	28.04
23120 - Bicycle Repairer	23.06
23125 - Cable Splicer	41.60
23130 - Carpenter Maintenance	30.64
23140 - Carpet Layer	26.37
23160 - Electrician Maintenance	31.66
23181 - Electronics Technician Maintenance I	27.49
23182 - Electronics Technician Maintenance II	28.96
23183 - Electronics Technician Maintenance III	34.83
23260 - Fabric Worker	24.72
23290 - Fire Alarm System Mechanic	29.73
23310 - Fire Extinguisher Repairer	23.06
23311 - Fuel Distribution System Mechanic	27.48
23312 - Fuel Distribution System Operator	21.33
23370 - General Maintenance Worker	20.27
23380 - Ground Support Equipment Mechanic	29.88
23381 - Ground Support Equipment Servicer	24.70
23382 - Ground Support Equipment Worker	26.44
23391 - Gunsmith I	23.06
23392 - Gunsmith II	26.37
23393 - Gunsmith III	29.73
23410 - Heating Ventilation And Air- Conditioning Mechanic	26.70
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.22
23430 - Heavy Equipment Mechanic	28.48
23440 - Heavy Equipment Operator	29.93
23460 - Instrument Mechanic	29.73
23465 - Laboratory/Shelter Mechanic	28.04
23470 - Laborer	18.61
23510 - Locksmith	28.04
23530 - Machinery Maintenance Mechanic	27.49
23550 - Machinist Maintenance	23.90

23580 - Maintenance Trades Helper	17.41
23591 - Metrology Technician I	29.73
23592 - Metrology Technician II	31.43
23593 - Metrology Technician III	33.14
23640 - Millwright	30.69
23710 - Office Appliance Repairer	28.04
23760 - Painter Maintenance	24.55
23790 - Pipefitter Maintenance	29.57
23810 - Plumber Maintenance	27.89
23820 - Pneudraulic Systems Mechanic	29.73
23850 - Rigger	29.73
23870 - Scale Mechanic	26.37
23890 - Sheet-Metal Worker	29.73
Maintenance	
23910 - Small Engine Mechanic	26.37
23931 - Telecommunications Mechanic	26.97
I	
23932 - Telecommunications Mechanic	28.53
II	
23950 - Telephone Lineman	33.78
23960 - Welder Combination	22.92
Maintenance	
23965 - Well Driller	29.73
23970 - Woodcraft Worker	29.73
23980 - Woodworker	23.06
24000 - Personal Needs Occupations	
24550 - Case Manager	24.59
24570 - Child Care Attendant	14.97
24580 - Child Care Center Clerk	18.66
24610 - Chore Aide	13.14
24620 - Family Readiness And Support	24.59
Services	
Coordinator	
24630 - Homemaker	24.59
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	29.73
25040 - Sewage Plant Operator	28.79
25070 - Stationary Engineer	29.73
25190 - Ventilation Equipment Tender	21.33
25210 - Water Treatment Plant	28.79
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.80
27007 - Baggage Inspector	17.26
27008 - Corrections Officer	36.43
27010 - Court Security Officer	30.15
27030 - Detection Dog Handler	21.22
27040 - Detention Officer	36.43
27070 - Firefighter	24.68

27101 - Guard I	17.26
27102 - Guard II	21.22
27131 - Police Officer I	37.56
27132 - Police Officer II	41.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.48
28042 - Carnival Equipment Repairer	18.89
28043 - Carnival Worker	13.45
28210 - Gate Attendant/Gate Tender	16.90
28310 - Lifeguard	14.98
28350 - Park Attendant (Aide)	18.89
28510 - Recreation Aide/Health	13.78
Facility Attendant	
28515 - Recreation Specialist	23.40
28630 - Sports Official	15.04
28690 - Swimming Pool Operator	21.60
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.29
29020 - Hatch Tender	28.29
29030 - Line Handler	28.29
29041 - Stevedore I	26.44
29042 - Stevedore II	30.15
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	20.36
30022 - Archeological Technician II	22.78
30023 - Archeological Technician III	28.22
30030 - Cartographic Technician	28.22
30040 - Civil Engineering Technician	28.22
30051 - Cryogenic Technician I	28.27
30052 - Cryogenic Technician II	31.23
30061 - Drafter/CAD Operator I	20.36
30062 - Drafter/CAD Operator II	22.78
30063 - Drafter/CAD Operator III	25.39
30064 - Drafter/CAD Operator IV	31.26
30081 - Engineering Technician I	18.94
30082 - Engineering Technician II	21.26
30083 - Engineering Technician III	23.79
30084 - Engineering Technician IV	29.47
30085 - Engineering Technician V	36.05
30086 - Engineering Technician VI	43.62
30090 - Environmental Technician	27.57
30095 - Evidence Control Specialist	25.53
30210 - Laboratory Technician	23.74

30221 - Latent Fingerprint Technician I	28.27
30222 - Latent Fingerprint Technician II	31.23
30240 - Mathematical Technician	28.22
30361 - Paralegal/Legal Assistant I	18.92
30362 - Paralegal/Legal Assistant II	24.85
30363 - Paralegal/Legal Assistant III	30.39
30364 - Paralegal/Legal Assistant IV	36.76
30375 - Petroleum Supply Specialist	31.23
30390 - Photo-Optics Technician	28.22
30395 - Radiation Control Technician	31.23
30461 - Technical Writer I	27.57
30462 - Technical Writer II	33.72
30463 - Technical Writer III	40.81
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	31.26
30502 - Weather Forecaster II	38.01
30620 - Weather Observer Combined (see 2)	25.39
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	28.22
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.64
31030 - Bus Driver	20.05
31043 - Driver Courier	17.06
31260 - Parking and Lot Attendant	13.76
31290 - Shuttle Bus Driver	18.44
31310 - Taxi Driver	17.41
31361 - Truckdriver Light	18.44
31362 - Truckdriver Medium	19.78
31363 - Truckdriver Heavy	22.58
31364 - Truckdriver Tractor-Trailer	22.58
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	14.09
99050 - Desk Clerk	14.28
99095 - Embalmer	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.83
I	
99252 - Laboratory Animal Caretaker	17.11
II	
99260 - Marketing Analyst	25.81
99310 - Mortician	25.60
99410 - Pest Controller	21.80
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	23.92
99711 - Recycling Specialist	28.27
99730 - Refuse Collector	21.76
99810 - Sales Clerk	15.23
99820 - School Crossing Guard	16.19
99830 - Survey Party Chief	38.36
99831 - Surveying Aide	20.83
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	20.37
99841 - Vending Machine Repairer	24.32
99842 - Vending Machine Repairer	20.37
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.: 2015-5677

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.: 2015-5677
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: California

Area: California Counties of Modoc Nevada Plumas Sierra Siskiyou Trinity

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		26.81
01035 - Court Reporter		20.96
01041 - Customer Service Representative I		15.02
01042 - Customer Service Representative II		16.88

01043 - Customer Service Representative III	18.42
01051 - Data Entry Operator I	16.42
01052 - Data Entry Operator II	17.91
01060 - Dispatcher Motor Vehicle	19.60
01070 - Document Preparation Clerk	14.72
01090 - Duplicating Machine Operator	14.72
01111 - General Clerk I	14.51
01112 - General Clerk II	15.83
01113 - General Clerk III	17.78
01120 - Housing Referral Assistant	22.39
01141 - Messenger Courier	13.48
01191 - Order Clerk I	17.02
01192 - Order Clerk II	18.56
01261 - Personnel Assistant (Employment) I	18.08
01262 - Personnel Assistant (Employment) II	20.21
01263 - Personnel Assistant (Employment) III	22.53
01270 - Production Control Clerk	23.66
01290 - Rental Clerk	17.07
01300 - Scheduler Maintenance	17.83
01311 - Secretary I	17.83
01312 - Secretary II	19.42
01313 - Secretary III	22.39
01320 - Service Order Dispatcher	17.53
01410 - Supply Technician	26.81
01420 - Survey Worker	23.48
01460 - Switchboard Operator/Receptionist	15.64
01531 - Travel Clerk I	14.93
01532 - Travel Clerk II	16.10
01533 - Travel Clerk III	17.38
01611 - Word Processor I	14.68
01612 - Word Processor II	16.48
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	27.97
Fiberglass	
05010 - Automotive Electrician	24.93
05040 - Automotive Glass Installer	23.45
05070 - Automotive Worker	23.45
05110 - Mobile Equipment Servicer	20.50
05130 - Motor Equipment Metal	26.43
Mechanic	
05160 - Motor Equipment Metal Worker	23.45
05190 - Motor Vehicle Mechanic	26.43
05220 - Motor Vehicle Mechanic Helper	18.96

05250 - Motor Vehicle Upholstery Worker	21.97
05280 - Motor Vehicle Wrecker	23.45
05310 - Painter Automotive	24.93
05340 - Radiator Repair Specialist	23.45
05370 - Tire Repairer	15.70
05400 - Transmission Repair Specialist	26.43
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.51
07041 - Cook I	18.66
07042 - Cook II	21.33
07070 - Dishwasher	13.20
07130 - Food Service Worker	14.58
07210 - Meat Cutter	19.16
07260 - Waiter/Waitress	13.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.49
09040 - Furniture Handler	16.78
09080 - Furniture Refinisher	24.49
09090 - Furniture Refinisher Helper	19.34
09110 - Furniture Repairer Minor	22.17
09130 - Upholsterer	24.49
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.92
11060 - Elevator Operator	14.92
11090 - Gardener	19.95
11122 - Housekeeping Aide	15.45
11150 - Janitor	15.45
11210 - Laborer Grounds Maintenance	15.61
11240 - Maid or Houseman	14.59
11260 - Pruner	14.21
11270 - Tractor Operator	18.45
11330 - Trail Maintenance Worker	15.61
11360 - Window Cleaner	16.97
12000 - Health Occupations	
12010 - Ambulance Driver	20.12
12011 - Breath Alcohol Technician	26.11
12012 - Certified Occupational Therapist Assistant	35.83
12015 - Certified Physical Therapist Assistant	32.98
12020 - Dental Assistant	19.86
12025 - Dental Hygienist	52.04
12030 - EKG Technician	39.58
12035 - Electroneurodiagnostic Technologist	39.58

12040 - Emergency Medical Technician	20.12
12071 - Licensed Practical Nurse I	24.18
12072 - Licensed Practical Nurse II	27.05
12073 - Licensed Practical Nurse III	30.15
12100 - Medical Assistant	18.41
12130 - Medical Laboratory Technician	30.54
Technician	
12160 - Medical Record Clerk	20.14
12190 - Medical Record Technician	22.52
12195 - Medical Transcriptionist	23.34
12210 - Nuclear Medicine Technologist	57.39
Technologist	
12221 - Nursing Assistant I	12.45
12222 - Nursing Assistant II	13.99
12223 - Nursing Assistant III	15.53
12224 - Nursing Assistant IV	17.44
12235 - Optical Dispenser	19.86
12236 - Optical Technician	23.34
12250 - Pharmacy Technician	19.30
12280 - Phlebotomist	26.35
12305 - Radiologic Technologist	47.21
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98
12313 - Registered Nurse II	49.98
Specialist	
12314 - Registered Nurse III	60.45
12315 - Registered Nurse III	60.45
Anesthetist	
12316 - Registered Nurse IV	68.50
12317 - Scheduler (Drug and Alcohol Testing)	32.35
Testing)	
12320 - Substance Abuse Treatment Counselor	29.82
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	23.61
13012 - Exhibits Specialist II	29.25
13013 - Exhibits Specialist III	36.92
13041 - Illustrator I	22.71
13042 - Illustrator II	28.14
13043 - Illustrator III	34.42
13047 - Librarian	31.43
13050 - Library Aide/Clerk	16.22
13054 - Library Information Technology Systems Administrator	25.79
Technology Systems Administrator	
13058 - Library Technician	18.68
13061 - Media Specialist I	20.48
13062 - Media Specialist II	22.91
13063 - Media Specialist III	25.53

13071 - Photographer I	17.88
13072 - Photographer II	21.38
13073 - Photographer III	26.50
13074 - Photographer IV	33.56
13075 - Photographer V	39.20
13090 - Technical Order Library	20.37
Clerk	
13110 - Video Teleconference	20.53
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.27
14042 - Computer Operator II	20.44
14043 - Computer Operator III	22.78
14044 - Computer Operator IV	25.32
14045 - Computer Operator V	28.04
14071 - Computer Programmer I	(see 1) 23.09
14072 - Computer Programmer II	(see 1) 27.20
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	18.27
Operator	
14160 - Personal Computer Support	25.32
Technician	
14170 - System Support Specialist	26.96
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	35.36
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	42.77
Instructor (Rated)	
15030 - Air Crew Training Devices	51.27
Instructor (Pilot)	
15050 - Computer Based Training	35.36
Specialist / Instructor	
15060 - Educational Technologist	40.76
15070 - Flight Instructor (Pilot)	51.27
15080 - Graphic Artist	26.55
15085 - Maintenance Test Pilot Fixed	50.69
Jet/Prop	
15086 - Maintenance Test Pilot	50.69
Rotary Wing	
15088 - Non-Maintenance Test/Co-	50.69
Pilot	
15090 - Technical Instructor	22.85
15095 - Technical Instructor/Course	27.95
Developer	
15110 - Test Proctor	18.44

15120 - Tutor	18.44
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)	28.04
19040 - Tool And Die Maker	34.73
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.40
21030 - Material Coordinator	23.66
21040 - Material Expediter	23.66
21050 - Material Handling Laborer	18.61
21071 - Order Filler	15.43
21080 - Production Line Worker (Food Processing)	21.40
21110 - Shipping Packer	22.25
21130 - Shipping/Receiving Clerk	22.25
21140 - Store Worker I	14.90
21150 - Stock Clerk	19.40
21210 - Tools And Parts Attendant	21.40
21410 - Warehouse Specialist	21.40
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.89
23019 - Aircraft Logs and Records Technician	25.08
23021 - Aircraft Mechanic I	30.17
23022 - Aircraft Mechanic II	31.89
23023 - Aircraft Mechanic III	33.63
23040 - Aircraft Mechanic Helper	21.64
23050 - Aircraft Painter	28.44
23060 - Aircraft Servicer	25.08
23070 - Aircraft Survival Flight Equipment Technician	28.44
23080 - Aircraft Worker	26.76

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.76
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.17
23110 - Appliance Mechanic	28.04
23120 - Bicycle Repairer	23.06
23125 - Cable Splicer	55.37
23130 - Carpenter Maintenance	30.64
23140 - Carpet Layer	26.37
23160 - Electrician Maintenance	31.69
23181 - Electronics Technician Maintenance I	28.60
23182 - Electronics Technician Maintenance II	30.39
23183 - Electronics Technician Maintenance III	34.83
23260 - Fabric Worker	24.72
23290 - Fire Alarm System Mechanic	29.73
23310 - Fire Extinguisher Repairer	23.06
23311 - Fuel Distribution System Mechanic	32.23
23312 - Fuel Distribution System Operator	25.03
23370 - General Maintenance Worker	20.27
23380 - Ground Support Equipment Mechanic	30.17
23381 - Ground Support Equipment Servicer	25.08
23382 - Ground Support Equipment Worker	26.76
23391 - Gunsmith I	23.06
23392 - Gunsmith II	26.37
23393 - Gunsmith III	29.73
23410 - Heating Ventilation And Air- Conditioning Mechanic	26.70
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.22
23430 - Heavy Equipment Mechanic	28.48
23440 - Heavy Equipment Operator	29.93
23460 - Instrument Mechanic	29.73
23465 - Laboratory/Shelter Mechanic	28.04
23470 - Laborer	18.61
23510 - Locksmith	28.04
23530 - Machinery Maintenance Mechanic	27.49
23550 - Machinist Maintenance	23.10

23580 - Maintenance Trades Helper	17.41
23591 - Metrology Technician I	29.73
23592 - Metrology Technician II	31.43
23593 - Metrology Technician III	33.14
23640 - Millwright	31.69
23710 - Office Appliance Repairer	28.04
23760 - Painter Maintenance	24.55
23790 - Pipefitter Maintenance	29.64
23810 - Plumber Maintenance	27.96
23820 - Pneudraulic Systems Mechanic	29.73
23850 - Rigger	29.73
23870 - Scale Mechanic	26.37
23890 - Sheet-Metal Worker	29.73
Maintenance	
23910 - Small Engine Mechanic	26.37
23931 - Telecommunications Mechanic	32.03
I	
23932 - Telecommunications Mechanic	33.86
II	
23950 - Telephone Lineman	35.03
23960 - Welder Combination	23.99
Maintenance	
23965 - Well Driller	29.73
23970 - Woodcraft Worker	29.73
23980 - Woodworker	23.06
24000 - Personal Needs Occupations	
24550 - Case Manager	24.59
24570 - Child Care Attendant	14.81
24580 - Child Care Center Clerk	18.46
24610 - Chore Aide	13.14
24620 - Family Readiness And Support	24.59
Services	
Coordinator	
24630 - Homemaker	24.59
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	33.10
25040 - Sewage Plant Operator	30.68
25070 - Stationary Engineer	33.10
25190 - Ventilation Equipment Tender	23.52
25210 - Water Treatment Plant	30.68
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.80
27007 - Baggage Inspector	17.26
27008 - Corrections Officer	37.70
27010 - Court Security Officer	30.56
27030 - Detection Dog Handler	21.22
27040 - Detention Officer	37.70
27070 - Firefighter	24.10

27101 - Guard I	17.26
27102 - Guard II	21.22
27131 - Police Officer I	39.18
27132 - Police Officer II	43.56
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.48
28042 - Carnival Equipment Repairer	18.89
28043 - Carnival Worker	13.45
28210 - Gate Attendant/Gate Tender	19.34
28310 - Lifeguard	14.98
28350 - Park Attendant (Aide)	21.63
28510 - Recreation Aide/Health	15.78
Facility Attendant	
28515 - Recreation Specialist	26.79
28630 - Sports Official	17.22
28690 - Swimming Pool Operator	21.60
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.29
29020 - Hatch Tender	28.29
29030 - Line Handler	28.29
29041 - Stevedore I	26.44
29042 - Stevedore II	30.15
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	20.36
30022 - Archeological Technician II	22.78
30023 - Archeological Technician III	28.22
30030 - Cartographic Technician	28.22
30040 - Civil Engineering Technician	28.22
30051 - Cryogenic Technician I	30.53
30052 - Cryogenic Technician II	33.72
30061 - Drafter/CAD Operator I	20.36
30062 - Drafter/CAD Operator II	22.78
30063 - Drafter/CAD Operator III	25.39
30064 - Drafter/CAD Operator IV	31.26
30081 - Engineering Technician I	18.94
30082 - Engineering Technician II	21.26
30083 - Engineering Technician III	23.79
30084 - Engineering Technician IV	29.47
30085 - Engineering Technician V	36.05
30086 - Engineering Technician VI	43.62
30090 - Environmental Technician	27.68
30095 - Evidence Control Specialist	27.57
30210 - Laboratory Technician	24.97

30221 - Latent Fingerprint Technician I	30.53
30222 - Latent Fingerprint Technician II	33.72
30240 - Mathematical Technician	28.22
30361 - Paralegal/Legal Assistant I	18.92
30362 - Paralegal/Legal Assistant II	24.85
30363 - Paralegal/Legal Assistant III	30.39
30364 - Paralegal/Legal Assistant IV	36.76
30375 - Petroleum Supply Specialist	33.72
30390 - Photo-Optics Technician	28.22
30395 - Radiation Control Technician	33.72
30461 - Technical Writer I	27.97
30462 - Technical Writer II	34.21
30463 - Technical Writer III	41.39
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	31.26
30502 - Weather Forecaster II	38.01
30620 - Weather Observer Combined (see 2)	25.39
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	28.22
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	15.25
31030 - Bus Driver	22.08
31043 - Driver Courier	17.41
31260 - Parking and Lot Attendant	13.76
31290 - Shuttle Bus Driver	18.79
31310 - Taxi Driver	15.04
31361 - Truckdriver Light	18.79
31362 - Truckdriver Medium	20.37
31363 - Truckdriver Heavy	22.58
31364 - Truckdriver Tractor-Trailer	22.58
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	14.09
99050 - Desk Clerk	14.28
99095 - Embalmer	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.09
I	
99252 - Laboratory Animal Caretaker	16.31
II	
99260 - Marketing Analyst	24.83
99310 - Mortician	25.60
99410 - Pest Controller	19.69
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	23.92
99711 - Recycling Specialist	28.27
99730 - Refuse Collector	21.76
99810 - Sales Clerk	15.23
99820 - School Crossing Guard	16.19
99830 - Survey Party Chief	38.36
99831 - Surveying Aide	20.83
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	20.37
99841 - Vending Machine Repairer	24.32
99842 - Vending Machine Repairer	20.37
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.: 2015-5679

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.: 2015-5679
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: California

Area: California County of Lassen

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.82
01012 - Accounting Clerk II		17.77
01013 - Accounting Clerk III		19.87
01020 - Administrative Assistant		26.81
01035 - Court Reporter		19.55
01041 - Customer Service Representative I		15.02
01042 - Customer Service Representative II		16.88

01043 - Customer Service Representative III	18.42
01051 - Data Entry Operator I	15.41
01052 - Data Entry Operator II	16.82
01060 - Dispatcher Motor Vehicle	21.62
01070 - Document Preparation Clerk	15.67
01090 - Duplicating Machine Operator	15.67
01111 - General Clerk I	14.51
01112 - General Clerk II	15.83
01113 - General Clerk III	17.78
01120 - Housing Referral Assistant	21.80
01141 - Messenger Courier	12.83
01191 - Order Clerk I	16.76
01192 - Order Clerk II	18.56
01261 - Personnel Assistant (Employment) I	18.08
01262 - Personnel Assistant (Employment) II	20.21
01263 - Personnel Assistant (Employment) III	22.53
01270 - Production Control Clerk	22.97
01290 - Rental Clerk	16.25
01300 - Scheduler Maintenance	17.48
01311 - Secretary I	17.48
01312 - Secretary II	19.55
01313 - Secretary III	21.80
01320 - Service Order Dispatcher	17.78
01410 - Supply Technician	26.81
01420 - Survey Worker	23.48
01460 - Switchboard Operator/Receptionist	15.64
01531 - Travel Clerk I	14.93
01532 - Travel Clerk II	16.10
01533 - Travel Clerk III	17.38
01611 - Word Processor I	14.86
01612 - Word Processor II	16.69
01613 - Word Processor III	18.66
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	27.97
Fiberglass	
05010 - Automotive Electrician	24.93
05040 - Automotive Glass Installer	23.45
05070 - Automotive Worker	23.45
05110 - Mobile Equipment Servicer	20.50
05130 - Motor Equipment Metal	26.43
Mechanic	
05160 - Motor Equipment Metal Worker	23.45
05190 - Motor Vehicle Mechanic	26.43
05220 - Motor Vehicle Mechanic Helper	18.96

05250 - Motor Vehicle Upholstery Worker	21.97
05280 - Motor Vehicle Wrecker	23.45
05310 - Painter Automotive	24.93
05340 - Radiator Repair Specialist	23.45
05370 - Tire Repairer	15.70
05400 - Transmission Repair Specialist	26.43
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.51
07041 - Cook I	17.27
07042 - Cook II	19.40
07070 - Dishwasher	13.20
07130 - Food Service Worker	14.58
07210 - Meat Cutter	19.16
07260 - Waiter/Waitress	13.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.14
09040 - Furniture Handler	17.83
09080 - Furniture Refinisher	25.14
09090 - Furniture Refinisher Helper	20.34
09110 - Furniture Repairer Minor	22.77
09130 - Upholsterer	23.03
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.92
11060 - Elevator Operator	14.92
11090 - Gardener	19.95
11122 - Housekeeping Aide	15.45
11150 - Janitor	15.45
11210 - Laborer Grounds Maintenance	15.61
11240 - Maid or Houseman	14.59
11260 - Pruner	14.21
11270 - Tractor Operator	18.45
11330 - Trail Maintenance Worker	15.61
11360 - Window Cleaner	16.97
12000 - Health Occupations	
12010 - Ambulance Driver	20.85
12011 - Breath Alcohol Technician	26.11
12012 - Certified Occupational Therapist Assistant	35.83
12015 - Certified Physical Therapist Assistant	31.48
12020 - Dental Assistant	19.86
12025 - Dental Hygienist	52.04
12030 - EKG Technician	39.58
12035 - Electroneurodiagnostic Technologist	39.58

12040 - Emergency Medical Technician	20.85
12071 - Licensed Practical Nurse I	23.34
12072 - Licensed Practical Nurse II	26.11
12073 - Licensed Practical Nurse III	29.12
12100 - Medical Assistant	18.41
12130 - Medical Laboratory Technician	29.98
Technician	
12160 - Medical Record Clerk	20.14
12190 - Medical Record Technician	22.52
12195 - Medical Transcriptionist	23.34
12210 - Nuclear Medicine Technologist	57.39
Technologist	
12221 - Nursing Assistant I	12.45
12222 - Nursing Assistant II	13.99
12223 - Nursing Assistant III	15.27
12224 - Nursing Assistant IV	17.15
12235 - Optical Dispenser	22.28
12236 - Optical Technician	23.25
12250 - Pharmacy Technician	19.30
12280 - Phlebotomist	23.94
12305 - Radiologic Technologist	47.21
12311 - Registered Nurse I	28.54
12312 - Registered Nurse II	35.14
12313 - Registered Nurse II	35.14
Specialist	
12314 - Registered Nurse III	42.24
12315 - Registered Nurse III	42.24
Anesthetist	
12316 - Registered Nurse IV	50.62
12317 - Scheduler (Drug and Alcohol Testing)	32.35
Testing)	
12320 - Substance Abuse Treatment Counselor	29.82
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	21.37
13012 - Exhibits Specialist II	25.68
13013 - Exhibits Specialist III	32.35
13041 - Illustrator I	21.37
13042 - Illustrator II	25.68
13043 - Illustrator III	32.35
13047 - Librarian	29.32
13050 - Library Aide/Clerk	17.58
13054 - Library Information Technology Systems Administrator	26.48
Technology Systems Administrator	
13058 - Library Technician	18.86
13061 - Media Specialist I	18.53
13062 - Media Specialist II	20.73
13063 - Media Specialist III	23.84

13071 - Photographer I	17.71
13072 - Photographer II	19.82
13073 - Photographer III	24.55
13074 - Photographer IV	30.03
13075 - Photographer V	36.34
13090 - Technical Order Library	20.37
Clerk	
13110 - Video Teleconference	20.97
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	17.27
14042 - Computer Operator II	19.32
14043 - Computer Operator III	21.55
14044 - Computer Operator IV	23.94
14045 - Computer Operator V	26.50
14071 - Computer Programmer I	(see 1) 22.61
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	17.27
Operator	
14160 - Personal Computer Support	23.94
Technician	
14170 - System Support Specialist	26.50
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.62
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	39.42
Instructor (Rated)	
15030 - Air Crew Training Devices	41.59
Instructor (Pilot)	
15050 - Computer Based Training	29.62
Specialist / Instructor	
15060 - Educational Technologist	38.66
15070 - Flight Instructor (Pilot)	41.59
15080 - Graphic Artist	25.59
15085 - Maintenance Test Pilot Fixed	46.08
Jet/Prop	
15086 - Maintenance Test Pilot	46.08
Rotary Wing	
15088 - Non-Maintenance Test/Co-	46.08
Pilot	
15090 - Technical Instructor	22.85
15095 - Technical Instructor/Course	27.95
Developer	
15110 - Test Proctor	18.44

15120 - Tutor	18.44
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)	28.04
19040 - Tool And Die Maker	34.73
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.40
21030 - Material Coordinator	23.54
21040 - Material Expediter	23.54
21050 - Material Handling Laborer	18.61
21071 - Order Filler	14.56
21080 - Production Line Worker (Food Processing)	21.40
21110 - Shipping Packer	22.25
21130 - Shipping/Receiving Clerk	22.25
21140 - Store Worker I	14.90
21150 - Stock Clerk	19.40
21210 - Tools And Parts Attendant	21.40
21410 - Warehouse Specialist	21.40
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.89
23019 - Aircraft Logs and Records Technician	25.08
23021 - Aircraft Mechanic I	30.17
23022 - Aircraft Mechanic II	31.89
23023 - Aircraft Mechanic III	33.63
23040 - Aircraft Mechanic Helper	21.64
23050 - Aircraft Painter	28.44
23060 - Aircraft Servicer	25.08
23070 - Aircraft Survival Flight Equipment Technician	28.44
23080 - Aircraft Worker	26.76

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.76
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.17
23110 - Appliance Mechanic	28.04
23120 - Bicycle Repairer	23.06
23125 - Cable Splicer	43.34
23130 - Carpenter Maintenance	30.64
23140 - Carpet Layer	26.37
23160 - Electrician Maintenance	32.71
23181 - Electronics Technician Maintenance I	28.60
23182 - Electronics Technician Maintenance II	30.39
23183 - Electronics Technician Maintenance III	32.23
23260 - Fabric Worker	24.72
23290 - Fire Alarm System Mechanic	29.73
23310 - Fire Extinguisher Repairer	23.06
23311 - Fuel Distribution System Mechanic	32.23
23312 - Fuel Distribution System Operator	25.03
23370 - General Maintenance Worker	19.95
23380 - Ground Support Equipment Mechanic	30.17
23381 - Ground Support Equipment Servicer	25.08
23382 - Ground Support Equipment Worker	26.76
23391 - Gunsmith I	23.06
23392 - Gunsmith II	26.37
23393 - Gunsmith III	29.73
23410 - Heating Ventilation And Air- Conditioning Mechanic	26.70
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.22
23430 - Heavy Equipment Mechanic	28.48
23440 - Heavy Equipment Operator	27.92
23460 - Instrument Mechanic	29.73
23465 - Laboratory/Shelter Mechanic	28.04
23470 - Laborer	18.61
23510 - Locksmith	28.04
23530 - Machinery Maintenance Mechanic	27.49
23550 - Machinist Maintenance	22.70

23580 - Maintenance Trades Helper	16.61
23591 - Metrology Technician I	29.73
23592 - Metrology Technician II	31.43
23593 - Metrology Technician III	33.14
23640 - Millwright	30.62
23710 - Office Appliance Repairer	28.04
23760 - Painter Maintenance	24.55
23790 - Pipefitter Maintenance	29.64
23810 - Plumber Maintenance	27.96
23820 - Pneudraulic Systems Mechanic	29.73
23850 - Rigger	29.73
23870 - Scale Mechanic	26.37
23890 - Sheet-Metal Worker	29.73
Maintenance	
23910 - Small Engine Mechanic	26.37
23931 - Telecommunications Mechanic	28.53
I	
23932 - Telecommunications Mechanic	30.11
II	
23950 - Telephone Lineman	35.03
23960 - Welder Combination	23.99
Maintenance	
23965 - Well Driller	29.73
23970 - Woodcraft Worker	29.73
23980 - Woodworker	23.06
24000 - Personal Needs Occupations	
24550 - Case Manager	24.59
24570 - Child Care Attendant	14.51
24580 - Child Care Center Clerk	18.11
24610 - Chore Aide	13.14
24620 - Family Readiness And Support	24.59
Services	
Coordinator	
24630 - Homemaker	24.59
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	29.73
25040 - Sewage Plant Operator	30.68
25070 - Stationary Engineer	29.73
25190 - Ventilation Equipment Tender	21.33
25210 - Water Treatment Plant	30.68
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.00
27007 - Baggage Inspector	15.99
27008 - Corrections Officer	37.70
27010 - Court Security Officer	30.56
27030 - Detection Dog Handler	18.18
27040 - Detention Officer	37.70
27070 - Firefighter	23.73

27101 - Guard I	15.99
27102 - Guard II	18.18
27131 - Police Officer I	37.90
27132 - Police Officer II	42.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.48
28042 - Carnival Equipment Repairer	18.89
28043 - Carnival Worker	13.45
28210 - Gate Attendant/Gate Tender	19.34
28310 - Lifeguard	14.98
28350 - Park Attendant (Aide)	21.63
28510 - Recreation Aide/Health	15.78
Facility Attendant	
28515 - Recreation Specialist	26.79
28630 - Sports Official	17.22
28690 - Swimming Pool Operator	21.60
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	26.37
29020 - Hatch Tender	26.37
29030 - Line Handler	26.37
29041 - Stevedore I	24.72
29042 - Stevedore II	28.04
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	20.19
30022 - Archeological Technician II	22.58
30023 - Archeological Technician III	27.97
30030 - Cartographic Technician	27.97
30040 - Civil Engineering Technician	27.75
30051 - Cryogenic Technician I	30.53
30052 - Cryogenic Technician II	33.72
30061 - Drafter/CAD Operator I	20.19
30062 - Drafter/CAD Operator II	22.58
30063 - Drafter/CAD Operator III	25.18
30064 - Drafter/CAD Operator IV	30.98
30081 - Engineering Technician I	18.94
30082 - Engineering Technician II	21.26
30083 - Engineering Technician III	23.79
30084 - Engineering Technician IV	29.47
30085 - Engineering Technician V	36.05
30086 - Engineering Technician VI	43.62
30090 - Environmental Technician	28.22
30095 - Evidence Control Specialist	27.57
30210 - Laboratory Technician	24.80

30221 - Latent Fingerprint Technician I	30.53
30222 - Latent Fingerprint Technician II	33.72
30240 - Mathematical Technician	28.22
30361 - Paralegal/Legal Assistant I	20.22
30362 - Paralegal/Legal Assistant II	25.06
30363 - Paralegal/Legal Assistant III	30.36
30364 - Paralegal/Legal Assistant IV	37.09
30375 - Petroleum Supply Specialist	33.72
30390 - Photo-Optics Technician	27.97
30395 - Radiation Control Technician	33.72
30461 - Technical Writer I	27.97
30462 - Technical Writer II	34.21
30463 - Technical Writer III	41.09
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	30.98
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	16.19
31030 - Bus Driver	22.08
31043 - Driver Courier	17.41
31260 - Parking and Lot Attendant	13.76
31290 - Shuttle Bus Driver	18.79
31310 - Taxi Driver	15.04
31361 - Truckdriver Light	18.79
31362 - Truckdriver Medium	20.13
31363 - Truckdriver Heavy	22.69
31364 - Truckdriver Tractor-Trailer	22.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	14.09
99050 - Desk Clerk	14.28
99095 - Embalmer	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.09
I	
99252 - Laboratory Animal Caretaker	16.31
II	
99260 - Marketing Analyst	24.83
99310 - Mortician	25.60
99410 - Pest Controller	19.69
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.08
99711 - Recycling Specialist	23.59
99730 - Refuse Collector	21.76
99810 - Sales Clerk	15.23
99820 - School Crossing Guard	16.19
99830 - Survey Party Chief	29.98
99831 - Surveying Aide	20.22
99832 - Surveying Technician	21.98
99840 - Vending Machine Attendant	19.92
99841 - Vending Machine Repairer	23.85
99842 - Vending Machine Repairer	19.92
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.: 2015-5681

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.: 2015-5681
Revision No.: 14
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: Alaska

Area: Alaska Boroughs of Anchorage Matanuska-Susit

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.55
01012 - Accounting Clerk II		20.84
01013 - Accounting Clerk III		23.30
01020 - Administrative Assistant		29.37
01035 - Court Reporter		20.98
01041 - Customer Service Representative I		15.13
01042 - Customer Service Representative II		16.76

01043 - Customer Service Representative III	18.55
01051 - Data Entry Operator I	16.72
01052 - Data Entry Operator II	18.24
01060 - Dispatcher Motor Vehicle	25.20
01070 - Document Preparation Clerk	18.95
01090 - Duplicating Machine Operator	18.95
01111 - General Clerk I	18.19
01112 - General Clerk II	19.84
01113 - General Clerk III	22.27
01120 - Housing Referral Assistant	23.38
01141 - Messenger Courier	17.69
01191 - Order Clerk I	17.73
01192 - Order Clerk II	19.35
01261 - Personnel Assistant (Employment) I	19.07
01262 - Personnel Assistant (Employment) II	21.33
01263 - Personnel Assistant (Employment) III	23.79
01270 - Production Control Clerk	26.24
01290 - Rental Clerk	16.84
01300 - Scheduler Maintenance	18.76
01311 - Secretary I	18.76
01312 - Secretary II	20.98
01313 - Secretary III	23.38
01320 - Service Order Dispatcher	22.54
01410 - Supply Technician	29.37
01420 - Survey Worker	20.98
01460 - Switchboard Operator/Receptionist	17.21
01531 - Travel Clerk I	17.63
01532 - Travel Clerk II	19.47
01533 - Travel Clerk III	21.53
01611 - Word Processor I	17.18
01612 - Word Processor II	19.29
01613 - Word Processor III	21.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	29.42
Fiberglass	
05010 - Automotive Electrician	23.67
05040 - Automotive Glass Installer	22.23
05070 - Automotive Worker	22.23
05110 - Mobile Equipment Servicer	19.62
05130 - Motor Equipment Metal	25.13
Mechanic	
05160 - Motor Equipment Metal Worker	22.23
05190 - Motor Vehicle Mechanic	25.13
05220 - Motor Vehicle Mechanic Helper	18.53

05250 - Motor Vehicle Upholstery Worker	21.87
05280 - Motor Vehicle Wrecker	22.23
05310 - Painter Automotive	23.67
05340 - Radiator Repair Specialist	22.23
05370 - Tire Repairer	17.78
05400 - Transmission Repair Specialist	25.13
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.33
07041 - Cook I	18.28
07042 - Cook II	21.04
07070 - Dishwasher	11.70
07130 - Food Service Worker	14.08
07210 - Meat Cutter	23.75
07260 - Waiter/Waitress	13.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	31.38
09040 - Furniture Handler	19.93
09080 - Furniture Refinisher	31.38
09090 - Furniture Refinisher Helper	23.69
09110 - Furniture Repairer Minor	27.51
09130 - Upholsterer	31.38
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.30
11060 - Elevator Operator	16.10
11090 - Gardener	23.56
11122 - Housekeeping Aide	16.10
11150 - Janitor	16.10
11210 - Laborer Grounds Maintenance	18.26
11240 - Maid or Houseman	14.77
11260 - Pruner	16.49
11270 - Tractor Operator	21.79
11330 - Trail Maintenance Worker	18.26
11360 - Window Cleaner	17.82
12000 - Health Occupations	
12010 - Ambulance Driver	27.42
12011 - Breath Alcohol Technician	29.71
12012 - Certified Occupational Therapist Assistant	39.88
12015 - Certified Physical Therapist Assistant	31.99
12020 - Dental Assistant	22.77
12025 - Dental Hygienist	56.30
12030 - EKG Technician	40.15
12035 - Electroneurodiagnostic Technologist	40.15

12040 - Emergency Medical Technician	27.42
12071 - Licensed Practical Nurse I	26.57
12072 - Licensed Practical Nurse II	29.71
12073 - Licensed Practical Nurse III	33.11
12100 - Medical Assistant	21.91
12130 - Medical Laboratory Technician	32.47
Technician	
12160 - Medical Record Clerk	23.58
12190 - Medical Record Technician	26.37
12195 - Medical Transcriptionist	24.70
12210 - Nuclear Medicine	63.99
Technologist	
12221 - Nursing Assistant I	13.74
12222 - Nursing Assistant II	15.44
12223 - Nursing Assistant III	16.85
12224 - Nursing Assistant IV	18.93
12235 - Optical Dispenser	26.73
12236 - Optical Technician	26.57
12250 - Pharmacy Technician	21.41
12280 - Phlebotomist	20.45
12305 - Radiologic Technologist	36.47
12311 - Registered Nurse I	28.98
12312 - Registered Nurse II	35.45
12313 - Registered Nurse II	35.45
Specialist	
12314 - Registered Nurse III	42.88
12315 - Registered Nurse III	42.88
Anesthetist	
12316 - Registered Nurse IV	51.40
12317 - Scheduler (Drug and Alcohol Testing)	36.80
Testing)	
12320 - Substance Abuse Treatment	27.96
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	28.07
13012 - Exhibits Specialist II	34.77
13013 - Exhibits Specialist III	42.53
13041 - Illustrator I	28.07
13042 - Illustrator II	34.77
13043 - Illustrator III	42.53
13047 - Librarian	38.51
13050 - Library Aide/Clerk	18.74
13054 - Library Information	34.77
Technology Systems	
Administrator	
13058 - Library Technician	22.11
13061 - Media Specialist I	25.08
13062 - Media Specialist II	28.07
13063 - Media Specialist III	31.29

13071 - Photographer I	19.52
13072 - Photographer II	23.82
13073 - Photographer III	27.05
13074 - Photographer IV	33.09
13075 - Photographer V	40.05
13090 - Technical Order Library	20.51
Clerk	
13110 - Video Teleconference	22.30
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	19.92
14042 - Computer Operator II	22.29
14043 - Computer Operator III	24.86
14044 - Computer Operator IV	27.62
14045 - Computer Operator V	30.59
14071 - Computer Programmer I	(see 1)
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	19.92
Operator	
14160 - Personal Computer Support	27.62
Technician	
14170 - System Support Specialist	35.49
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	34.09
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	41.24
Instructor (Rated)	
15030 - Air Crew Training Devices	49.42
Instructor (Pilot)	
15050 - Computer Based Training	34.09
Specialist / Instructor	
15060 - Educational Technologist	34.43
15070 - Flight Instructor (Pilot)	49.42
15080 - Graphic Artist	32.69
15085 - Maintenance Test Pilot Fixed	48.67
Jet/Prop	
15086 - Maintenance Test Pilot	48.67
Rotary Wing	
15088 - Non-Maintenance Test/Co-	48.67
Pilot	
15090 - Technical Instructor	28.50
15095 - Technical Instructor/Course	34.88
Developer	
15110 - Test Proctor	23.13

15120 - Tutor	23.13
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	12.98
16030 - Counter Attendant	12.98
16040 - Dry Cleaner	16.53
16070 - Finisher Flatwork Machine	12.98
16090 - Presser Hand	12.98
16110 - Presser Machine Drycleaning	12.98
16130 - Presser Machine Shirts	12.98
16160 - Presser Machine Wearing	12.98
Apparel Laundry	
16190 - Sewing Machine Operator	17.70
16220 - Tailor	18.91
16250 - Washer Machine	14.18
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	32.07
19040 - Tool And Die Maker	39.97
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	23.22
21030 - Material Coordinator	26.24
21040 - Material Expediter	26.24
21050 - Material Handling Laborer	17.01
21071 - Order Filler	15.87
21080 - Production Line Worker (Food Processing)	23.22
21110 - Shipping Packer	20.58
21130 - Shipping/Receiving Clerk	20.58
21140 - Store Worker I	16.94
21150 - Stock Clerk	23.08
21210 - Tools And Parts Attendant	23.22
21410 - Warehouse Specialist	23.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.95
23019 - Aircraft Logs and Records Technician	27.32
23021 - Aircraft Mechanic I	33.06
23022 - Aircraft Mechanic II	34.95
23023 - Aircraft Mechanic III	36.88
23040 - Aircraft Mechanic Helper	23.51
23050 - Aircraft Painter	31.14
23060 - Aircraft Servicer	27.32
23070 - Aircraft Survival Flight Equipment Technician	31.14
23080 - Aircraft Worker	29.25

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.25
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.06
23110 - Appliance Mechanic	27.15
23120 - Bicycle Repairer	26.18
23125 - Cable Splicer	47.72
23130 - Carpenter Maintenance	33.10
23140 - Carpet Layer	30.09
23160 - Electrician Maintenance	37.18
23181 - Electronics Technician Maintenance I	32.91
23182 - Electronics Technician Maintenance II	36.98
23183 - Electronics Technician Maintenance III	39.26
23260 - Fabric Worker	28.14
23290 - Fire Alarm System Mechanic	33.73
23310 - Fire Extinguisher Repairer	26.18
23311 - Fuel Distribution System Mechanic	34.39
23312 - Fuel Distribution System Operator	29.95
23370 - General Maintenance Worker	23.46
23380 - Ground Support Equipment Mechanic	33.06
23381 - Ground Support Equipment Servicer	27.32
23382 - Ground Support Equipment Worker	29.25
23391 - Gunsmith I	26.18
23392 - Gunsmith II	30.12
23393 - Gunsmith III	34.05
23410 - Heating Ventilation And Air- Conditioning Mechanic	36.66
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	38.76
23430 - Heavy Equipment Mechanic	36.89
23440 - Heavy Equipment Operator	36.57
23460 - Instrument Mechanic	34.05
23465 - Laboratory/Shelter Mechanic	32.07
23470 - Laborer	17.01
23510 - Locksmith	33.88
23530 - Machinery Maintenance Mechanic	32.93
23550 - Machinist Maintenance	33.39

23580 - Maintenance Trades Helper	19.42
23591 - Metrology Technician I	34.05
23592 - Metrology Technician II	36.00
23593 - Metrology Technician III	37.99
23640 - Millwright	30.82
23710 - Office Appliance Repairer	23.58
23760 - Painter Maintenance	27.65
23790 - Pipefitter Maintenance	43.35
23810 - Plumber Maintenance	40.83
23820 - Pneudraulic Systems Mechanic	34.05
23850 - Rigger	34.05
23870 - Scale Mechanic	30.12
23890 - Sheet-Metal Worker	36.58
Maintenance	
23910 - Small Engine Mechanic	30.12
23931 - Telecommunications Mechanic	36.79
I	
23932 - Telecommunications Mechanic	38.90
II	
23950 - Telephone Lineman	34.73
23960 - Welder Combination	36.31
Maintenance	
23965 - Well Driller	28.44
23970 - Woodcraft Worker	34.05
23980 - Woodworker	26.18
24000 - Personal Needs Occupations	
24550 - Case Manager	19.09
24570 - Child Care Attendant	12.94
24580 - Child Care Center Clerk	16.13
24610 - Chore Aide	16.05
24620 - Family Readiness And Support	19.09
Services	
Coordinator	
24630 - Homemaker	19.09
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	34.05
25040 - Sewage Plant Operator	38.59
25070 - Stationary Engineer	34.05
25190 - Ventilation Equipment Tender	24.22
25210 - Water Treatment Plant	38.59
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	34.92
27007 - Baggage Inspector	18.27
27008 - Corrections Officer	34.66
27010 - Court Security Officer	34.66
27030 - Detection Dog Handler	20.44
27040 - Detention Officer	34.66
27070 - Firefighter	27.18

27101 - Guard I	18.27
27102 - Guard II	20.44
27131 - Police Officer I	40.49
27132 - Police Officer II	45.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.82
28042 - Carnival Equipment Repairer	19.28
28043 - Carnival Worker	13.49
28210 - Gate Attendant/Gate Tender	20.56
28310 - Lifeguard	16.11
28350 - Park Attendant (Aide)	22.99
28510 - Recreation Aide/Health	16.77
Facility Attendant	
28515 - Recreation Specialist	31.70
28630 - Sports Official	18.30
28690 - Swimming Pool Operator	22.17
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	30.12
29020 - Hatch Tender	30.12
29030 - Line Handler	30.12
29041 - Stevedore I	30.24
29042 - Stevedore II	33.92
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	45.06
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	31.07
Specialist Station (HFO)	
30012 - Air Traffic Control	34.21
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	23.41
30022 - Archeological Technician II	27.28
30023 - Archeological Technician III	31.96
30030 - Cartographic Technician	31.96
30040 - Civil Engineering Technician	35.32
30051 - Cryogenic Technician I	35.39
30052 - Cryogenic Technician II	39.09
30061 - Drafter/CAD Operator I	23.41
30062 - Drafter/CAD Operator II	27.28
30063 - Drafter/CAD Operator III	29.19
30064 - Drafter/CAD Operator IV	35.39
30081 - Engineering Technician I	22.72
30082 - Engineering Technician II	26.56
30083 - Engineering Technician III	29.74
30084 - Engineering Technician IV	33.02
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	45.77
30090 - Environmental Technician	28.41
30095 - Evidence Control Specialist	31.96
30210 - Laboratory Technician	28.75

30221 - Latent Fingerprint Technician I	35.39
30222 - Latent Fingerprint Technician II	39.09
30240 - Mathematical Technician	35.13
30361 - Paralegal/Legal Assistant I	22.33
30362 - Paralegal/Legal Assistant II	27.66
30363 - Paralegal/Legal Assistant III	33.84
30364 - Paralegal/Legal Assistant IV	40.95
30375 - Petroleum Supply Specialist	39.09
30390 - Photo-Optics Technician	32.95
30395 - Radiation Control Technician	39.09
30461 - Technical Writer I	25.55
30462 - Technical Writer II	31.26
30463 - Technical Writer III	37.83
30491 - Unexploded Ordnance (UXO) Technician I	28.63
30492 - Unexploded Ordnance (UXO) Technician II	34.64
30493 - Unexploded Ordnance (UXO) Technician III	41.52
30494 - Unexploded (UXO) Safety Escort	28.63
30495 - Unexploded (UXO) Sweep Personnel	28.63
30501 - Weather Forecaster I	35.39
30502 - Weather Forecaster II	43.06
30620 - Weather Observer Combined (see 2)	29.19
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	32.42
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.64
31020 - Bus Aide	18.21
31030 - Bus Driver	25.25
31043 - Driver Courier	21.73
31260 - Parking and Lot Attendant	13.78
31290 - Shuttle Bus Driver	22.25
31310 - Taxi Driver	19.04
31361 - Truckdriver Light	23.49
31362 - Truckdriver Medium	25.25
31363 - Truckdriver Heavy	28.03
31364 - Truckdriver Tractor-Trailer	28.03
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.89
99030 - Cashier	13.85
99050 - Desk Clerk	14.94
99095 - Embalmer	28.63

99130 - Flight Follower	28.63
99251 - Laboratory Animal Caretaker	15.41
I	
99252 - Laboratory Animal Caretaker	20.92
II	
99260 - Marketing Analyst	32.86
99310 - Mortician	28.63
99410 - Pest Controller	29.16
99510 - Photofinishing Worker	15.92
99710 - Recycling Laborer	29.14
99711 - Recycling Specialist	34.78
99730 - Refuse Collector	26.32
99810 - Sales Clerk	14.57
99820 - School Crossing Guard	21.71
99830 - Survey Party Chief	32.27
99831 - Surveying Aide	21.49
99832 - Surveying Technician	29.35
99840 - Vending Machine Attendant	25.10
99841 - Vending Machine Repairer	31.22
99842 - Vending Machine Repairer	25.10
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 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.: 2015-5683

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.: 2015-5683
Revision No.: 14
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: Alaska

Area: Alaska Borough of Fairbanks North

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.89
01012 - Accounting Clerk II		21.22
01013 - Accounting Clerk III		23.73
01020 - Administrative Assistant		28.99
01035 - Court Reporter		20.45
01041 - Customer Service Representative I		14.64
01042 - Customer Service Representative II		16.28

01043 - Customer Service Representative III	17.94
01051 - Data Entry Operator I	14.92
01052 - Data Entry Operator II	17.86
01060 - Dispatcher Motor Vehicle	26.36
01070 - Document Preparation Clerk	16.29
01090 - Duplicating Machine Operator	16.29
01111 - General Clerk I	18.02
01112 - General Clerk II	19.65
01113 - General Clerk III	22.07
01120 - Housing Referral Assistant	22.80
01141 - Messenger Courier	15.60
01191 - Order Clerk I	17.00
01192 - Order Clerk II	18.55
01261 - Personnel Assistant (Employment) I	19.07
01262 - Personnel Assistant (Employment) II	21.33
01263 - Personnel Assistant (Employment) III	23.79
01270 - Production Control Clerk	29.72
01290 - Rental Clerk	19.11
01300 - Scheduler Maintenance	18.27
01311 - Secretary I	18.27
01312 - Secretary II	20.45
01313 - Secretary III	22.80
01320 - Service Order Dispatcher	23.57
01410 - Supply Technician	28.99
01420 - Survey Worker	20.45
01460 - Switchboard Operator/Receptionist	16.73
01531 - Travel Clerk I	16.73
01532 - Travel Clerk II	18.46
01533 - Travel Clerk III	20.41
01611 - Word Processor I	16.29
01612 - Word Processor II	18.27
01613 - Word Processor III	20.45
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	29.33
Fiberglass	
05010 - Automotive Electrician	30.22
05040 - Automotive Glass Installer	28.38
05070 - Automotive Worker	28.38
05110 - Mobile Equipment Servicer	24.66
05130 - Motor Equipment Metal	32.08
Mechanic	
05160 - Motor Equipment Metal Worker	28.38
05190 - Motor Vehicle Mechanic	32.08
05220 - Motor Vehicle Mechanic Helper	22.82

05250 - Motor Vehicle Upholstery Worker	26.51
05280 - Motor Vehicle Wrecker	28.38
05310 - Painter Automotive	30.22
05340 - Radiator Repair Specialist	28.38
05370 - Tire Repairer	17.78
05400 - Transmission Repair Specialist	32.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	23.40
07041 - Cook I	20.03
07042 - Cook II	23.05
07070 - Dishwasher	13.33
07130 - Food Service Worker	14.24
07210 - Meat Cutter	23.34
07260 - Waiter/Waitress	11.91
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	35.41
09040 - Furniture Handler	22.40
09080 - Furniture Refinisher	35.41
09090 - Furniture Refinisher Helper	26.73
09110 - Furniture Repairer Minor	31.06
09130 - Upholsterer	35.41
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.22
11060 - Elevator Operator	15.66
11090 - Gardener	27.74
11122 - Housekeeping Aide	15.66
11150 - Janitor	15.66
11210 - Laborer Grounds Maintenance	21.50
11240 - Maid or Houseman	15.31
11260 - Pruner	19.42
11270 - Tractor Operator	25.66
11330 - Trail Maintenance Worker	21.50
11360 - Window Cleaner	17.34
12000 - Health Occupations	
12010 - Ambulance Driver	25.46
12011 - Breath Alcohol Technician	25.46
12012 - Certified Occupational Therapist Assistant	35.06
12015 - Certified Physical Therapist Assistant	35.06
12020 - Dental Assistant	23.78
12025 - Dental Hygienist	58.05
12030 - EKG Technician	38.72
12035 - Electroneurodiagnostic Technologist	38.72

12040 - Emergency Medical Technician	25.46
12071 - Licensed Practical Nurse I	22.85
12072 - Licensed Practical Nurse II	25.55
12073 - Licensed Practical Nurse III	28.48
12100 - Medical Assistant	21.40
12130 - Medical Laboratory Technician	33.84
Technician	
12160 - Medical Record Clerk	22.08
12190 - Medical Record Technician	24.69
12195 - Medical Transcriptionist	22.85
12210 - Nuclear Medicine Technologist	56.15
Technologist	
12221 - Nursing Assistant I	15.55
12222 - Nursing Assistant II	17.49
12223 - Nursing Assistant III	19.09
12224 - Nursing Assistant IV	21.42
12235 - Optical Dispenser	25.55
12236 - Optical Technician	22.85
12250 - Pharmacy Technician	21.66
12280 - Phlebotomist	21.99
12305 - Radiologic Technologist	38.72
12311 - Registered Nurse I	31.65
12312 - Registered Nurse II	38.72
12313 - Registered Nurse II	38.72
Specialist	
12314 - Registered Nurse III	46.86
12315 - Registered Nurse III	46.86
Anesthetist	
12316 - Registered Nurse IV	56.15
12317 - Scheduler (Drug and Alcohol Testing)	31.54
Testing)	
12320 - Substance Abuse Treatment Counselor	29.86
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	27.00
13012 - Exhibits Specialist II	33.44
13013 - Exhibits Specialist III	40.90
13041 - Illustrator I	27.00
13042 - Illustrator II	33.44
13043 - Illustrator III	40.90
13047 - Librarian	36.07
13050 - Library Aide/Clerk	17.56
13054 - Library Information Technology Systems Administrator	32.56
Technology Systems Administrator	
13058 - Library Technician	24.59
13061 - Media Specialist I	23.50
13062 - Media Specialist II	26.29
13063 - Media Specialist III	29.31

13071 - Photographer I	24.13
13072 - Photographer II	27.00
13073 - Photographer III	33.44
13074 - Photographer IV	40.90
13075 - Photographer V	48.19
13090 - Technical Order Library	20.52
Clerk	
13110 - Video Teleconference	24.13
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	17.67
14042 - Computer Operator II	19.77
14043 - Computer Operator III	24.42
14044 - Computer Operator IV	25.98
14045 - Computer Operator V	27.62
14071 - Computer Programmer I	(see 1)
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	18.34
Operator	
14160 - Personal Computer Support	27.62
Technician	
14170 - System Support Specialist	29.09
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	34.09
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	41.24
Instructor (Rated)	
15030 - Air Crew Training Devices	49.42
Instructor (Pilot)	
15050 - Computer Based Training	34.09
Specialist / Instructor	
15060 - Educational Technologist	38.22
15070 - Flight Instructor (Pilot)	49.42
15080 - Graphic Artist	42.39
15085 - Maintenance Test Pilot Fixed	49.42
Jet/Prop	
15086 - Maintenance Test Pilot	49.42
Rotary Wing	
15088 - Non-Maintenance Test/Co-	49.42
Pilot	
15090 - Technical Instructor	34.65
15095 - Technical Instructor/Course	42.39
Developer	
15110 - Test Proctor	27.97

15120 - Tutor	27.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	12.98
16030 - Counter Attendant	12.98
16040 - Dry Cleaner	16.53
16070 - Finisher Flatwork Machine	12.98
16090 - Presser Hand	12.98
16110 - Presser Machine Drycleaning	12.98
16130 - Presser Machine Shirts	12.98
16160 - Presser Machine Wearing	12.98
Apparel Laundry	
16190 - Sewing Machine Operator	17.70
16220 - Tailor	18.91
16250 - Washer Machine	14.18
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	35.41
19040 - Tool And Die Maker	44.12
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.56
21030 - Material Coordinator	29.72
21040 - Material Expediter	29.72
21050 - Material Handling Laborer	19.00
21071 - Order Filler	17.37
21080 - Production Line Worker (Food Processing)	19.56
21110 - Shipping Packer	26.34
21130 - Shipping/Receiving Clerk	26.34
21140 - Store Worker I	16.94
21150 - Stock Clerk	23.08
21210 - Tools And Parts Attendant	19.56
21410 - Warehouse Specialist	19.56
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.18
23019 - Aircraft Logs and Records Technician	28.28
23021 - Aircraft Mechanic I	34.22
23022 - Aircraft Mechanic II	36.18
23023 - Aircraft Mechanic III	38.18
23040 - Aircraft Mechanic Helper	24.34
23050 - Aircraft Painter	32.24
23060 - Aircraft Servicer	28.28
23070 - Aircraft Survival Flight Equipment Technician	32.24
23080 - Aircraft Worker	30.27

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.27
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	34.22
23110 - Appliance Mechanic	32.19
23120 - Bicycle Repairer	28.72
23125 - Cable Splicer	37.59
23130 - Carpenter Maintenance	33.22
23140 - Carpet Layer	33.25
23160 - Electrician Maintenance	38.30
23181 - Electronics Technician Maintenance I	34.16
23182 - Electronics Technician Maintenance II	37.13
23183 - Electronics Technician Maintenance III	39.40
23260 - Fabric Worker	31.06
23290 - Fire Alarm System Mechanic	37.59
23310 - Fire Extinguisher Repairer	28.90
23311 - Fuel Distribution System Mechanic	37.59
23312 - Fuel Distribution System Operator	29.43
23370 - General Maintenance Worker	26.75
23380 - Ground Support Equipment Mechanic	34.22
23381 - Ground Support Equipment Servicer	28.28
23382 - Ground Support Equipment Worker	30.27
23391 - Gunsmith I	28.90
23392 - Gunsmith II	33.25
23393 - Gunsmith III	37.59
23410 - Heating Ventilation And Air- Conditioning Mechanic	35.04
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	38.09
23430 - Heavy Equipment Mechanic	39.37
23440 - Heavy Equipment Operator	36.05
23460 - Instrument Mechanic	37.59
23465 - Laboratory/Shelter Mechanic	35.41
23470 - Laborer	19.00
23510 - Locksmith	35.41
23530 - Machinery Maintenance Mechanic	35.68
23550 - Machinist Maintenance	35.65

23580 - Maintenance Trades Helper	19.42
23591 - Metrology Technician I	37.59
23592 - Metrology Technician II	39.74
23593 - Metrology Technician III	41.93
23640 - Millwright	37.59
23710 - Office Appliance Repairer	35.19
23760 - Painter Maintenance	33.19
23790 - Pipefitter Maintenance	41.75
23810 - Plumber Maintenance	39.32
23820 - Pneudraulic Systems Mechanic	37.59
23850 - Rigger	37.59
23870 - Scale Mechanic	33.25
23890 - Sheet-Metal Worker	39.34
Maintenance	
23910 - Small Engine Mechanic	33.25
23931 - Telecommunications Mechanic	39.23
I	
23932 - Telecommunications Mechanic	41.77
II	
23950 - Telephone Lineman	39.59
23960 - Welder Combination	36.98
Maintenance	
23965 - Well Driller	34.17
23970 - Woodcraft Worker	37.59
23980 - Woodworker	28.72
24000 - Personal Needs Occupations	
24550 - Case Manager	21.25
24570 - Child Care Attendant	17.74
24580 - Child Care Center Clerk	22.13
24610 - Chore Aide	17.27
24620 - Family Readiness And Support	21.25
Services	
Coordinator	
24630 - Homemaker	21.25
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	37.59
25040 - Sewage Plant Operator	37.27
25070 - Stationary Engineer	37.59
25190 - Ventilation Equipment Tender	26.73
25210 - Water Treatment Plant	37.27
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.38
27007 - Baggage Inspector	20.01
27008 - Corrections Officer	27.17
27010 - Court Security Officer	27.13
27030 - Detection Dog Handler	22.38
27040 - Detention Officer	27.17
27070 - Firefighter	27.13

27101 - Guard I	20.01
27102 - Guard II	22.38
27131 - Police Officer I	38.74
27132 - Police Officer II	43.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.66
28042 - Carnival Equipment Repairer	18.72
28043 - Carnival Worker	13.54
28210 - Gate Attendant/Gate Tender	26.51
28310 - Lifeguard	22.10
28350 - Park Attendant (Aide)	30.52
28510 - Recreation Aide/Health	21.64
Facility Attendant	
28515 - Recreation Specialist	43.96
28630 - Sports Official	24.31
28690 - Swimming Pool Operator	26.94
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	33.25
29020 - Hatch Tender	33.25
29030 - Line Handler	33.25
29041 - Stevedore I	31.06
29042 - Stevedore II	35.41
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	45.06
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	31.07
Specialist Station (HFO)	
30012 - Air Traffic Control	34.21
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	23.41
30022 - Archeological Technician II	27.28
30023 - Archeological Technician III	29.46
30030 - Cartographic Technician	31.78
30040 - Civil Engineering Technician	32.97
30051 - Cryogenic Technician I	28.14
30052 - Cryogenic Technician II	31.08
30061 - Drafter/CAD Operator I	23.41
30062 - Drafter/CAD Operator II	27.28
30063 - Drafter/CAD Operator III	29.19
30064 - Drafter/CAD Operator IV	34.79
30081 - Engineering Technician I	22.72
30082 - Engineering Technician II	26.56
30083 - Engineering Technician III	29.74
30084 - Engineering Technician IV	33.02
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	45.77
30090 - Environmental Technician	26.77
30095 - Evidence Control Specialist	25.41
30210 - Laboratory Technician	26.61

30221 - Latent Fingerprint Technician I	28.14
30222 - Latent Fingerprint Technician II	31.08
30240 - Mathematical Technician	32.95
30361 - Paralegal/Legal Assistant I	22.94
30362 - Paralegal/Legal Assistant II	28.42
30363 - Paralegal/Legal Assistant III	34.77
30364 - Paralegal/Legal Assistant IV	42.07
30375 - Petroleum Supply Specialist	31.08
30390 - Photo-Optics Technician	32.95
30395 - Radiation Control Technician	31.08
30461 - Technical Writer I	25.37
30462 - Technical Writer II	31.03
30463 - Technical Writer III	41.12
30491 - Unexploded Ordnance (UXO) Technician I	28.63
30492 - Unexploded Ordnance (UXO) Technician II	34.64
30493 - Unexploded Ordnance (UXO) Technician III	41.52
30494 - Unexploded (UXO) Safety Escort	28.63
30495 - Unexploded (UXO) Sweep Personnel	28.63
30501 - Weather Forecaster I	34.79
30502 - Weather Forecaster II	42.32
30620 - Weather Observer Combined (see 2)	29.19
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	32.42
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.64
31020 - Bus Aide	19.37
31030 - Bus Driver	28.00
31043 - Driver Courier	21.23
31260 - Parking and Lot Attendant	17.49
31290 - Shuttle Bus Driver	21.91
31310 - Taxi Driver	20.94
31361 - Truckdriver Light	22.95
31362 - Truckdriver Medium	24.67
31363 - Truckdriver Heavy	29.61
31364 - Truckdriver Tractor-Trailer	29.61
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.89
99030 - Cashier	14.75
99050 - Desk Clerk	15.59
99095 - Embalmer	28.63

99130 - Flight Follower	28.63
99251 - Laboratory Animal Caretaker	18.06
I	
99252 - Laboratory Animal Caretaker	25.74
II	
99260 - Marketing Analyst	28.00
99310 - Mortician	28.63
99410 - Pest Controller	29.16
99510 - Photofinishing Worker	15.05
99710 - Recycling Laborer	25.38
99711 - Recycling Specialist	30.29
99730 - Refuse Collector	22.92
99810 - Sales Clerk	13.82
99820 - School Crossing Guard	19.00
99830 - Survey Party Chief	34.96
99831 - Surveying Aide	23.28
99832 - Surveying Technician	31.78
99840 - Vending Machine Attendant	25.10
99841 - Vending Machine Repairer	31.22
99842 - Vending Machine Repairer	25.10
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 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.: 2015-5685

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.: 2015-5685
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: Alaska

Area: Alaska Boroughs of Haines Juneau Ketchikan Gateway Prince of Wales
Sitka Skagway-Yakutat Wrangell-Peters

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.57
01012 - Accounting Clerk II		20.84
01013 - Accounting Clerk III		23.32
01020 - Administrative Assistant		29.59
01035 - Court Reporter		20.36
01041 - Customer Service Representative I		15.96
01042 - Customer Service Representative II		17.95

01043 - Customer Service Representative III	19.58
01051 - Data Entry Operator I	16.94
01052 - Data Entry Operator II	18.83
01060 - Dispatcher Motor Vehicle	28.75
01070 - Document Preparation Clerk	16.21
01090 - Duplicating Machine Operator	16.21
01111 - General Clerk I	16.68
01112 - General Clerk II	18.19
01113 - General Clerk III	20.42
01120 - Housing Referral Assistant	22.69
01141 - Messenger Courier	15.60
01191 - Order Clerk I	18.70
01192 - Order Clerk II	20.41
01261 - Personnel Assistant (Employment) I	19.91
01262 - Personnel Assistant (Employment) II	22.28
01263 - Personnel Assistant (Employment) III	24.83
01270 - Production Control Clerk	23.11
01290 - Rental Clerk	17.32
01300 - Scheduler Maintenance	18.21
01311 - Secretary I	18.21
01312 - Secretary II	20.36
01313 - Secretary III	22.69
01320 - Service Order Dispatcher	23.31
01410 - Supply Technician	29.59
01420 - Survey Worker	20.36
01460 - Switchboard Operator/Receptionist	18.28
01531 - Travel Clerk I	16.73
01532 - Travel Clerk II	18.46
01533 - Travel Clerk III	20.41
01611 - Word Processor I	16.21
01612 - Word Processor II	18.21
01613 - Word Processor III	20.36
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	28.55
Fiberglass	
05010 - Automotive Electrician	27.39
05040 - Automotive Glass Installer	25.72
05070 - Automotive Worker	25.72
05110 - Mobile Equipment Servicer	22.35
05130 - Motor Equipment Metal	29.07
Mechanic	
05160 - Motor Equipment Metal Worker	25.72
05190 - Motor Vehicle Mechanic	29.07
05220 - Motor Vehicle Mechanic Helper	20.67

05250 - Motor Vehicle Upholstery Worker	24.03
05280 - Motor Vehicle Wrecker	25.72
05310 - Painter Automotive	27.39
05340 - Radiator Repair Specialist	25.72
05370 - Tire Repairer	20.58
05400 - Transmission Repair Specialist	29.07
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.67
07041 - Cook I	19.04
07042 - Cook II	21.91
07070 - Dishwasher	11.94
07130 - Food Service Worker	15.24
07210 - Meat Cutter	24.61
07260 - Waiter/Waitress	12.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	32.47
09040 - Furniture Handler	20.55
09080 - Furniture Refinisher	32.47
09090 - Furniture Refinisher Helper	24.52
09110 - Furniture Repairer Minor	28.49
09130 - Upholsterer	32.47
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.07
11060 - Elevator Operator	16.58
11090 - Gardener	24.30
11122 - Housekeeping Aide	17.86
11150 - Janitor	17.86
11210 - Laborer Grounds Maintenance	18.84
11240 - Maid or Houseman	16.02
11260 - Pruner	17.02
11270 - Tractor Operator	22.49
11330 - Trail Maintenance Worker	18.84
11360 - Window Cleaner	19.77
12000 - Health Occupations	
12010 - Ambulance Driver	27.66
12011 - Breath Alcohol Technician	30.28
12012 - Certified Occupational Therapist Assistant	39.88
12015 - Certified Physical Therapist Assistant	38.81
12020 - Dental Assistant	25.59
12025 - Dental Hygienist	61.27
12030 - EKG Technician	45.89
12035 - Electroneurodiagnostic Technologist	45.89

12040 - Emergency Medical Technician	27.66
12071 - Licensed Practical Nurse I	27.08
12072 - Licensed Practical Nurse II	30.28
12073 - Licensed Practical Nurse III	33.75
12100 - Medical Assistant	23.01
12130 - Medical Laboratory Technician	28.87
Technician	
12160 - Medical Record Clerk	24.83
12190 - Medical Record Technician	27.77
12195 - Medical Transcriptionist	27.08
12210 - Nuclear Medicine	66.54
Technologist	
12221 - Nursing Assistant I	15.69
12222 - Nursing Assistant II	17.63
12223 - Nursing Assistant III	19.25
12224 - Nursing Assistant IV	21.60
12235 - Optical Dispenser	30.28
12236 - Optical Technician	27.08
12250 - Pharmacy Technician	23.57
12280 - Phlebotomist	25.08
12305 - Radiologic Technologist	43.19
12311 - Registered Nurse I	28.98
12312 - Registered Nurse II	35.45
12313 - Registered Nurse II	35.45
Specialist	
12314 - Registered Nurse III	42.88
12315 - Registered Nurse III	42.88
Anesthetist	
12316 - Registered Nurse IV	51.40
12317 - Scheduler (Drug and Alcohol Testing)	37.51
Testing)	
12320 - Substance Abuse Treatment	30.52
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	24.17
13012 - Exhibits Specialist II	29.93
13013 - Exhibits Specialist III	36.62
13041 - Illustrator I	24.17
13042 - Illustrator II	29.93
13043 - Illustrator III	36.62
13047 - Librarian	33.14
13050 - Library Aide/Clerk	18.00
13054 - Library Information	29.92
Technology Systems	
Administrator	
13058 - Library Technician	22.38
13061 - Media Specialist I	21.59
13062 - Media Specialist II	24.17
13063 - Media Specialist III	26.93

13071 - Photographer I	21.59
13072 - Photographer II	24.29
13073 - Photographer III	29.93
13074 - Photographer IV	36.62
13075 - Photographer V	44.30
13090 - Technical Order Library	22.61
Clerk	
13110 - Video Teleconference	21.59
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.80
14042 - Computer Operator II	21.03
14043 - Computer Operator III	26.86
14044 - Computer Operator IV	28.58
14045 - Computer Operator V	30.38
14071 - Computer Programmer I	(see 1)
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	20.17
Operator	
14160 - Personal Computer Support	30.38
Technician	
14170 - System Support Specialist	35.29
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	34.09
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	41.24
Instructor (Rated)	
15030 - Air Crew Training Devices	49.42
Instructor (Pilot)	
15050 - Computer Based Training	34.09
Specialist / Instructor	
15060 - Educational Technologist	35.27
15070 - Flight Instructor (Pilot)	49.42
15080 - Graphic Artist	33.62
15085 - Maintenance Test Pilot Fixed	49.42
Jet/Prop	
15086 - Maintenance Test Pilot	49.42
Rotary Wing	
15088 - Non-Maintenance Test/Co-	49.42
Pilot	
15090 - Technical Instructor	31.12
15095 - Technical Instructor/Course	38.07
Developer	
15110 - Test Proctor	25.14

15120 - Tutor	25.14
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	12.98
16030 - Counter Attendant	12.98
16040 - Dry Cleaner	16.53
16070 - Finisher Flatwork Machine	12.98
16090 - Presser Hand	12.98
16110 - Presser Machine Drycleaning	12.98
16130 - Presser Machine Shirts	12.98
16160 - Presser Machine Wearing	12.98
Apparel Laundry	
16190 - Sewing Machine Operator	17.70
16220 - Tailor	18.91
16250 - Washer Machine	14.18
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	32.47
19040 - Tool And Die Maker	40.48
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	29.08
21030 - Material Coordinator	27.34
21040 - Material Expediter	27.34
21050 - Material Handling Laborer	22.41
21071 - Order Filler	16.37
21080 - Production Line Worker (Food Processing)	29.08
21110 - Shipping Packer	19.58
21130 - Shipping/Receiving Clerk	19.58
21140 - Store Worker I	16.94
21150 - Stock Clerk	23.08
21210 - Tools And Parts Attendant	29.08
21410 - Warehouse Specialist	29.08
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.55
23019 - Aircraft Logs and Records Technician	28.58
23021 - Aircraft Mechanic I	34.57
23022 - Aircraft Mechanic II	36.55
23023 - Aircraft Mechanic III	38.58
23040 - Aircraft Mechanic Helper	24.59
23050 - Aircraft Painter	32.57
23060 - Aircraft Servicer	28.58
23070 - Aircraft Survival Flight Equipment Technician	32.57
23080 - Aircraft Worker	30.59

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.59
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	34.57
23110 - Appliance Mechanic	32.47
23120 - Bicycle Repairer	26.50
23125 - Cable Splicer	46.24
23130 - Carpenter Maintenance	36.18
23140 - Carpet Layer	30.50
23160 - Electrician Maintenance	38.65
23181 - Electronics Technician Maintenance I	32.95
23182 - Electronics Technician Maintenance II	36.98
23183 - Electronics Technician Maintenance III	39.26
23260 - Fabric Worker	28.49
23290 - Fire Alarm System Mechanic	34.48
23310 - Fire Extinguisher Repairer	26.50
23311 - Fuel Distribution System Mechanic	34.48
23312 - Fuel Distribution System Operator	26.50
23370 - General Maintenance Worker	24.93
23380 - Ground Support Equipment Mechanic	34.57
23381 - Ground Support Equipment Servicer	28.58
23382 - Ground Support Equipment Worker	30.59
23391 - Gunsmith I	26.50
23392 - Gunsmith II	30.50
23393 - Gunsmith III	34.48
23410 - Heating Ventilation And Air- Conditioning Mechanic	35.50
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	37.53
23430 - Heavy Equipment Mechanic	35.82
23440 - Heavy Equipment Operator	33.10
23460 - Instrument Mechanic	34.48
23465 - Laboratory/Shelter Mechanic	32.47
23470 - Laborer	22.41
23510 - Locksmith	32.47
23530 - Machinery Maintenance Mechanic	30.18
23550 - Machinist Maintenance	33.68

23580 - Maintenance Trades Helper	21.36
23591 - Metrology Technician I	34.48
23592 - Metrology Technician II	36.45
23593 - Metrology Technician III	38.46
23640 - Millwright	35.85
23710 - Office Appliance Repairer	28.12
23760 - Painter Maintenance	30.30
23790 - Pipefitter Maintenance	39.77
23810 - Plumber Maintenance	37.46
23820 - Pneudraulic Systems Mechanic	34.48
23850 - Rigger	33.85
23870 - Scale Mechanic	30.50
23890 - Sheet-Metal Worker	35.61
Maintenance	
23910 - Small Engine Mechanic	30.50
23931 - Telecommunications Mechanic	34.87
I	
23932 - Telecommunications Mechanic	36.87
II	
23950 - Telephone Lineman	39.63
23960 - Welder Combination	34.34
Maintenance	
23965 - Well Driller	32.74
23970 - Woodcraft Worker	34.48
23980 - Woodworker	26.50
24000 - Personal Needs Occupations	
24550 - Case Manager	20.67
24570 - Child Care Attendant	14.17
24580 - Child Care Center Clerk	17.66
24610 - Chore Aide	17.90
24620 - Family Readiness And Support	20.67
Services	
Coordinator	
24630 - Homemaker	20.67
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	34.84
25040 - Sewage Plant Operator	29.06
25070 - Stationary Engineer	34.84
25190 - Ventilation Equipment Tender	24.78
25210 - Water Treatment Plant	29.06
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.62
27007 - Baggage Inspector	19.79
27008 - Corrections Officer	33.49
27010 - Court Security Officer	31.22
27030 - Detection Dog Handler	22.15
27040 - Detention Officer	33.49
27070 - Firefighter	28.95

27101 - Guard I	19.79
27102 - Guard II	22.15
27131 - Police Officer I	35.19
27132 - Police Officer II	39.09
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.47
28042 - Carnival Equipment Repairer	17.81
28043 - Carnival Worker	13.19
28210 - Gate Attendant/Gate Tender	23.08
28310 - Lifeguard	17.71
28350 - Park Attendant (Aide)	25.81
28510 - Recreation Aide/Health	18.83
Facility Attendant	
28515 - Recreation Specialist	31.97
28630 - Sports Official	20.55
28690 - Swimming Pool Operator	26.50
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	34.02
29020 - Hatch Tender	34.02
29030 - Line Handler	34.02
29041 - Stevedore I	31.77
29042 - Stevedore II	36.22
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	45.06
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	31.07
Specialist Station (HFO)	
30012 - Air Traffic Control	34.21
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	23.41
30022 - Archeological Technician II	27.28
30023 - Archeological Technician III	29.85
30030 - Cartographic Technician	31.78
30040 - Civil Engineering Technician	35.56
30051 - Cryogenic Technician I	33.06
30052 - Cryogenic Technician II	36.52
30061 - Drafter/CAD Operator I	23.41
30062 - Drafter/CAD Operator II	27.28
30063 - Drafter/CAD Operator III	29.19
30064 - Drafter/CAD Operator IV	34.79
30081 - Engineering Technician I	22.72
30082 - Engineering Technician II	26.56
30083 - Engineering Technician III	29.74
30084 - Engineering Technician IV	33.02
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	45.77
30090 - Environmental Technician	27.62
30095 - Evidence Control Specialist	29.85
30210 - Laboratory Technician	34.08

30221 - Latent Fingerprint Technician I	33.06
30222 - Latent Fingerprint Technician II	36.52
30240 - Mathematical Technician	35.75
30361 - Paralegal/Legal Assistant I	23.01
30362 - Paralegal/Legal Assistant II	28.50
30363 - Paralegal/Legal Assistant III	34.86
30364 - Paralegal/Legal Assistant IV	42.19
30375 - Petroleum Supply Specialist	36.52
30390 - Photo-Optics Technician	32.95
30395 - Radiation Control Technician	36.52
30461 - Technical Writer I	24.83
30462 - Technical Writer II	30.38
30463 - Technical Writer III	41.12
30491 - Unexploded Ordnance (UXO) Technician I	28.63
30492 - Unexploded Ordnance (UXO) Technician II	34.64
30493 - Unexploded Ordnance (UXO) Technician III	41.52
30494 - Unexploded (UXO) Safety Escort	28.63
30495 - Unexploded (UXO) Sweep Personnel	28.63
30501 - Weather Forecaster I	34.79
30502 - Weather Forecaster II	42.32
30620 - Weather Observer Combined (see 2)	29.19
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	32.42
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.64
31020 - Bus Aide	19.72
31030 - Bus Driver	27.34
31043 - Driver Courier	19.41
31260 - Parking and Lot Attendant	16.30
31290 - Shuttle Bus Driver	21.13
31310 - Taxi Driver	21.63
31361 - Truckdriver Light	20.98
31362 - Truckdriver Medium	22.55
31363 - Truckdriver Heavy	27.46
31364 - Truckdriver Tractor-Trailer	27.46
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.89
99030 - Cashier	13.79
99050 - Desk Clerk	16.06
99095 - Embalmer	28.63

99130 - Flight Follower	28.63
99251 - Laboratory Animal Caretaker	17.39
I	
99252 - Laboratory Animal Caretaker	25.20
II	
99260 - Marketing Analyst	29.68
99310 - Mortician	28.63
99410 - Pest Controller	29.16
99510 - Photofinishing Worker	15.05
99710 - Recycling Laborer	25.38
99711 - Recycling Specialist	30.29
99730 - Refuse Collector	22.92
99810 - Sales Clerk	14.29
99820 - School Crossing Guard	19.00
99830 - Survey Party Chief	29.08
99831 - Surveying Aide	19.36
99832 - Surveying Technician	26.44
99840 - Vending Machine Attendant	25.10
99841 - Vending Machine Repairer	31.22
99842 - Vending Machine Repairer	25.10
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 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.: 2015-5687

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.: 2015-5687
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: Alaska

Area: Alaska Boroughs of Aleutian Island Bethel Bristol Bay Dillingham
Kenai Peninsula Kodiak Island Nome North Slope Southeast Fairb Valdez-
Cordova Wade Hampton Yukon-Koyukuk

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.53
01012 - Accounting Clerk II		20.82
01013 - Accounting Clerk III		23.28
01020 - Administrative Assistant		31.06
01035 - Court Reporter		20.36
01041 - Customer Service Representative I		16.59

01042 - Customer Service Representative II	18.63
01043 - Customer Service Representative III	20.33
01051 - Data Entry Operator I	17.26
01052 - Data Entry Operator II	18.83
01060 - Dispatcher Motor Vehicle	28.75
01070 - Document Preparation Clerk	16.21
01090 - Duplicating Machine Operator	16.21
01111 - General Clerk I	18.76
01112 - General Clerk II	20.47
01113 - General Clerk III	22.97
01120 - Housing Referral Assistant	22.69
01141 - Messenger Courier	15.77
01191 - Order Clerk I	18.70
01192 - Order Clerk II	20.41
01261 - Personnel Assistant (Employment) I	19.88
01262 - Personnel Assistant (Employment) II	22.23
01263 - Personnel Assistant (Employment) III	24.78
01270 - Production Control Clerk	25.15
01290 - Rental Clerk	17.32
01300 - Scheduler Maintenance	18.21
01311 - Secretary I	18.21
01312 - Secretary II	20.36
01313 - Secretary III	22.69
01320 - Service Order Dispatcher	25.69
01410 - Supply Technician	31.06
01420 - Survey Worker	20.36
01460 - Switchboard Operator/Receptionist	18.28
01531 - Travel Clerk I	16.73
01532 - Travel Clerk II	18.46
01533 - Travel Clerk III	20.41
01611 - Word Processor I	16.21
01612 - Word Processor II	18.21
01613 - Word Processor III	20.36
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	28.80
Fiberglass	
05010 - Automotive Electrician	27.39
05040 - Automotive Glass Installer	25.72
05070 - Automotive Worker	25.72
05110 - Mobile Equipment Servicer	22.35
05130 - Motor Equipment Metal	29.07
Mechanic	
05160 - Motor Equipment Metal Worker	25.72
05190 - Motor Vehicle Mechanic	29.07

05220 - Motor Vehicle Mechanic Helper	20.67
05250 - Motor Vehicle Upholstery Worker	24.03
05280 - Motor Vehicle Wrecker	25.72
05310 - Painter Automotive	27.39
05340 - Radiator Repair Specialist	25.72
05370 - Tire Repairer	17.78
05400 - Transmission Repair Specialist	29.07
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.84
07041 - Cook I	19.04
07042 - Cook II	21.91
07070 - Dishwasher	11.94
07130 - Food Service Worker	15.24
07210 - Meat Cutter	25.12
07260 - Waiter/Waitress	12.31
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	32.47
09040 - Furniture Handler	20.55
09080 - Furniture Refinisher	32.47
09090 - Furniture Refinisher Helper	24.52
09110 - Furniture Repairer Minor	28.49
09130 - Upholsterer	32.47
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	17.11
11060 - Elevator Operator	17.86
11090 - Gardener	23.10
11122 - Housekeeping Aide	17.86
11150 - Janitor	17.86
11210 - Laborer Grounds Maintenance	17.91
11240 - Maid or Houseman	15.85
11260 - Pruner	16.18
11270 - Tractor Operator	21.37
11330 - Trail Maintenance Worker	17.91
11360 - Window Cleaner	19.77
12000 - Health Occupations	
12010 - Ambulance Driver	27.66
12011 - Breath Alcohol Technician	30.28
12012 - Certified Occupational Therapist Assistant	39.88
12015 - Certified Physical Therapist Assistant	38.81
12020 - Dental Assistant	25.59
12025 - Dental Hygienist	61.27
12030 - EKG Technician	45.89

12035 - Electroneurodiagnostic Technologist	45.89
12040 - Emergency Medical Technician	27.66
12071 - Licensed Practical Nurse I	27.08
12072 - Licensed Practical Nurse II	30.28
12073 - Licensed Practical Nurse III	33.75
12100 - Medical Assistant	23.01
12130 - Medical Laboratory Technician	28.87
12160 - Medical Record Clerk	21.34
12190 - Medical Record Technician	32.95
12195 - Medical Transcriptionist	27.08
12210 - Nuclear Medicine Technologist	66.54
12221 - Nursing Assistant I	15.69
12222 - Nursing Assistant II	17.63
12223 - Nursing Assistant III	19.25
12224 - Nursing Assistant IV	21.60
12235 - Optical Dispenser	30.28
12236 - Optical Technician	27.08
12250 - Pharmacy Technician	23.57
12280 - Phlebotomist	24.32
12305 - Radiologic Technologist	43.19
12311 - Registered Nurse I	28.98
12312 - Registered Nurse II	35.45
12313 - Registered Nurse II	35.45
12314 - Registered Nurse III	42.88
12315 - Registered Nurse III	42.88
12316 - Registered Nurse IV	51.40
12317 - Scheduler (Drug and Alcohol Testing)	37.51
12320 - Substance Abuse Treatment Counselor	30.45
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.09
13012 - Exhibits Specialist II	25.29
13013 - Exhibits Specialist III	30.90
13041 - Illustrator I	21.09
13042 - Illustrator II	25.29
13043 - Illustrator III	30.90
13047 - Librarian	26.42
13050 - Library Aide/Clerk	18.00
13054 - Library Information Technology Systems Administrator	23.86
13058 - Library Technician	22.38
13061 - Media Specialist I	17.22

13062 - Media Specialist II	19.26
13063 - Media Specialist III	21.47
13071 - Photographer I	19.50
13072 - Photographer II	23.82
13073 - Photographer III	27.01
13074 - Photographer IV	33.05
13075 - Photographer V	35.31
13090 - Technical Order Library	22.61
Clerk	
13110 - Video Teleconference	18.43
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.80
14042 - Computer Operator II	21.03
14043 - Computer Operator III	26.86
14044 - Computer Operator IV	28.58
14045 - Computer Operator V	30.38
14071 - Computer Programmer I	(see 1)
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	20.17
Operator	
14160 - Personal Computer Support	30.38
Technician	
14170 - System Support Specialist	35.29
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	34.09
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	41.24
Instructor (Rated)	
15030 - Air Crew Training Devices	49.42
Instructor (Pilot)	
15050 - Computer Based Training	34.09
Specialist / Instructor	
15060 - Educational Technologist	32.18
15070 - Flight Instructor (Pilot)	49.42
15080 - Graphic Artist	33.62
15085 - Maintenance Test Pilot Fixed	45.82
Jet/Prop	
15086 - Maintenance Test Pilot	45.82
Rotary Wing	
15088 - Non-Maintenance Test/Co-	45.82
Pilot	
15090 - Technical Instructor	28.51

15095 - Technical Instructor/Course Developer	34.88
15110 - Test Proctor	23.13
15120 - Tutor	23.13
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	12.98
16030 - Counter Attendant	12.98
16040 - Dry Cleaner	16.53
16070 - Finisher Flatwork Machine	12.98
16090 - Presser Hand	12.98
16110 - Presser Machine Drycleaning	12.98
16130 - Presser Machine Shirts	12.98
16160 - Presser Machine Wearing Apparel Laundry	12.98
16190 - Sewing Machine Operator	17.70
16220 - Tailor	18.91
16250 - Washer Machine	14.18
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	32.47
19040 - Tool And Die Maker	40.48
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	29.08
21030 - Material Coordinator	25.15
21040 - Material Expediter	25.15
21050 - Material Handling Laborer	22.41
21071 - Order Filler	15.49
21080 - Production Line Worker (Food Processing)	29.08
21110 - Shipping Packer	19.58
21130 - Shipping/Receiving Clerk	19.58
21140 - Store Worker I	16.94
21150 - Stock Clerk	23.08
21210 - Tools And Parts Attendant	29.08
21410 - Warehouse Specialist	29.08
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.55
23019 - Aircraft Logs and Records Technician	28.58
23021 - Aircraft Mechanic I	34.57
23022 - Aircraft Mechanic II	36.55
23023 - Aircraft Mechanic III	38.58
23040 - Aircraft Mechanic Helper	24.59
23050 - Aircraft Painter	32.57
23060 - Aircraft Servicer	28.58

23070 - Aircraft Survival Flight Equipment Technician	32.57
23080 - Aircraft Worker	30.59
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.59
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	34.57
23110 - Appliance Mechanic	32.47
23120 - Bicycle Repairer	26.50
23125 - Cable Splicer	46.24
23130 - Carpenter Maintenance	33.02
23140 - Carpet Layer	30.50
23160 - Electrician Maintenance	40.24
23181 - Electronics Technician	32.96
Maintenance I	
23182 - Electronics Technician	36.98
Maintenance II	
23183 - Electronics Technician	39.26
Maintenance III	
23260 - Fabric Worker	28.49
23290 - Fire Alarm System Mechanic	34.48
23310 - Fire Extinguisher Repairer	26.50
23311 - Fuel Distribution System Mechanic	34.48
23312 - Fuel Distribution System Operator	26.50
23370 - General Maintenance Worker	25.83
23380 - Ground Support Equipment Mechanic	34.57
23381 - Ground Support Equipment Servicer	28.58
23382 - Ground Support Equipment Worker	30.59
23391 - Gunsmith I	26.50
23392 - Gunsmith II	30.50
23393 - Gunsmith III	34.48
23410 - Heating Ventilation And Air- Conditioning Mechanic	36.53
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	38.62
23430 - Heavy Equipment Mechanic	35.82
23440 - Heavy Equipment Operator	32.31
23460 - Instrument Mechanic	34.48
23465 - Laboratory/Shelter Mechanic	32.47
23470 - Laborer	22.41
23510 - Locksmith	32.47

23530 - Machinery Maintenance	30.18
Mechanic	
23550 - Machinist Maintenance	33.68
23580 - Maintenance Trades Helper	23.13
23591 - Metrology Technician I	34.48
23592 - Metrology Technician II	36.45
23593 - Metrology Technician III	38.46
23640 - Millwright	35.85
23710 - Office Appliance Repairer	32.47
23760 - Painter Maintenance	30.30
23790 - Pipefitter Maintenance	39.77
23810 - Plumber Maintenance	37.46
23820 - Pneudraulic Systems Mechanic	34.48
23850 - Rigger	33.68
23870 - Scale Mechanic	30.50
23890 - Sheet-Metal Worker	34.48
Maintenance	
23910 - Small Engine Mechanic	30.50
23931 - Telecommunications Mechanic	34.87
I	
23932 - Telecommunications Mechanic	37.04
II	
23950 - Telephone Lineman	39.63
23960 - Welder Combination	34.34
Maintenance	
23965 - Well Driller	29.85
23970 - Woodcraft Worker	34.48
23980 - Woodworker	26.50
24000 - Personal Needs Occupations	
24550 - Case Manager	20.94
24570 - Child Care Attendant	14.17
24580 - Child Care Center Clerk	17.66
24610 - Chore Aide	17.90
24620 - Family Readiness And Support	20.94
Services	
Coordinator	
24630 - Homemaker	20.94
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	38.95
25040 - Sewage Plant Operator	29.06
25070 - Stationary Engineer	38.95
25190 - Ventilation Equipment Tender	28.83
25210 - Water Treatment Plant	29.06
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.49
27007 - Baggage Inspector	19.79
27008 - Corrections Officer	33.49
27010 - Court Security Officer	31.22

27030 - Detection Dog Handler	22.15
27040 - Detention Officer	33.49
27070 - Firefighter	28.95
27101 - Guard I	19.79
27102 - Guard II	22.15
27131 - Police Officer I	35.19
27132 - Police Officer II	39.09
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.66
28042 - Carnival Equipment Repairer	18.72
28043 - Carnival Worker	14.51
28210 - Gate Attendant/Gate Tender	23.08
28310 - Lifeguard	17.71
28350 - Park Attendant (Aide)	25.81
28510 - Recreation Aide/Health	18.83
Facility Attendant	
28515 - Recreation Specialist	31.97
28630 - Sports Official	20.55
28690 - Swimming Pool Operator	26.50
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	34.02
29020 - Hatch Tender	34.02
29030 - Line Handler	34.02
29041 - Stevedore I	31.77
29042 - Stevedore II	36.22
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	45.06
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	31.07
Specialist Station (HFO)	
30012 - Air Traffic Control	34.21
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	23.41
30022 - Archeological Technician II	27.28
30023 - Archeological Technician III	29.85
30030 - Cartographic Technician	31.78
30040 - Civil Engineering Technician	32.59
30051 - Cryogenic Technician I	28.14
30052 - Cryogenic Technician II	31.08
30061 - Drafter/CAD Operator I	23.41
30062 - Drafter/CAD Operator II	27.28
30063 - Drafter/CAD Operator III	29.19
30064 - Drafter/CAD Operator IV	34.79
30081 - Engineering Technician I	22.72
30082 - Engineering Technician II	26.56
30083 - Engineering Technician III	29.74
30084 - Engineering Technician IV	33.02
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	45.77

30090 - Environmental Technician	27.62
30095 - Evidence Control Specialist	25.41
30210 - Laboratory Technician	34.08
30221 - Latent Fingerprint Technician I	28.14
30222 - Latent Fingerprint Technician II	31.08
30240 - Mathematical Technician	35.75
30361 - Paralegal/Legal Assistant I	23.01
30362 - Paralegal/Legal Assistant II	28.50
30363 - Paralegal/Legal Assistant III	34.86
30364 - Paralegal/Legal Assistant IV	42.19
30375 - Petroleum Supply Specialist	31.08
30390 - Photo-Optics Technician	32.95
30395 - Radiation Control Technician	31.08
30461 - Technical Writer I	24.46
30462 - Technical Writer II	29.91
30463 - Technical Writer III	37.38
30491 - Unexploded Ordnance (UXO) Technician I	28.63
30492 - Unexploded Ordnance (UXO) Technician II	34.64
30493 - Unexploded Ordnance (UXO) Technician III	41.52
30494 - Unexploded (UXO) Safety Escort	28.63
30495 - Unexploded (UXO) Sweep Personnel	28.63
30501 - Weather Forecaster I	34.79
30502 - Weather Forecaster II	42.32
30620 - Weather Observer Combined (see 2)	29.19
30621 - Weather Observer Senior (see 2)	32.42
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.64
31020 - Bus Aide	18.61
31030 - Bus Driver	26.84
31043 - Driver Courier	21.39
31260 - Parking and Lot Attendant	16.30
31290 - Shuttle Bus Driver	23.12
31310 - Taxi Driver	21.60
31361 - Truckdriver Light	23.12
31362 - Truckdriver Medium	24.85
31363 - Truckdriver Heavy	27.46
31364 - Truckdriver Tractor-Trailer	27.46
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.89

99030 - Cashier	13.75
99050 - Desk Clerk	16.06
99095 - Embalmer	28.63
99130 - Flight Follower	28.63
99251 - Laboratory Animal Caretaker	17.39
I	
99252 - Laboratory Animal Caretaker	25.20
II	
99260 - Marketing Analyst	29.04
99310 - Mortician	28.63
99410 - Pest Controller	29.16
99510 - Photofinishing Worker	15.05
99710 - Recycling Laborer	25.38
99711 - Recycling Specialist	30.29
99730 - Refuse Collector	22.92
99810 - Sales Clerk	14.29
99820 - School Crossing Guard	19.00
99830 - Survey Party Chief	29.08
99831 - Surveying Aide	19.36
99832 - Surveying Technician	26.44
99840 - Vending Machine Attendant	25.10
99841 - Vending Machine Repairer	31.22
99842 - Vending Machine Repairer	25.10
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 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**

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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.: 2015-5689

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.: 2015-5689
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.

States: American Samoa Hawaii Johnston Island

Area: American Samoa Statewide

Hawaii County of Honolulu

Johnston Island Statewide

OCCUPATION NOTE:

STEVEDORING AND LONGSHOREMEN: Wage rates and fringe benefits can be found on Wage Determination 2000-0085

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.45
01012 - Accounting Clerk II		18.48

01013 - Accounting Clerk III	20.66
01020 - Administrative Assistant	32.45
01035 - Court Reporter	22.50
01041 - Customer Service	15.07
Representative I	
01042 - Customer Service	16.44
Representative II	
01043 - Customer Service	18.47
Representative III	
01051 - Data Entry Operator I	14.94
01052 - Data Entry Operator II	16.31
01060 - Dispatcher Motor Vehicle	20.45
01070 - Document Preparation Clerk	17.64
01090 - Duplicating Machine Operator	17.64
01111 - General Clerk I	14.10
01112 - General Clerk II	15.38
01113 - General Clerk III	17.28
01120 - Housing Referral Assistant	23.77
01141 - Messenger Courier	16.18
01191 - Order Clerk I	16.59
01192 - Order Clerk II	18.10
01261 - Personnel Assistant	16.30
(Employment) I	
01262 - Personnel Assistant	18.24
(Employment) II	
01263 - Personnel Assistant	20.33
(Employment) III	
01270 - Production Control Clerk	25.86
01290 - Rental Clerk	17.37
01300 - Scheduler Maintenance	19.05
01311 - Secretary I	19.05
01312 - Secretary II	21.31
01313 - Secretary III	23.77
01320 - Service Order Dispatcher	18.27
01410 - Supply Technician	32.45
01420 - Survey Worker	20.72
01460 - Switchboard	15.96
Operator/Receptionist	
01531 - Travel Clerk I	17.82
01532 - Travel Clerk II	19.25
01533 - Travel Clerk III	20.64
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	26.31
Fiberglass	
05010 - Automotive Electrician	25.13
05040 - Automotive Glass Installer	23.51
05070 - Automotive Worker	23.51

05110 - Mobile Equipment Servicer	20.16
05130 - Motor Equipment Metal	26.76
Mechanic	
05160 - Motor Equipment Metal Worker	23.51
05190 - Motor Vehicle Mechanic	26.76
05220 - Motor Vehicle Mechanic	18.46
Helper	
05250 - Motor Vehicle Upholstery	21.87
Worker	
05280 - Motor Vehicle Wrecker	23.51
05310 - Painter Automotive	25.13
05340 - Radiator Repair Specialist	23.51
05370 - Tire Repairer	18.18
05400 - Transmission Repair	26.76
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	16.84
07041 - Cook I	19.22
07042 - Cook II	22.40
07070 - Dishwasher	13.60
07130 - Food Service Worker	14.21
07210 - Meat Cutter	22.84
07260 - Waiter/Waitress	19.34
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	23.63
09040 - Furniture Handler	14.17
09080 - Furniture Refinisher	23.18
09090 - Furniture Refinisher Helper	17.17
09110 - Furniture Repairer Minor	20.12
09130 - Upholsterer	22.57
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.54
11060 - Elevator Operator	15.74
11090 - Gardener	22.65
11122 - Housekeeping Aide	15.74
11150 - Janitor	15.74
11210 - Laborer Grounds Maintenance	17.11
11240 - Maid or Houseman	20.93
11260 - Pruner	15.32
11270 - Tractor Operator	20.74
11330 - Trail Maintenance Worker	17.11
11360 - Window Cleaner	17.58
12000 - Health Occupations	
12010 - Ambulance Driver	27.76
12011 - Breath Alcohol Technician	26.04
12012 - Certified Occupational	29.13
Therapist Assistant	

12015 - Certified Physical Therapist Assistant	29.41
12020 - Dental Assistant	18.52
12025 - Dental Hygienist	41.00
12030 - EKG Technician	31.48
12035 - Electroneurodiagnostic Technologist	31.48
12040 - Emergency Medical Technician	27.76
12071 - Licensed Practical Nurse I	21.03
12072 - Licensed Practical Nurse II	23.51
12073 - Licensed Practical Nurse III	26.21
12100 - Medical Assistant	18.73
12130 - Medical Laboratory Technician	29.41
12160 - Medical Record Clerk	22.17
12190 - Medical Record Technician	24.79
12195 - Medical Transcriptionist	19.74
12210 - Nuclear Medicine Technologist	51.68
12221 - Nursing Assistant I	13.27
12222 - Nursing Assistant II	14.91
12223 - Nursing Assistant III	16.27
12224 - Nursing Assistant IV	18.28
12235 - Optical Dispenser	21.95
12236 - Optical Technician	21.03
12250 - Pharmacy Technician	20.15
12280 - Phlebotomist	21.03
12305 - Radiologic Technologist	41.89
12311 - Registered Nurse I	30.52
12312 - Registered Nurse II	37.34
12313 - Registered Nurse II	37.34
12314 - Registered Nurse III	47.67
12315 - Registered Nurse III	47.67
12316 - Registered Nurse IV	54.15
12317 - Scheduler (Drug and Alcohol Testing)	34.39
12320 - Substance Abuse Treatment Counselor	26.28
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.41
13012 - Exhibits Specialist II	31.48
13013 - Exhibits Specialist III	38.50
13041 - Illustrator I	25.27
13042 - Illustrator II	31.29
13043 - Illustrator III	38.28
13047 - Librarian	34.86
13050 - Library Aide/Clerk	17.01

13054 - Library Information	31.48
Technology Systems	
Administrator	
13058 - Library Technician	21.72
13061 - Media Specialist I	22.72
13062 - Media Specialist II	25.41
13063 - Media Specialist III	28.32
13071 - Photographer I	17.83
13072 - Photographer II	19.94
13073 - Photographer III	23.73
13074 - Photographer IV	30.21
13075 - Photographer V	36.55
13090 - Technical Order Library	21.36
Clerk	
13110 - Video Teleconference	27.34
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	19.29
14042 - Computer Operator II	21.58
14043 - Computer Operator III	25.08
14044 - Computer Operator IV	27.29
14045 - Computer Operator V	30.20
14071 - Computer Programmer I	(see 1)
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	19.29
Operator	
14160 - Personal Computer Support	27.29
Technician	
14170 - System Support Specialist	32.75
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.83
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	37.30
Instructor (Rated)	
15030 - Air Crew Training Devices	44.27
Instructor (Pilot)	
15050 - Computer Based Training	30.83
Specialist / Instructor	
15060 - Educational Technologist	31.48
15070 - Flight Instructor (Pilot)	44.27
15080 - Graphic Artist	27.59
15085 - Maintenance Test Pilot Fixed	40.84
Jet/Prop	

15086 - Maintenance Test Pilot	40.84
Rotary Wing	
15088 - Non-Maintenance Test/Co-Pilot	40.84
15090 - Technical Instructor	26.09
15095 - Technical Instructor/Course Developer	31.91
15110 - Test Proctor	21.18
15120 - Tutor	21.18
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.34
16030 - Counter Attendant	13.34
16040 - Dry Cleaner	16.51
16070 - Finisher Flatwork Machine	13.34
16090 - Presser Hand	13.34
16110 - Presser Machine Drycleaning	13.34
16130 - Presser Machine Shirts	13.34
16160 - Presser Machine Wearing Apparel Laundry	13.34
16190 - Sewing Machine Operator	17.57
16220 - Tailor	18.51
16250 - Washer Machine	14.41
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	32.82
19040 - Tool And Die Maker	41.25
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	24.67
21030 - Material Coordinator	25.86
21040 - Material Expediter	25.86
21050 - Material Handling Laborer	17.61
21071 - Order Filler	15.15
21080 - Production Line Worker (Food Processing)	24.67
21110 - Shipping Packer	18.69
21130 - Shipping/Receiving Clerk	18.69
21140 - Store Worker I	15.22
21150 - Stock Clerk	21.40
21210 - Tools And Parts Attendant	24.67
21410 - Warehouse Specialist	24.67
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.29
23019 - Aircraft Logs and Records Technician	27.90
23021 - Aircraft Mechanic I	34.13
23022 - Aircraft Mechanic II	36.29

23023 - Aircraft Mechanic III	38.43
23040 - Aircraft Mechanic Helper	23.54
23050 - Aircraft Painter	32.06
23060 - Aircraft Servicer	27.90
23070 - Aircraft Survival Flight	32.06
Equipment Technician	
23080 - Aircraft Worker	29.98
23091 - Aircrew Life Support	29.98
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	34.13
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.13
23120 - Bicycle Repairer	26.33
23125 - Cable Splicer	46.71
23130 - Carpenter Maintenance	40.26
23140 - Carpet Layer	34.72
23160 - Electrician Maintenance	37.61
23181 - Electronics Technician	31.14
Maintenance I	
23182 - Electronics Technician	33.29
Maintenance II	
23183 - Electronics Technician	35.45
Maintenance III	
23260 - Fabric Worker	28.56
23290 - Fire Alarm System Mechanic	24.13
23310 - Fire Extinguisher Repairer	26.33
23311 - Fuel Distribution System	35.09
Mechanic	
23312 - Fuel Distribution System	26.55
Operator	
23370 - General Maintenance Worker	23.19
23380 - Ground Support Equipment	34.13
Mechanic	
23381 - Ground Support Equipment	27.90
Servicer	
23382 - Ground Support Equipment	29.98
Worker	
23391 - Gunsmith I	26.33
23392 - Gunsmith II	30.70
23393 - Gunsmith III	34.94
23410 - Heating Ventilation And Air-	29.87
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	31.76
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	36.95
23440 - Heavy Equipment Operator	43.89

23460 - Instrument Mechanic	35.45
23465 - Laboratory/Shelter Mechanic	32.82
23470 - Laborer	17.61
23510 - Locksmith	29.24
23530 - Machinery Maintenance	36.67
Mechanic	
23550 - Machinist Maintenance	33.00
23580 - Maintenance Trades Helper	22.65
23591 - Metrology Technician I	35.45
23592 - Metrology Technician II	37.69
23593 - Metrology Technician III	39.92
23640 - Millwright	33.12
23710 - Office Appliance Repairer	22.58
23760 - Painter Maintenance	27.60
23790 - Pipefitter Maintenance	33.99
23810 - Plumber Maintenance	31.92
23820 - Pneudraulic Systems Mechanic	34.94
23850 - Rigger	34.66
23870 - Scale Mechanic	30.70
23890 - Sheet-Metal Worker	41.36
Maintenance	
23910 - Small Engine Mechanic	25.71
23931 - Telecommunications Mechanic	30.42
I	
23932 - Telecommunications Mechanic	32.34
II	
23950 - Telephone Lineman	38.12
23960 - Welder Combination	31.04
Maintenance	
23965 - Well Driller	34.94
23970 - Woodcraft Worker	34.94
23980 - Woodworker	26.33
24000 - Personal Needs Occupations	
24550 - Case Manager	17.90
24570 - Child Care Attendant	13.24
24580 - Child Care Center Clerk	16.51
24610 - Chore Aide	13.42
24620 - Family Readiness And Support	17.90
Services	
Coordinator	
24630 - Homemaker	20.11
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	34.94
25040 - Sewage Plant Operator	29.52
25070 - Stationary Engineer	34.94
25190 - Ventilation Equipment Tender	24.10
25210 - Water Treatment Plant	29.52
Operator	
27000 - Protective Service Occupations	

27004 - Alarm Monitor	22.62
27007 - Baggage Inspector	16.24
27008 - Corrections Officer	32.24
27010 - Court Security Officer	32.24
27030 - Detection Dog Handler	18.16
27040 - Detention Officer	32.24
27070 - Firefighter	32.24
27101 - Guard I	16.24
27102 - Guard II	18.16
27131 - Police Officer I	35.02
27132 - Police Officer II	38.92
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.44
28042 - Carnival Equipment Repairer	17.95
28043 - Carnival Worker	12.14
28210 - Gate Attendant/Gate Tender	17.47
28310 - Lifeguard	21.27
28350 - Park Attendant (Aide)	19.53
28510 - Recreation Aide/Health	14.35
Facility Attendant	
28515 - Recreation Specialist	24.20
28630 - Sports Official	15.55
28690 - Swimming Pool Operator	20.93
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	
29020 - Hatch Tender	
29030 - Line Handler	
29041 - Stevedore I	
29042 - Stevedore II	
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	41.13
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	28.36
Specialist Station (HFO)	
30012 - Air Traffic Control	31.23
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	18.68
30022 - Archeological Technician II	21.14
30023 - Archeological Technician III	26.19
30030 - Cartographic Technician	26.19
30040 - Civil Engineering Technician	29.01
30051 - Cryogenic Technician I	28.49
30052 - Cryogenic Technician II	31.47
30061 - Drafter/CAD Operator I	18.57
30062 - Drafter/CAD Operator II	21.14
30063 - Drafter/CAD Operator III	23.56
30064 - Drafter/CAD Operator IV	29.00
30081 - Engineering Technician I	17.06
30082 - Engineering Technician II	19.16

30083 - Engineering Technician III	22.50
30084 - Engineering Technician IV	29.74
30085 - Engineering Technician V	32.60
30086 - Engineering Technician VI	39.41
30090 - Environmental Technician	25.57
30095 - Evidence Control Specialist	25.73
30210 - Laboratory Technician	29.24
30221 - Latent Fingerprint Technician I	25.90
30222 - Latent Fingerprint Technician II	28.61
30240 - Mathematical Technician	28.36
30361 - Paralegal/Legal Assistant I	20.49
30362 - Paralegal/Legal Assistant II	25.38
30363 - Paralegal/Legal Assistant III	31.05
30364 - Paralegal/Legal Assistant IV	37.57
30375 - Petroleum Supply Specialist	31.47
30390 - Photo-Optics Technician	26.19
30395 - Radiation Control Technician	31.47
30461 - Technical Writer I	23.78
30462 - Technical Writer II	29.09
30463 - Technical Writer III	35.20
30491 - Unexploded Ordnance (UXO) Technician I	26.14
30492 - Unexploded Ordnance (UXO) Technician II	31.63
30493 - Unexploded Ordnance (UXO) Technician III	37.91
30494 - Unexploded (UXO) Safety Escort	26.14
30495 - Unexploded (UXO) Sweep Personnel	26.14
30501 - Weather Forecaster I	29.00
30502 - Weather Forecaster II	35.28
30620 - Weather Observer Combined (see 2)	23.56
30621 - Weather Observer Senior (see 2)	26.19
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.63
31020 - Bus Aide	17.62
31030 - Bus Driver	25.30
31043 - Driver Courier	15.67
31260 - Parking and Lot Attendant	12.20
31290 - Shuttle Bus Driver	16.75
31310 - Taxi Driver	15.59
31361 - Truckdriver Light	17.12
31362 - Truckdriver Medium	18.57

31363 - Truckdriver Heavy	24.19
31364 - Truckdriver Tractor-Trailer	24.19
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.42
99030 - Cashier	12.89
99050 - Desk Clerk	23.76
99095 - Embalmer	24.89
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.86
I	
99252 - Laboratory Animal Caretaker	17.67
II	
99260 - Marketing Analyst	27.95
99310 - Mortician	24.89
99410 - Pest Controller	19.04
99510 - Photofinishing Worker	14.06
99710 - Recycling Laborer	26.77
99711 - Recycling Specialist	32.45
99730 - Refuse Collector	23.97
99810 - Sales Clerk	14.75
99820 - School Crossing Guard	17.27
99830 - Survey Party Chief	30.12
99831 - Surveying Aide	16.46
99832 - Surveying Technician	22.56
99840 - Vending Machine Attendant	13.95
99841 - Vending Machine Repairer	17.62
99842 - Vending Machine Repairer	13.95
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: ((Hawaii): \$1.94 per hour up to 40 hours per week or \$77.60 per week or \$336.27 per month for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act the new health and welfare benefit rate will be \$4.60 per hour up to 40 hours per week.

HEALTH & WELFARE (Hawaii) EO 13706: \$1.63 per hour up to 40 hours per week or \$65.20 per week or \$282.53 per month for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act the new health and welfare benefit rate will be \$4.23 per hour up to 40 hours per week. *

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

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

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

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

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and

related to user or system design specifications;

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

**** UNIFORM ALLOWANCE ****

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

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

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

contractor.

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

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

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. 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.: 2015-5691

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.: 2015-5691
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: Hawaii

Area: Hawaii Counties of Hawaii Kauai
OCCUPATION NOTE:

STEVEDORING AND LONGSHOREMEN: Wage rates and fringe benefits can be found on Wage Determination 2000-0085

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.95
01012 - Accounting Clerk II		17.91
01013 - Accounting Clerk III		20.03
01020 - Administrative Assistant		31.27
01035 - Court Reporter		18.59

01041 - Customer Service Representative I	14.09
01042 - Customer Service Representative II	15.46
01043 - Customer Service Representative III	17.27
01051 - Data Entry Operator I	15.29
01052 - Data Entry Operator II	16.68
01060 - Dispatcher Motor Vehicle	20.17
01070 - Document Preparation Clerk	14.58
01090 - Duplicating Machine Operator	14.58
01111 - General Clerk I	13.66
01112 - General Clerk II	14.90
01113 - General Clerk III	16.74
01120 - Housing Referral Assistant	23.77
01141 - Messenger Courier	16.55
01191 - Order Clerk I	17.59
01192 - Order Clerk II	19.19
01261 - Personnel Assistant (Employment) I	16.68
01262 - Personnel Assistant (Employment) II	18.66
01263 - Personnel Assistant (Employment) III	20.80
01270 - Production Control Clerk	25.67
01290 - Rental Clerk	15.79
01300 - Scheduler Maintenance	19.05
01311 - Secretary I	19.05
01312 - Secretary II	21.31
01313 - Secretary III	23.77
01320 - Service Order Dispatcher	18.04
01410 - Supply Technician	31.27
01420 - Survey Worker	19.82
01460 - Switchboard Operator/Receptionist	17.29
01531 - Travel Clerk I	16.56
01532 - Travel Clerk II	17.90
01533 - Travel Clerk III	19.25
01611 - Word Processor I	14.58
01612 - Word Processor II	16.36
01613 - Word Processor III	18.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.23
Fiberglass	
05010 - Automotive Electrician	22.43
05040 - Automotive Glass Installer	22.00
05070 - Automotive Worker	22.00
05110 - Mobile Equipment Servicer	18.99
05130 - Motor Equipment Metal Mechanic	24.41

05160 - Motor Equipment Metal Worker	22.00
05190 - Motor Vehicle Mechanic	25.65
05220 - Motor Vehicle Mechanic	17.39
Helper	
05250 - Motor Vehicle Upholstery	20.80
Worker	
05280 - Motor Vehicle Wrecker	22.00
05310 - Painter Automotive	23.19
05340 - Radiator Repair Specialist	22.00
05370 - Tire Repairer	15.14
05400 - Transmission Repair	24.37
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	16.50
07041 - Cook I	23.33
07042 - Cook II	27.09
07070 - Dishwasher	14.70
07130 - Food Service Worker	13.76
07210 - Meat Cutter	20.11
07260 - Waiter/Waitress	19.34
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	30.86
09040 - Furniture Handler	18.93
09080 - Furniture Refinisher	31.23
09090 - Furniture Refinisher Helper	22.94
09110 - Furniture Repairer Minor	27.18
09130 - Upholsterer	30.86
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.51
11060 - Elevator Operator	17.57
11090 - Gardener	24.12
11122 - Housekeeping Aide	17.57
11150 - Janitor	17.57
11210 - Laborer Grounds Maintenance	18.23
11240 - Maid or Houseman	17.58
11260 - Pruner	16.31
11270 - Tractor Operator	22.08
11330 - Trail Maintenance Worker	18.23
11360 - Window Cleaner	19.62
12000 - Health Occupations	
12010 - Ambulance Driver	26.85
12011 - Breath Alcohol Technician	25.05
12012 - Certified Occupational	30.60
Therapist Assistant	
12015 - Certified Physical Therapist	26.96
Assistant	
12020 - Dental Assistant	17.43

12025 - Dental Hygienist	48.04
12030 - EKG Technician	33.16
12035 - Electroneurodiagnostic Technologist	33.16
12040 - Emergency Medical Technician	26.85
12071 - Licensed Practical Nurse I	19.57
12072 - Licensed Practical Nurse II	21.88
12073 - Licensed Practical Nurse III	24.39
12100 - Medical Assistant	20.71
12130 - Medical Laboratory Technician	29.08
12160 - Medical Record Clerk	19.34
12190 - Medical Record Technician	21.64
12195 - Medical Transcriptionist	21.71
12210 - Nuclear Medicine Technologist	48.09
12221 - Nursing Assistant I	13.48
12222 - Nursing Assistant II	15.15
12223 - Nursing Assistant III	16.53
12224 - Nursing Assistant IV	18.57
12235 - Optical Dispenser	21.88
12236 - Optical Technician	19.57
12250 - Pharmacy Technician	20.21
12280 - Phlebotomist	19.57
12305 - Radiologic Technologist	37.11
12311 - Registered Nurse I	29.29
12312 - Registered Nurse II	35.82
12313 - Registered Nurse II	35.82
Specialist	
12314 - Registered Nurse III	43.34
12315 - Registered Nurse III	43.34
Anesthetist	
12316 - Registered Nurse IV	51.94
12317 - Scheduler (Drug and Alcohol Testing)	31.05
12320 - Substance Abuse Treatment Counselor	23.37
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.38
13012 - Exhibits Specialist II	28.95
13013 - Exhibits Specialist III	35.41
13041 - Illustrator I	23.38
13042 - Illustrator II	28.95
13043 - Illustrator III	35.41
13047 - Librarian	32.07
13050 - Library Aide/Clerk	17.60
13054 - Library Information Technology Systems Administrator	26.49

13058 - Library Technician	21.11
13061 - Media Specialist I	20.89
13062 - Media Specialist II	23.38
13063 - Media Specialist III	26.05
13071 - Photographer I	18.88
13072 - Photographer II	22.01
13073 - Photographer III	26.15
13074 - Photographer IV	31.99
13075 - Photographer V	38.71
13090 - Technical Order Library	21.05
Clerk	
13110 - Video Teleconference	27.02
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	19.29
14042 - Computer Operator II	21.58
14043 - Computer Operator III	25.08
14044 - Computer Operator IV	27.29
14045 - Computer Operator V	30.20
14071 - Computer Programmer I	(see 1)
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	19.29
Operator	
14160 - Personal Computer Support	27.29
Technician	
14170 - System Support Specialist	32.05
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.83
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	37.30
Instructor (Rated)	
15030 - Air Crew Training Devices	44.44
Instructor (Pilot)	
15050 - Computer Based Training	30.83
Specialist / Instructor	
15060 - Educational Technologist	32.49
15070 - Flight Instructor (Pilot)	44.44
15080 - Graphic Artist	25.27
15085 - Maintenance Test Pilot Fixed	44.44
Jet/Prop	
15086 - Maintenance Test Pilot	44.44
Rotary Wing	
15088 - Non-Maintenance Test/Co-	44.44
Pilot	

15090 - Technical Instructor	23.83
15095 - Technical Instructor/Course Developer	29.15
15110 - Test Proctor	22.74
15120 - Tutor	22.74
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.34
16030 - Counter Attendant	13.34
16040 - Dry Cleaner	16.51
16070 - Finisher Flatwork Machine	13.34
16090 - Presser Hand	13.34
16110 - Presser Machine Drycleaning	13.34
16130 - Presser Machine Shirts	13.34
16160 - Presser Machine Wearing Apparel Laundry	13.34
16190 - Sewing Machine Operator	17.57
16220 - Tailor	18.51
16250 - Washer Machine	14.41
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	31.28
19040 - Tool And Die Maker	39.32
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	23.02
21030 - Material Coordinator	25.67
21040 - Material Expediter	25.67
21050 - Material Handling Laborer	16.89
21071 - Order Filler	14.10
21080 - Production Line Worker (Food Processing)	23.02
21110 - Shipping Packer	18.05
21130 - Shipping/Receiving Clerk	18.05
21140 - Store Worker I	15.22
21150 - Stock Clerk	21.40
21210 - Tools And Parts Attendant	23.02
21410 - Warehouse Specialist	23.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	38.19
23019 - Aircraft Logs and Records Technician	29.36
23021 - Aircraft Mechanic I	35.91
23022 - Aircraft Mechanic II	38.19
23023 - Aircraft Mechanic III	40.44
23040 - Aircraft Mechanic Helper	24.77
23050 - Aircraft Painter	33.74
23060 - Aircraft Servicer	29.36

23070 - Aircraft Survival Flight Equipment Technician	33.74
23080 - Aircraft Worker	31.55
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	31.55
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.91
23110 - Appliance Mechanic	31.28
23120 - Bicycle Repairer	25.05
23125 - Cable Splicer	33.25
23130 - Carpenter Maintenance	35.60
23140 - Carpet Layer	29.26
23160 - Electrician Maintenance	40.03
23181 - Electronics Technician	29.37
Maintenance I	
23182 - Electronics Technician	31.40
Maintenance II	
23183 - Electronics Technician	33.44
Maintenance III	
23260 - Fabric Worker	27.22
23290 - Fire Alarm System Mechanic	33.31
23310 - Fire Extinguisher Repairer	25.09
23311 - Fuel Distribution System Mechanic	33.31
23312 - Fuel Distribution System Operator	25.09
23370 - General Maintenance Worker	22.73
23380 - Ground Support Equipment Mechanic	35.91
23381 - Ground Support Equipment Servicer	29.36
23382 - Ground Support Equipment Worker	31.55
23391 - Gunsmith I	25.09
23392 - Gunsmith II	29.26
23393 - Gunsmith III	33.31
23410 - Heating Ventilation And Air- Conditioning Mechanic	34.17
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	36.34
23430 - Heavy Equipment Mechanic	29.99
23440 - Heavy Equipment Operator	34.11
23460 - Instrument Mechanic	33.31
23465 - Laboratory/Shelter Mechanic	31.28
23470 - Laborer	16.58
23510 - Locksmith	31.28

23530 - Machinery Maintenance	29.89
Mechanic	
23550 - Machinist Maintenance	29.74
23580 - Maintenance Trades Helper	19.87
23591 - Metrology Technician I	33.31
23592 - Metrology Technician II	35.42
23593 - Metrology Technician III	37.50
23640 - Millwright	33.31
23710 - Office Appliance Repairer	26.09
23760 - Painter Maintenance	28.95
23790 - Pipefitter Maintenance	37.59
23810 - Plumber Maintenance	35.31
23820 - Pneudraulic Systems Mechanic	33.31
23850 - Rigger	33.31
23870 - Scale Mechanic	29.26
23890 - Sheet-Metal Worker	41.67
Maintenance	
23910 - Small Engine Mechanic	24.85
23931 - Telecommunications Mechanic	33.24
I	
23932 - Telecommunications Mechanic	35.34
II	
23950 - Telephone Lineman	34.26
23960 - Welder Combination	28.21
Maintenance	
23965 - Well Driller	33.31
23970 - Woodcraft Worker	33.31
23980 - Woodworker	25.09
24000 - Personal Needs Occupations	
24550 - Case Manager	16.70
24570 - Child Care Attendant	11.62
24580 - Child Care Center Clerk	15.14
24610 - Chore Aide	14.08
24620 - Family Readiness And Support	16.70
Services	
Coordinator	
24630 - Homemaker	20.11
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	33.31
25040 - Sewage Plant Operator	28.55
25070 - Stationary Engineer	33.31
25190 - Ventilation Equipment Tender	22.97
25210 - Water Treatment Plant	28.55
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.14
27007 - Baggage Inspector	17.18
27008 - Corrections Officer	30.08
27010 - Court Security Officer	30.08

27030 - Detection Dog Handler	19.22
27040 - Detention Officer	30.08
27070 - Firefighter	30.08
27101 - Guard I	17.18
27102 - Guard II	19.22
27131 - Police Officer I	33.93
27132 - Police Officer II	37.71
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.26
28042 - Carnival Equipment Repairer	19.91
28043 - Carnival Worker	13.70
28210 - Gate Attendant/Gate Tender	22.04
28310 - Lifeguard	24.51
28350 - Park Attendant (Aide)	24.64
28510 - Recreation Aide/Health	17.98
Facility Attendant	
28515 - Recreation Specialist	30.53
28630 - Sports Official	19.62
28690 - Swimming Pool Operator	23.58
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	
29020 - Hatch Tender	
29030 - Line Handler	
29041 - Stevedore I	
29042 - Stevedore II	
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	41.13
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	28.36
Specialist Station (HFO)	
30012 - Air Traffic Control	31.23
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	18.09
30022 - Archeological Technician II	20.23
30023 - Archeological Technician III	25.07
30030 - Cartographic Technician	25.07
30040 - Civil Engineering Technician	25.07
30051 - Cryogenic Technician I	27.75
30052 - Cryogenic Technician II	30.65
30061 - Drafter/CAD Operator I	18.09
30062 - Drafter/CAD Operator II	20.23
30063 - Drafter/CAD Operator III	22.55
30064 - Drafter/CAD Operator IV	27.75
30081 - Engineering Technician I	15.91
30082 - Engineering Technician II	18.64
30083 - Engineering Technician III	22.50
30084 - Engineering Technician IV	29.74
30085 - Engineering Technician V	32.60
30086 - Engineering Technician VI	39.41

30090 - Environmental Technician	24.43
30095 - Evidence Control Specialist	25.07
30210 - Laboratory Technician	23.01
30221 - Latent Fingerprint Technician I	27.75
30222 - Latent Fingerprint Technician II	30.65
30240 - Mathematical Technician	25.78
30361 - Paralegal/Legal Assistant I	20.12
30362 - Paralegal/Legal Assistant II	24.93
30363 - Paralegal/Legal Assistant III	30.49
30364 - Paralegal/Legal Assistant IV	36.90
30375 - Petroleum Supply Specialist	30.65
30390 - Photo-Optics Technician	25.78
30395 - Radiation Control Technician	30.65
30461 - Technical Writer I	25.07
30462 - Technical Writer II	30.65
30463 - Technical Writer III	37.08
30491 - Unexploded Ordnance (UXO) Technician I	26.14
30492 - Unexploded Ordnance (UXO) Technician II	31.63
30493 - Unexploded Ordnance (UXO) Technician III	37.91
30494 - Unexploded (UXO) Safety Escort	26.14
30495 - Unexploded (UXO) Sweep Personnel	26.14
30501 - Weather Forecaster I	27.75
30502 - Weather Forecaster II	33.76
30620 - Weather Observer Combined (see 2)	22.55
30621 - Weather Observer Senior (see 2)	25.07
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.63
31020 - Bus Aide	13.28
31030 - Bus Driver	18.92
31043 - Driver Courier	15.42
31260 - Parking and Lot Attendant	12.52
31290 - Shuttle Bus Driver	16.84
31310 - Taxi Driver	15.02
31361 - Truckdriver Light	16.84
31362 - Truckdriver Medium	18.27
31363 - Truckdriver Heavy	23.98
31364 - Truckdriver Tractor-Trailer	23.98
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.42

99030 - Cashier	13.70
99050 - Desk Clerk	20.96
99095 - Embalmer	26.14
99130 - Flight Follower	26.14
99251 - Laboratory Animal Caretaker	17.32
I	
99252 - Laboratory Animal Caretaker	21.38
II	
99260 - Marketing Analyst	30.14
99310 - Mortician	26.14
99410 - Pest Controller	20.97
99510 - Photofinishing Worker	15.25
99710 - Recycling Laborer	22.53
99711 - Recycling Specialist	27.29
99730 - Refuse Collector	20.16
99810 - Sales Clerk	14.71
99820 - School Crossing Guard	17.27
99830 - Survey Party Chief	31.25
99831 - Surveying Aide	17.08
99832 - Surveying Technician	23.42
99840 - Vending Machine Attendant	22.39
99841 - Vending Machine Repairer	26.70
99842 - Vending Machine Repairer	22.39
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: ((Hawaii): \$1.94 per hour up to 40 hours per week or \$77.60 per week or \$336.27 per month for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act the new health and welfare benefit rate will be \$4.60 per hour up to 40 hours per week.

HEALTH & WELFARE (Hawaii) EO 13706: \$1.63 per hour up to 40 hours per week or \$65.20 per week or \$282.53 per month for all employees on whose behalf the contractor

provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act the new health and welfare benefit rate will be \$4.23 per hour up to 40 hours per week. *

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

When preparing a conformance request the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. 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.: 2015-5693

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.: 2015-5693
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.

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.

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

States: Guam Northern Marianas Wake Island

Area: Guam Statewide

Northern Marianas Statewide

Wake Island Statewide

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.57
01012 - Accounting Clerk II		15.23
01013 - Accounting Clerk III		17.04
01020 - Administrative Assistant		21.43
01035 - Court Reporter		17.40
01041 - Customer Service Representative I		11.51
01042 - Customer Service Representative II		12.94
01043 - Customer Service Representative III		14.12
01051 - Data Entry Operator I		12.15

01052 - Data Entry Operator II	13.25
01060 - Dispatcher Motor Vehicle	17.39
01070 - Document Preparation Clerk	13.85
01090 - Duplicating Machine Operator	13.85
01111 - General Clerk I	10.35
01112 - General Clerk II	11.29
01113 - General Clerk III	12.68
01120 - Housing Referral Assistant	19.39
01141 - Messenger Courier	11.37
01191 - Order Clerk I	12.57
01192 - Order Clerk II	13.71
01261 - Personnel Assistant	15.95
(Employment) I	
01262 - Personnel Assistant	17.85
(Employment) II	
01263 - Personnel Assistant	19.89
(Employment) III	
01270 - Production Control Clerk	21.78
01290 - Rental Clerk	11.10
01300 - Scheduler Maintenance	15.55
01311 - Secretary I	15.55
01312 - Secretary II	17.40
01313 - Secretary III	19.39
01320 - Service Order Dispatcher	15.40
01410 - Supply Technician	21.43
01420 - Survey Worker	16.96
01460 - Switchboard	10.36
Operator/Receptionist	
01531 - Travel Clerk I	13.01
01532 - Travel Clerk II	14.12
01533 - Travel Clerk III	15.09
01611 - Word Processor I	14.53
01612 - Word Processor II	16.31
01613 - Word Processor III	18.26
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	15.46
Fiberglass	
05010 - Automotive Electrician	14.52
05040 - Automotive Glass Installer	13.58
05070 - Automotive Worker	13.58
05110 - Mobile Equipment Servicer	11.65
05130 - Motor Equipment Metal	15.46
Mechanic	
05160 - Motor Equipment Metal Worker	13.58
05190 - Motor Vehicle Mechanic	15.46
05220 - Motor Vehicle Mechanic	10.66
Helper	
05250 - Motor Vehicle Upholstery	12.64
Worker	
05280 - Motor Vehicle Wrecker	13.58

05310 - Painter Automotive	14.52
05340 - Radiator Repair Specialist	13.58
05370 - Tire Repairer	12.67
05400 - Transmission Repair	15.46
Specialist	
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.47
07041 - Cook I	13.26
07042 - Cook II	15.46
07070 - Dishwasher	9.31
07130 - Food Service Worker	9.45
07210 - Meat Cutter	12.13
07260 - Waiter/Waitress	9.27
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.04
09040 - Furniture Handler	10.95
09080 - Furniture Refinisher	18.04
09090 - Furniture Refinisher Helper	13.27
09110 - Furniture Repairer Minor	15.70
09130 - Upholsterer	18.04
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.35
11060 - Elevator Operator	9.54
11090 - Gardener	13.00
11122 - Housekeeping Aide	9.54
11150 - Janitor	9.54
11210 - Laborer Grounds Maintenance	9.82
11240 - Maid or Houseman	9.32
11260 - Pruner	8.79
11270 - Tractor Operator	11.90
11330 - Trail Maintenance Worker	9.82
11360 - Window Cleaner	10.66
12000 - Health Occupations	
12010 - Ambulance Driver	18.23
12011 - Breath Alcohol Technician	18.23
12012 - Certified Occupational	25.01
Therapist Assistant	
12015 - Certified Physical Therapist	25.01
Assistant	
12020 - Dental Assistant	16.32
12025 - Dental Hygienist	36.12
12030 - EKG Technician	25.99
12035 - Electroneurodiagnostic	25.99
Technologist	
12040 - Emergency Medical Technician	18.23
12071 - Licensed Practical Nurse I	16.30
12072 - Licensed Practical Nurse II	18.23

12073 - Licensed Practical Nurse III	20.32
12100 - Medical Assistant	12.26
12130 - Medical Laboratory	18.82
Technician	
12160 - Medical Record Clerk	13.61
12190 - Medical Record Technician	17.77
12195 - Medical Transcriptionist	16.30
12210 - Nuclear Medicine	40.06
Technologist	
12221 - Nursing Assistant I	11.34
12222 - Nursing Assistant II	12.75
12223 - Nursing Assistant III	13.91
12224 - Nursing Assistant IV	15.61
12235 - Optical Dispenser	18.23
12236 - Optical Technician	16.30
12250 - Pharmacy Technician	15.49
12280 - Phlebotomist	16.30
12305 - Radiologic Technologist	25.33
12311 - Registered Nurse I	23.18
12312 - Registered Nurse II	28.36
12313 - Registered Nurse II	28.36
Specialist	
12314 - Registered Nurse III	34.32
12315 - Registered Nurse III	34.32
Anesthetist	
12316 - Registered Nurse IV	41.13
12317 - Scheduler (Drug and Alcohol	22.58
Testing)	
12320 - Substance Abuse Treatment	22.58
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	21.20
13012 - Exhibits Specialist II	26.27
13013 - Exhibits Specialist III	32.13
13041 - Illustrator I	21.20
13042 - Illustrator II	26.27
13043 - Illustrator III	32.13
13047 - Librarian	29.09
13050 - Library Aide/Clerk	16.88
13054 - Library Information	26.27
Technology Systems	
Administrator	
13058 - Library Technician	16.64
13061 - Media Specialist I	18.96
13062 - Media Specialist II	21.20
13063 - Media Specialist III	23.63
13071 - Photographer I	18.96
13072 - Photographer II	21.20
13073 - Photographer III	26.27

13074 - Photographer IV	32.13
13075 - Photographer V	38.88
13090 - Technical Order Library	21.20
Clerk	
13110 - Video Teleconference	18.96
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	15.71
14042 - Computer Operator II	17.22
14043 - Computer Operator III	19.19
14044 - Computer Operator IV	21.33
14045 - Computer Operator V	23.62
14071 - Computer Programmer I (see 1)	15.73
14072 - Computer Programmer II (see 1)	19.50
14073 - Computer Programmer III (see 1)	23.84
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	24.23
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment	15.71
Operator	
14160 - Personal Computer Support	21.33
Technician	
14170 - System Support Specialist	21.24
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	24.23
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	29.32
Instructor (Rated)	
15030 - Air Crew Training Devices	34.91
Instructor (Pilot)	
15050 - Computer Based Training	24.23
Specialist / Instructor	
15060 - Educational Technologist	27.61
15070 - Flight Instructor (Pilot)	34.91
15080 - Graphic Artist	20.47
15085 - Maintenance Test Pilot Fixed	34.91
Jet/Prop	
15086 - Maintenance Test Pilot	34.91
Rotary Wing	
15088 - Non-Maintenance Test/Co-	34.91
Pilot	
15090 - Technical Instructor	17.67
15095 - Technical Instructor/Course	23.78
Developer	
15110 - Test Proctor	15.70
15120 - Tutor	15.70
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	

16010 - Assembler	10.12
16030 - Counter Attendant	10.12
16040 - Dry Cleaner	11.56
16070 - Finisher Flatwork Machine	10.12
16090 - Presser Hand	10.12
16110 - Presser Machine Drycleaning	10.12
16130 - Presser Machine Shirts	10.12
16160 - Presser Machine Wearing	10.12
Apparel Laundry	
16190 - Sewing Machine Operator	12.04
16220 - Tailor	12.52
16250 - Washer Machine	10.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.46
19040 - Tool And Die Maker	24.46
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.96
21030 - Material Coordinator	21.78
21040 - Material Expediter	21.78
21050 - Material Handling Laborer	11.37
21071 - Order Filler	9.76
21080 - Production Line Worker (Food Processing)	13.96
21110 - Shipping Packer	17.12
21130 - Shipping/Receiving Clerk	17.12
21140 - Store Worker I	15.22
21150 - Stock Clerk	21.40
21210 - Tools And Parts Attendant	13.96
21410 - Warehouse Specialist	13.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.04
23019 - Aircraft Logs and Records Technician	19.47
23021 - Aircraft Mechanic I	23.84
23022 - Aircraft Mechanic II	25.04
23023 - Aircraft Mechanic III	26.30
23040 - Aircraft Mechanic Helper	16.58
23050 - Aircraft Painter	22.39
23060 - Aircraft Servicer	19.47
23070 - Aircraft Survival Flight Equipment Technician	22.39
23080 - Aircraft Worker	21.03
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.03

23092 - Aircrew Life Support	23.84
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	19.46
23120 - Bicycle Repairer	15.61
23125 - Cable Splicer	19.59
23130 - Carpenter Maintenance	16.07
23140 - Carpet Layer	18.20
23160 - Electrician Maintenance	18.05
23181 - Electronics Technician	18.20
Maintenance I	
23182 - Electronics Technician	19.46
Maintenance II	
23183 - Electronics Technician	20.72
Maintenance III	
23260 - Fabric Worker	16.94
23290 - Fire Alarm System Mechanic	16.77
23310 - Fire Extinguisher Repairer	15.61
23311 - Fuel Distribution System	20.72
Mechanic	
23312 - Fuel Distribution System	15.61
Operator	
23370 - General Maintenance Worker	12.01
23380 - Ground Support Equipment	23.84
Mechanic	
23381 - Ground Support Equipment	19.47
Servicer	
23382 - Ground Support Equipment	21.03
Worker	
23391 - Gunsmith I	15.61
23392 - Gunsmith II	18.20
23393 - Gunsmith III	20.72
23410 - Heating Ventilation And Air-	17.50
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	18.61
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	19.27
23440 - Heavy Equipment Operator	17.76
23460 - Instrument Mechanic	20.72
23465 - Laboratory/Shelter Mechanic	19.46
23470 - Laborer	11.37
23510 - Locksmith	19.46
23530 - Machinery Maintenance	23.13
Mechanic	
23550 - Machinist Maintenance	20.72
23580 - Maintenance Trades Helper	10.67
23591 - Metrology Technician I	20.72
23592 - Metrology Technician II	22.03

23593 - Metrology Technician III	23.33
23640 - Millwright	20.72
23710 - Office Appliance Repairer	19.46
23760 - Painter Maintenance	14.08
23790 - Pipefitter Maintenance	18.39
23810 - Plumber Maintenance	17.27
23820 - Pneudraulic Systems Mechanic	20.72
23850 - Rigger	20.72
23870 - Scale Mechanic	18.20
23890 - Sheet-Metal Worker	17.35
Maintenance	
23910 - Small Engine Mechanic	18.20
23931 - Telecommunications Mechanic	19.76
I	
23932 - Telecommunications Mechanic	21.01
II	
23950 - Telephone Lineman	18.24
23960 - Welder Combination	18.31
Maintenance	
23965 - Well Driller	21.13
23970 - Woodcraft Worker	20.71
23980 - Woodworker	15.61
24000 - Personal Needs Occupations	
24550 - Case Manager	15.01
24570 - Child Care Attendant	10.09
24580 - Child Care Center Clerk	13.25
24610 - Chore Aide	12.78
24620 - Family Readiness And Support	15.01
Services	
Coordinator	
24630 - Homemaker	16.12
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	20.72
25040 - Sewage Plant Operator	21.59
25070 - Stationary Engineer	20.72
25190 - Ventilation Equipment Tender	14.29
25210 - Water Treatment Plant	21.59
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.90
27007 - Baggage Inspector	9.48
27008 - Corrections Officer	12.05
27010 - Court Security Officer	12.05
27030 - Detection Dog Handler	10.90
27040 - Detention Officer	12.05
27070 - Firefighter	12.05
27101 - Guard I	9.48
27102 - Guard II	10.90
27131 - Police Officer I	12.05

27132 - Police Officer II	13.40
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.24
28042 - Carnival Equipment Repairer	14.46
28043 - Carnival Worker	9.78
28210 - Gate Attendant/Gate Tender	13.18
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.74
28510 - Recreation Aide/Health Facility Attendant	11.84
28515 - Recreation Specialist	18.26
28630 - Sports Official	11.74
28690 - Swimming Pool Operator	17.71
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	25.98
29020 - Hatch Tender	25.98
29030 - Line Handler	25.98
29041 - Stevedore I	24.18
29042 - Stevedore II	27.79
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	19.56
30023 - Archeological Technician III	24.21
30030 - Cartographic Technician	23.18
30040 - Civil Engineering Technician	23.08
30051 - Cryogenic Technician I	25.57
30052 - Cryogenic Technician II	28.24
30061 - Drafter/CAD Operator I	17.49
30062 - Drafter/CAD Operator II	19.56
30063 - Drafter/CAD Operator III	20.77
30064 - Drafter/CAD Operator IV	25.57
30081 - Engineering Technician I	14.84
30082 - Engineering Technician II	16.66
30083 - Engineering Technician III	18.64
30084 - Engineering Technician IV	23.08
30085 - Engineering Technician V	28.24
30086 - Engineering Technician VI	34.16
30090 - Environmental Technician	23.08
30095 - Evidence Control Specialist	23.08
30210 - Laboratory Technician	20.77
30221 - Latent Fingerprint Technician I	25.57

30222 - Latent Fingerprint Technician II	28.24
30240 - Mathematical Technician	23.34
30361 - Paralegal/Legal Assistant I	19.54
30362 - Paralegal/Legal Assistant II	24.21
30363 - Paralegal/Legal Assistant	29.61
III	
30364 - Paralegal/Legal Assistant IV	35.83
30375 - Petroleum Supply Specialist	28.24
30390 - Photo-Optics Technician	21.93
30395 - Radiation Control Technician	28.24
30461 - Technical Writer I	23.08
30462 - Technical Writer II	28.24
30463 - Technical Writer III	34.16
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	25.57
30502 - Weather Forecaster II	31.09
30620 - Weather Observer Combined (see 2)	20.77
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	23.08
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	8.15
31030 - Bus Driver	10.66
31043 - Driver Courier	9.69
31260 - Parking and Lot Attendant	9.91
31290 - Shuttle Bus Driver	11.65
31310 - Taxi Driver	11.41
31361 - Truckdriver Light	10.59
31362 - Truckdriver Medium	11.61
31363 - Truckdriver Heavy	14.64
31364 - Truckdriver Tractor-Trailer	14.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.63
99050 - Desk Clerk	9.70
99095 - Embalmer	25.60
99130 - Flight Follower	25.60

99251 - Laboratory Animal Caretaker	23.38
I	
99252 - Laboratory Animal Caretaker	25.54
II	
99260 - Marketing Analyst	21.54
99310 - Mortician	25.60
99410 - Pest Controller	14.61
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	17.32
99711 - Recycling Specialist	23.38
99730 - Refuse Collector	16.40
99810 - Sales Clerk	9.87
99820 - School Crossing Guard	17.27
99830 - Survey Party Chief	23.01
99831 - Surveying Aide	13.08
99832 - Surveying Technician	17.00
99840 - Vending Machine Attendant	23.38
99841 - Vending Machine Repairer	29.78
99842 - Vending Machine Repairer	23.38
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; and 4 weeks after 3 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and 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.: 2015-5695

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.: 2015-5695
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.

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.

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: Puerto Rico

Area: Puerto Rico Municipios de Aguada Aguadilla Anasco Isabela Lares
Moca Rincon San Sebastian Utuado

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		9.72
01012 - Accounting Clerk II		11.73
01013 - Accounting Clerk III		14.27
01020 - Administrative Assistant		13.07
01035 - Court Reporter		13.69
01041 - Customer Service Representative I		9.28
01042 - Customer Service Representative II		10.44
01043 - Customer Service Representative III		11.39
01051 - Data Entry Operator I		8.89
01052 - Data Entry Operator II		9.96
01060 - Dispatcher Motor Vehicle		10.80
01070 - Document Preparation Clerk		10.32

01090 - Duplicating Machine Operator	10.32
01111 - General Clerk I	8.99
01112 - General Clerk II	9.81
01113 - General Clerk III	11.29
01120 - Housing Referral Assistant	13.48
01141 - Messenger Courier	8.91
01191 - Order Clerk I	9.94
01192 - Order Clerk II	10.85
01261 - Personnel Assistant	11.74
(Employment) I	
01262 - Personnel Assistant	13.14
(Employment) II	
01263 - Personnel Assistant	14.65
(Employment) III	
01270 - Production Control Clerk	14.85
01290 - Rental Clerk	9.42
01300 - Scheduler Maintenance	9.05
01311 - Secretary I	9.05
01312 - Secretary II	10.34
01313 - Secretary III	13.48
01320 - Service Order Dispatcher	10.23
01410 - Supply Technician	13.32
01420 - Survey Worker	10.13
01460 - Switchboard	8.79
Operator/Receptionist	
01531 - Travel Clerk I	12.51
01532 - Travel Clerk II	13.78
01533 - Travel Clerk III	15.20
01611 - Word Processor I	13.51
01612 - Word Processor II	15.17
01613 - Word Processor III	16.96
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	13.01
Fiberglass	
05010 - Automotive Electrician	12.45
05040 - Automotive Glass Installer	11.87
05070 - Automotive Worker	11.87
05110 - Mobile Equipment Servicer	10.74
05130 - Motor Equipment Metal	13.01
Mechanic	
05160 - Motor Equipment Metal Worker	11.87
05190 - Motor Vehicle Mechanic	13.01
05220 - Motor Vehicle Mechanic	10.14
Helper	
05250 - Motor Vehicle Upholstery	11.63
Worker	
05280 - Motor Vehicle Wrecker	11.87
05310 - Painter Automotive	13.70
05340 - Radiator Repair Specialist	11.87
05370 - Tire Repairer	9.43

05400 - Transmission Repair	13.01
Specialist	
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.17
07041 - Cook I	11.03
07042 - Cook II	12.23
07070 - Dishwasher	8.65
07130 - Food Service Worker	8.67
07210 - Meat Cutter	8.72
07260 - Waiter/Waitress	8.58
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	12.45
09040 - Furniture Handler	8.60
09080 - Furniture Refinisher	12.45
09090 - Furniture Refinisher Helper	10.14
09110 - Furniture Repairer Minor	11.67
09130 - Upholsterer	12.45
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	8.99
11060 - Elevator Operator	9.11
11090 - Gardener	11.41
11122 - Housekeeping Aide	9.11
11150 - Janitor	9.11
11210 - Laborer Grounds Maintenance	8.94
11240 - Maid or Houseman	8.91
11260 - Pruner	9.75
11270 - Tractor Operator	10.66
11330 - Trail Maintenance Worker	8.94
11360 - Window Cleaner	10.09
12000 - Health Occupations	
12010 - Ambulance Driver	10.93
12011 - Breath Alcohol Technician	10.70
12012 - Certified Occupational Therapist Assistant	14.68
12015 - Certified Physical Therapist Assistant	
12015 - Certified Physical Therapist Assistant	9.25
12020 - Dental Assistant	
12020 - Dental Assistant	10.93
12025 - Dental Hygienist	23.52
12030 - EKG Technician	16.22
12035 - Electroneurodiagnostic Technologist	16.22
12040 - Emergency Medical Technician	
12040 - Emergency Medical Technician	10.93
12071 - Licensed Practical Nurse I	9.57
12072 - Licensed Practical Nurse II	10.70
12073 - Licensed Practical Nurse III	11.93
12100 - Medical Assistant	9.16

12130 - Medical Laboratory Technician	13.54
12160 - Medical Record Clerk	10.61
12190 - Medical Record Technician	14.10
12195 - Medical Transcriptionist	10.82
12210 - Nuclear Medicine Technologist	23.52
12221 - Nursing Assistant I	10.86
12222 - Nursing Assistant II	12.21
12223 - Nursing Assistant III	13.32
12224 - Nursing Assistant IV	14.95
12235 - Optical Dispenser	10.62
12236 - Optical Technician	10.16
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	15.73
12305 - Radiologic Technologist	12.30
12311 - Registered Nurse I	14.25
12312 - Registered Nurse II	17.44
12313 - Registered Nurse II	17.44
12314 - Registered Nurse III	21.09
12315 - Registered Nurse III	21.09
12316 - Registered Nurse IV	25.28
12317 - Scheduler (Drug and Alcohol Testing)	13.26
12320 - Substance Abuse Treatment Counselor	13.26
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	14.80
13012 - Exhibits Specialist II	18.34
13013 - Exhibits Specialist III	22.43
13041 - Illustrator I	14.80
13042 - Illustrator II	18.34
13043 - Illustrator III	22.43
13047 - Librarian	20.31
13050 - Library Aide/Clerk	11.79
13054 - Library Information Technology Systems Administrator	18.34
13058 - Library Technician	14.80
13061 - Media Specialist I	13.24
13062 - Media Specialist II	14.80
13063 - Media Specialist III	16.50
13071 - Photographer I	13.83
13072 - Photographer II	15.67
13073 - Photographer III	18.34
13074 - Photographer IV	23.75
13075 - Photographer V	27.73

13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	13.24
14000 - Information Technology Occupations	
14041 - Computer Operator I	10.09
14042 - Computer Operator II	11.29
14043 - Computer Operator III	13.95
14044 - Computer Operator IV	19.66
14045 - Computer Operator V	20.84
14071 - Computer Programmer I (see 1)	19.11
14072 - Computer Programmer II (see 1)	23.67
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	24.24
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	10.09
14160 - Personal Computer Support Technician	19.66
14170 - System Support Specialist	21.24
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.61
15020 - Aircrew Training Devices Instructor (Rated)	28.56
15030 - Air Crew Training Devices Instructor (Pilot)	34.23
15050 - Computer Based Training Specialist / Instructor	25.61
15060 - Educational Technologist	22.64
15070 - Flight Instructor (Pilot)	34.23
15080 - Graphic Artist	19.06
15085 - Maintenance Test Pilot Fixed Jet/Prop	34.23
15086 - Maintenance Test Pilot Rotary Wing	34.23
15088 - Non-Maintenance Test/Co-Pilot	34.23
15090 - Technical Instructor	14.07
15095 - Technical Instructor/Course Developer	19.06
15110 - Test Proctor	11.36
15120 - Tutor	11.36
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.14
16030 - Counter Attendant	10.14

16040 - Dry Cleaner	11.16
16070 - Finisher Flatwork Machine	10.14
16090 - Presser Hand	10.14
16110 - Presser Machine Drycleaning	10.14
16130 - Presser Machine Shirts	10.14
16160 - Presser Machine Wearing	10.14
Apparel Laundry	
16190 - Sewing Machine Operator	11.53
16220 - Tailor	11.85
16250 - Washer Machine	10.50
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	11.73
19040 - Tool And Die Maker	13.49
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	11.37
21030 - Material Coordinator	14.85
21040 - Material Expediter	14.85
21050 - Material Handling Laborer	9.24
21071 - Order Filler	9.10
21080 - Production Line Worker (Food Processing)	11.37
21110 - Shipping Packer	10.31
21130 - Shipping/Receiving Clerk	10.31
21140 - Store Worker I	9.18
21150 - Stock Clerk	12.44
21210 - Tools And Parts Attendant	11.37
21410 - Warehouse Specialist	11.37
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.62
23019 - Aircraft Logs and Records Technician	22.57
23021 - Aircraft Mechanic I	25.33
23022 - Aircraft Mechanic II	26.62
23023 - Aircraft Mechanic III	27.73
23040 - Aircraft Mechanic Helper	19.67
23050 - Aircraft Painter	20.17
23060 - Aircraft Servicer	22.57
23070 - Aircraft Survival Flight Equipment Technician	20.17
23080 - Aircraft Worker	23.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.33

23110 - Appliance Mechanic	14.17
23120 - Bicycle Repairer	9.48
23125 - Cable Splicer	16.87
23130 - Carpenter Maintenance	12.45
23140 - Carpet Layer	12.30
23160 - Electrician Maintenance	12.15
23181 - Electronics Technician Maintenance I	13.28
23182 - Electronics Technician Maintenance II	14.32
23183 - Electronics Technician Maintenance III	15.03
23260 - Fabric Worker	12.56
23290 - Fire Alarm System Mechanic	13.66
23310 - Fire Extinguisher Repairer	12.03
23311 - Fuel Distribution System Mechanic	14.78
23312 - Fuel Distribution System Operator	12.12
23370 - General Maintenance Worker	11.88
23380 - Ground Support Equipment Mechanic	25.33
23381 - Ground Support Equipment Servicer	22.57
23382 - Ground Support Equipment Worker	23.04
23391 - Gunsmith I	11.08
23392 - Gunsmith II	12.30
23393 - Gunsmith III	13.66
23410 - Heating Ventilation And Air- Conditioning Mechanic	13.01
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	13.66
23430 - Heavy Equipment Mechanic	13.01
23440 - Heavy Equipment Operator	13.01
23460 - Instrument Mechanic	16.42
23465 - Laboratory/Shelter Mechanic	13.00
23470 - Laborer	9.24
23510 - Locksmith	11.48
23530 - Machinery Maintenance Mechanic	16.34
23550 - Machinist Maintenance	12.56
23580 - Maintenance Trades Helper	9.63
23591 - Metrology Technician I	16.42
23592 - Metrology Technician II	17.26
23593 - Metrology Technician III	17.98
23640 - Millwright	18.02
23710 - Office Appliance Repairer	12.34

23760 - Painter Maintenance	12.45
23790 - Pipefitter Maintenance	13.01
23810 - Plumber Maintenance	12.45
23820 - Pneudraulic Systems Mechanic	13.66
23850 - Rigger	14.18
23870 - Scale Mechanic	13.35
23890 - Sheet-Metal Worker	13.01
Maintenance	
23910 - Small Engine Mechanic	12.58
23931 - Telecommunications Mechanic	16.40
I	
23932 - Telecommunications Mechanic	17.14
II	
23950 - Telephone Lineman	16.14
23960 - Welder Combination	13.01
Maintenance	
23965 - Well Driller	13.07
23970 - Woodcraft Worker	13.66
23980 - Woodworker	10.74
24000 - Personal Needs Occupations	
24550 - Case Manager	11.05
24570 - Child Care Attendant	8.86
24580 - Child Care Center Clerk	10.84
24610 - Chore Aide	8.84
24620 - Family Readiness And Support	11.05
Services	
Coordinator	
24630 - Homemaker	12.02
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	17.26
25040 - Sewage Plant Operator	13.50
25070 - Stationary Engineer	17.26
25190 - Ventilation Equipment Tender	10.95
25210 - Water Treatment Plant	12.56
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	9.90
27007 - Baggage Inspector	8.85
27008 - Corrections Officer	11.65
27010 - Court Security Officer	11.89
27030 - Detection Dog Handler	9.90
27040 - Detention Officer	11.65
27070 - Firefighter	11.12
27101 - Guard I	8.85
27102 - Guard II	9.90
27131 - Police Officer I	12.95
27132 - Police Officer II	14.38
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.87

28042 - Carnival Equipment Repairer	10.37
28043 - Carnival Worker	9.23
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health	9.75
Facility Attendant	
28515 - Recreation Specialist	15.06
28630 - Sports Official	11.10
28690 - Swimming Pool Operator	15.75
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	13.18
29020 - Hatch Tender	13.18
29030 - Line Handler	13.18
29041 - Stevedore I	11.23
29042 - Stevedore II	13.36
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	16.41
30022 - Archeological Technician II	18.36
30023 - Archeological Technician III	22.74
30030 - Cartographic Technician	22.74
30040 - Civil Engineering Technician	22.18
30051 - Cryogenic Technician I	25.19
30052 - Cryogenic Technician II	27.82
30061 - Drafter/CAD Operator I	16.41
30062 - Drafter/CAD Operator II	18.36
30063 - Drafter/CAD Operator III	20.46
30064 - Drafter/CAD Operator IV	25.19
30081 - Engineering Technician I	14.61
30082 - Engineering Technician II	16.41
30083 - Engineering Technician III	18.36
30084 - Engineering Technician IV	22.74
30085 - Engineering Technician V	27.82
30086 - Engineering Technician VI	33.65
30090 - Environmental Technician	22.18
30095 - Evidence Control Specialist	22.74
30210 - Laboratory Technician	16.76
30221 - Latent Fingerprint	25.19
Technician I	
30222 - Latent Fingerprint	27.82
Technician II	
30240 - Mathematical Technician	22.74
30361 - Paralegal/Legal Assistant I	14.74

30362 - Paralegal/Legal Assistant II	18.26
30363 - Paralegal/Legal Assistant	24.57
III	
30364 - Paralegal/Legal Assistant IV	29.73
30375 - Petroleum Supply Specialist	27.82
30390 - Photo-Optics Technician	22.74
30395 - Radiation Control Technician	27.82
30461 - Technical Writer I	22.74
30462 - Technical Writer II	27.82
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	25.19
30502 - Weather Forecaster II	30.63
30620 - Weather Observer Combined (see 2)	20.46
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	22.74
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	7.72
31030 - Bus Driver	10.47
31043 - Driver Courier	8.27
31260 - Parking and Lot Attendant	7.25
31290 - Shuttle Bus Driver	8.82
31310 - Taxi Driver	9.08
31361 - Truckdriver Light	8.92
31362 - Truckdriver Medium	9.96
31363 - Truckdriver Heavy	10.57
31364 - Truckdriver Tractor-Trailer	10.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	8.82
99050 - Desk Clerk	8.88
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.54
I	
99252 - Laboratory Animal Caretaker	14.61
II	
99260 - Marketing Analyst	23.46

99310 - Mortician	25.60
99410 - Pest Controller	15.37
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	12.30
99711 - Recycling Specialist	14.66
99730 - Refuse Collector	11.11
99810 - Sales Clerk	8.94
99820 - School Crossing Guard	13.81
99830 - Survey Party Chief	18.58
99831 - Surveying Aide	15.51
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	13.54
99841 - Vending Machine Repairer	16.20
99842 - Vending Machine Repairer	13.54
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: 3 weeks paid vacation after 1 year of service with a contractor or successor; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and 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.: 2015-5697

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.: 2015-5697
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.

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.

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: Puerto Rico

Area: Puerto Rico Municipios de Arecibo Camuy Hatillo Quebradillas

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		9.72
01012 - Accounting Clerk II		11.73
01013 - Accounting Clerk III		14.27
01020 - Administrative Assistant		13.84
01035 - Court Reporter		13.69
01041 - Customer Service Representative I		10.35
01042 - Customer Service Representative II		11.31
01043 - Customer Service Representative III		12.69
01051 - Data Entry Operator I		8.76
01052 - Data Entry Operator II		9.96
01060 - Dispatcher Motor Vehicle		10.80
01070 - Document Preparation Clerk		10.32

01090 - Duplicating Machine Operator	10.32
01111 - General Clerk I	9.09
01112 - General Clerk II	9.92
01113 - General Clerk III	11.29
01120 - Housing Referral Assistant	13.48
01141 - Messenger Courier	9.04
01191 - Order Clerk I	9.94
01192 - Order Clerk II	10.85
01261 - Personnel Assistant	10.82
(Employment) I	
01262 - Personnel Assistant	12.10
(Employment) II	
01263 - Personnel Assistant	13.50
(Employment) III	
01270 - Production Control Clerk	14.78
01290 - Rental Clerk	9.04
01300 - Scheduler Maintenance	9.24
01311 - Secretary I	9.24
01312 - Secretary II	10.34
01313 - Secretary III	13.48
01320 - Service Order Dispatcher	10.23
01410 - Supply Technician	13.84
01420 - Survey Worker	10.26
01460 - Switchboard	8.93
Operator/Receptionist	
01531 - Travel Clerk I	12.51
01532 - Travel Clerk II	13.78
01533 - Travel Clerk III	15.20
01611 - Word Processor I	13.35
01612 - Word Processor II	14.98
01613 - Word Processor III	16.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	13.01
Fiberglass	
05010 - Automotive Electrician	12.45
05040 - Automotive Glass Installer	11.87
05070 - Automotive Worker	11.87
05110 - Mobile Equipment Servicer	10.74
05130 - Motor Equipment Metal	13.01
Mechanic	
05160 - Motor Equipment Metal Worker	11.87
05190 - Motor Vehicle Mechanic	13.01
05220 - Motor Vehicle Mechanic	10.14
Helper	
05250 - Motor Vehicle Upholstery	11.63
Worker	
05280 - Motor Vehicle Wrecker	11.87
05310 - Painter Automotive	13.70
05340 - Radiator Repair Specialist	11.87
05370 - Tire Repairer	9.43

05400 - Transmission Repair	13.01
Specialist	
07000 - Food Preparation And Service Occupations	
07010 - Baker	8.94
07041 - Cook I	10.54
07042 - Cook II	11.69
07070 - Dishwasher	9.56
07130 - Food Service Worker	8.95
07210 - Meat Cutter	9.02
07260 - Waiter/Waitress	9.39
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	12.45
09040 - Furniture Handler	8.60
09080 - Furniture Refinisher	12.45
09090 - Furniture Refinisher Helper	10.14
09110 - Furniture Repairer Minor	11.67
09130 - Upholsterer	12.45
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.24
11060 - Elevator Operator	9.24
11090 - Gardener	11.41
11122 - Housekeeping Aide	9.24
11150 - Janitor	9.24
11210 - Laborer Grounds Maintenance	9.17
11240 - Maid or Houseman	8.84
11260 - Pruner	9.75
11270 - Tractor Operator	10.94
11330 - Trail Maintenance Worker	9.17
11360 - Window Cleaner	10.23
12000 - Health Occupations	
12010 - Ambulance Driver	10.93
12011 - Breath Alcohol Technician	10.93
12012 - Certified Occupational Therapist Assistant	14.28
12015 - Certified Physical Therapist Assistant	14.28
12020 - Dental Assistant	10.93
12025 - Dental Hygienist	22.88
12030 - EKG Technician	15.78
12035 - Electroneurodiagnostic Technologist	15.78
12040 - Emergency Medical Technician	10.93
12071 - Licensed Practical Nurse I	9.98
12072 - Licensed Practical Nurse II	11.15
12073 - Licensed Practical Nurse III	12.47
12100 - Medical Assistant	9.09

12130 - Medical Laboratory Technician	13.36
12160 - Medical Record Clerk	10.61
12190 - Medical Record Technician	14.10
12195 - Medical Transcriptionist	11.90
12210 - Nuclear Medicine Technologist	22.88
12221 - Nursing Assistant I	10.55
12222 - Nursing Assistant II	11.86
12223 - Nursing Assistant III	12.95
12224 - Nursing Assistant IV	14.54
12235 - Optical Dispenser	10.54
12236 - Optical Technician	10.16
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	15.84
12305 - Radiologic Technologist	11.81
12311 - Registered Nurse I	15.91
12312 - Registered Nurse II	19.46
12313 - Registered Nurse II	19.46
12314 - Registered Nurse III	23.55
12315 - Registered Nurse III	23.55
12316 - Registered Nurse IV	28.22
12317 - Scheduler (Drug and Alcohol Testing)	13.83
12320 - Substance Abuse Treatment Counselor	13.11
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	14.81
13012 - Exhibits Specialist II	18.12
13013 - Exhibits Specialist III	22.15
13041 - Illustrator I	14.81
13042 - Illustrator II	18.34
13043 - Illustrator III	22.45
13047 - Librarian	20.08
13050 - Library Aide/Clerk	11.79
13054 - Library Information Technology Systems Administrator	16.47
13058 - Library Technician	13.67
13061 - Media Specialist I	13.24
13062 - Media Specialist II	14.81
13063 - Media Specialist III	16.51
13071 - Photographer I	14.95
13072 - Photographer II	16.73
13073 - Photographer III	20.17
13074 - Photographer IV	25.35
13075 - Photographer V	30.67

13090 - Technical Order Library Clerk	16.73
13110 - Video Teleconference Technician	13.24
14000 - Information Technology Occupations	
14041 - Computer Operator I	10.33
14042 - Computer Operator II	11.56
14043 - Computer Operator III	13.95
14044 - Computer Operator IV	18.82
14045 - Computer Operator V	20.84
14071 - Computer Programmer I (see 1)	17.01
14072 - Computer Programmer II (see 1)	21.07
14073 - Computer Programmer III (see 1)	25.77
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	25.35
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	10.33
14160 - Personal Computer Support Technician	19.66
14170 - System Support Specialist	21.24
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.61
15020 - Aircrew Training Devices Instructor (Rated)	28.56
15030 - Air Crew Training Devices Instructor (Pilot)	34.23
15050 - Computer Based Training Specialist / Instructor	25.61
15060 - Educational Technologist	22.64
15070 - Flight Instructor (Pilot)	34.23
15080 - Graphic Artist	19.06
15085 - Maintenance Test Pilot Fixed Jet/Prop	34.23
15086 - Maintenance Test Pilot Rotary Wing	34.23
15088 - Non-Maintenance Test/Co-Pilot	34.23
15090 - Technical Instructor	14.07
15095 - Technical Instructor/Course Developer	19.06
15110 - Test Proctor	11.36
15120 - Tutor	11.36
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.14
16030 - Counter Attendant	10.14

16040 - Dry Cleaner	11.16
16070 - Finisher Flatwork Machine	10.14
16090 - Presser Hand	10.14
16110 - Presser Machine Drycleaning	10.14
16130 - Presser Machine Shirts	10.14
16160 - Presser Machine Wearing	10.14
Apparel Laundry	
16190 - Sewing Machine Operator	11.53
16220 - Tailor	11.85
16250 - Washer Machine	10.50
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	14.42
19040 - Tool And Die Maker	17.33
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.87
21030 - Material Coordinator	15.07
21040 - Material Expediter	15.07
21050 - Material Handling Laborer	9.18
21071 - Order Filler	9.36
21080 - Production Line Worker (Food Processing)	12.87
21110 - Shipping Packer	11.20
21130 - Shipping/Receiving Clerk	11.20
21140 - Store Worker I	9.18
21150 - Stock Clerk	12.44
21210 - Tools And Parts Attendant	12.87
21410 - Warehouse Specialist	12.87
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.62
23019 - Aircraft Logs and Records Technician	22.57
23021 - Aircraft Mechanic I	25.33
23022 - Aircraft Mechanic II	26.62
23023 - Aircraft Mechanic III	27.73
23040 - Aircraft Mechanic Helper	19.67
23050 - Aircraft Painter	21.01
23060 - Aircraft Servicer	22.57
23070 - Aircraft Survival Flight Equipment Technician	21.01
23080 - Aircraft Worker	23.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.33

23110 - Appliance Mechanic	14.17
23120 - Bicycle Repairer	10.37
23125 - Cable Splicer	18.56
23130 - Carpenter Maintenance	12.45
23140 - Carpet Layer	12.82
23160 - Electrician Maintenance	11.94
23181 - Electronics Technician Maintenance I	14.37
23182 - Electronics Technician Maintenance II	15.18
23183 - Electronics Technician Maintenance III	15.95
23260 - Fabric Worker	12.56
23290 - Fire Alarm System Mechanic	13.66
23310 - Fire Extinguisher Repairer	12.03
23311 - Fuel Distribution System Mechanic	14.78
23312 - Fuel Distribution System Operator	12.12
23370 - General Maintenance Worker	11.88
23380 - Ground Support Equipment Mechanic	25.33
23381 - Ground Support Equipment Servicer	22.57
23382 - Ground Support Equipment Worker	23.04
23391 - Gunsmith I	11.55
23392 - Gunsmith II	12.82
23393 - Gunsmith III	14.23
23410 - Heating Ventilation And Air- Conditioning Mechanic	13.01
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	13.66
23430 - Heavy Equipment Mechanic	13.01
23440 - Heavy Equipment Operator	13.01
23460 - Instrument Mechanic	17.87
23465 - Laboratory/Shelter Mechanic	13.55
23470 - Laborer	9.18
23510 - Locksmith	12.63
23530 - Machinery Maintenance Mechanic	15.35
23550 - Machinist Maintenance	12.56
23580 - Maintenance Trades Helper	9.63
23591 - Metrology Technician I	17.87
23592 - Metrology Technician II	18.78
23593 - Metrology Technician III	19.56
23640 - Millwright	18.02
23710 - Office Appliance Repairer	12.34

23760 - Painter Maintenance	12.45
23790 - Pipefitter Maintenance	13.01
23810 - Plumber Maintenance	12.45
23820 - Pneudraulic Systems Mechanic	14.23
23850 - Rigger	14.23
23870 - Scale Mechanic	13.35
23890 - Sheet-Metal Worker	13.01
Maintenance	
23910 - Small Engine Mechanic	12.82
23931 - Telecommunications Mechanic	21.82
I	
23932 - Telecommunications Mechanic	22.81
II	
23950 - Telephone Lineman	16.14
23960 - Welder Combination	13.01
Maintenance	
23965 - Well Driller	14.23
23970 - Woodcraft Worker	14.23
23980 - Woodworker	11.55
24000 - Personal Needs Occupations	
24550 - Case Manager	12.83
24570 - Child Care Attendant	9.75
24580 - Child Care Center Clerk	11.96
24610 - Chore Aide	8.97
24620 - Family Readiness And Support	12.83
Services	
Coordinator	
24630 - Homemaker	13.01
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	18.11
25040 - Sewage Plant Operator	13.50
25070 - Stationary Engineer	18.11
25190 - Ventilation Equipment Tender	12.05
25210 - Water Treatment Plant	12.56
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.38
27007 - Baggage Inspector	9.28
27008 - Corrections Officer	12.60
27010 - Court Security Officer	11.89
27030 - Detection Dog Handler	10.38
27040 - Detention Officer	12.60
27070 - Firefighter	11.46
27101 - Guard I	9.28
27102 - Guard II	10.38
27131 - Police Officer I	12.95
27132 - Police Officer II	14.38
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.97

28042 - Carnival Equipment Repairer	9.43
28043 - Carnival Worker	8.39
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	13.32
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health	11.86
Facility Attendant	
28515 - Recreation Specialist	15.13
28630 - Sports Official	11.10
28690 - Swimming Pool Operator	15.75
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	13.18
29020 - Hatch Tender	13.18
29030 - Line Handler	13.18
29041 - Stevedore I	11.30
29042 - Stevedore II	13.36
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	16.43
30022 - Archeological Technician II	18.39
30023 - Archeological Technician III	22.77
30030 - Cartographic Technician	22.77
30040 - Civil Engineering Technician	18.13
30051 - Cryogenic Technician I	25.22
30052 - Cryogenic Technician II	27.86
30061 - Drafter/CAD Operator I	16.43
30062 - Drafter/CAD Operator II	18.39
30063 - Drafter/CAD Operator III	20.50
30064 - Drafter/CAD Operator IV	23.23
30081 - Engineering Technician I	14.64
30082 - Engineering Technician II	16.43
30083 - Engineering Technician III	18.39
30084 - Engineering Technician IV	22.77
30085 - Engineering Technician V	27.86
30086 - Engineering Technician VI	33.71
30090 - Environmental Technician	19.71
30095 - Evidence Control Specialist	22.77
30210 - Laboratory Technician	19.25
30221 - Latent Fingerprint	25.22
Technician I	
30222 - Latent Fingerprint	27.86
Technician II	
30240 - Mathematical Technician	22.77
30361 - Paralegal/Legal Assistant I	14.74

30362 - Paralegal/Legal Assistant II	18.26
30363 - Paralegal/Legal Assistant	22.34
III	
30364 - Paralegal/Legal Assistant IV	27.03
30375 - Petroleum Supply Specialist	27.86
30390 - Photo-Optics Technician	18.96
30395 - Radiation Control Technician	27.86
30461 - Technical Writer I	21.73
30462 - Technical Writer II	26.25
30463 - Technical Writer III	30.60
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	
30494 - Unexploded (UXO) Safety	25.60
Escort	
30495 - Unexploded (UXO) Sweep	25.60
Personnel	
30501 - Weather Forecaster I	25.22
30502 - Weather Forecaster II	30.68
30620 - Weather Observer Combined (see 2)	20.50
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	22.77
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	8.49
31030 - Bus Driver	11.52
31043 - Driver Courier	8.52
31260 - Parking and Lot Attendant	7.98
31290 - Shuttle Bus Driver	9.10
31310 - Taxi Driver	9.08
31361 - Truckdriver Light	9.19
31362 - Truckdriver Medium	9.96
31363 - Truckdriver Heavy	10.57
31364 - Truckdriver Tractor-Trailer	10.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.04
99050 - Desk Clerk	13.62
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.16
I	
99252 - Laboratory Animal Caretaker	13.48
II	
99260 - Marketing Analyst	23.46

99310 - Mortician	25.60
99410 - Pest Controller	15.37
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	9.73
99711 - Recycling Specialist	11.60
99730 - Refuse Collector	8.79
99810 - Sales Clerk	9.02
99820 - School Crossing Guard	13.81
99830 - Survey Party Chief	18.58
99831 - Surveying Aide	15.51
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	13.54
99841 - Vending Machine Repairer	16.20
99842 - Vending Machine Repairer	13.54
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: 3 weeks paid vacation after 1 year of service with a contractor or successor; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and 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.: 2015-5699

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.: 2015-5699
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.

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.

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: Puerto Rico

Area: Puerto Rico Municipios de Arroyo Guayama Patillas

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		9.72
01012 - Accounting Clerk II		11.73
01013 - Accounting Clerk III		14.27
01020 - Administrative Assistant		13.66
01035 - Court Reporter		13.69
01041 - Customer Service Representative I		9.45
01042 - Customer Service Representative II		10.42
01043 - Customer Service Representative III		11.58
01051 - Data Entry Operator I		8.84
01052 - Data Entry Operator II		9.96
01060 - Dispatcher Motor Vehicle		10.80
01070 - Document Preparation Clerk		10.32

01090 - Duplicating Machine Operator	10.32
01111 - General Clerk I	9.09
01112 - General Clerk II	9.92
01113 - General Clerk III	11.29
01120 - Housing Referral Assistant	13.48
01141 - Messenger Courier	8.87
01191 - Order Clerk I	9.94
01192 - Order Clerk II	10.85
01261 - Personnel Assistant	10.82
(Employment) I	
01262 - Personnel Assistant	12.10
(Employment) II	
01263 - Personnel Assistant	13.50
(Employment) III	
01270 - Production Control Clerk	14.78
01290 - Rental Clerk	9.07
01300 - Scheduler Maintenance	9.08
01311 - Secretary I	9.08
01312 - Secretary II	10.34
01313 - Secretary III	13.48
01320 - Service Order Dispatcher	10.23
01410 - Supply Technician	13.66
01420 - Survey Worker	10.15
01460 - Switchboard	8.79
Operator/Receptionist	
01531 - Travel Clerk I	12.51
01532 - Travel Clerk II	13.78
01533 - Travel Clerk III	15.20
01611 - Word Processor I	11.90
01612 - Word Processor II	13.38
01613 - Word Processor III	14.96
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	13.01
Fiberglass	
05010 - Automotive Electrician	12.45
05040 - Automotive Glass Installer	11.87
05070 - Automotive Worker	11.87
05110 - Mobile Equipment Servicer	10.74
05130 - Motor Equipment Metal	13.01
Mechanic	
05160 - Motor Equipment Metal Worker	11.87
05190 - Motor Vehicle Mechanic	13.01
05220 - Motor Vehicle Mechanic	10.14
Helper	
05250 - Motor Vehicle Upholstery	11.63
Worker	
05280 - Motor Vehicle Wrecker	11.87
05310 - Painter Automotive	13.70
05340 - Radiator Repair Specialist	11.87
05370 - Tire Repairer	9.43

05400 - Transmission Repair	13.01
Specialist	
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.10
07041 - Cook I	9.54
07042 - Cook II	10.58
07070 - Dishwasher	8.75
07130 - Food Service Worker	8.99
07210 - Meat Cutter	8.89
07260 - Waiter/Waitress	8.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	12.45
09040 - Furniture Handler	8.60
09080 - Furniture Refinisher	12.45
09090 - Furniture Refinisher Helper	10.14
09110 - Furniture Repairer Minor	11.67
09130 - Upholsterer	12.45
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.03
11060 - Elevator Operator	9.03
11090 - Gardener	12.55
11122 - Housekeeping Aide	9.03
11150 - Janitor	9.03
11210 - Laborer Grounds Maintenance	9.94
11240 - Maid or Houseman	8.67
11260 - Pruner	9.75
11270 - Tractor Operator	11.85
11330 - Trail Maintenance Worker	9.94
11360 - Window Cleaner	10.00
12000 - Health Occupations	
12010 - Ambulance Driver	10.93
12011 - Breath Alcohol Technician	10.73
12012 - Certified Occupational Therapist Assistant	14.72
12015 - Certified Physical Therapist Assistant	11.83
12020 - Dental Assistant	10.93
12025 - Dental Hygienist	23.57
12030 - EKG Technician	16.26
12035 - Electroneurodiagnostic Technologist	16.26
12040 - Emergency Medical Technician	10.93
12071 - Licensed Practical Nurse I	9.59
12072 - Licensed Practical Nurse II	10.73
12073 - Licensed Practical Nurse III	11.96
12100 - Medical Assistant	9.59

12130 - Medical Laboratory Technician	12.79
12160 - Medical Record Clerk	10.61
12190 - Medical Record Technician	14.10
12195 - Medical Transcriptionist	10.82
12210 - Nuclear Medicine Technologist	23.57
12221 - Nursing Assistant I	10.10
12222 - Nursing Assistant II	11.36
12223 - Nursing Assistant III	12.40
12224 - Nursing Assistant IV	13.92
12235 - Optical Dispenser	10.73
12236 - Optical Technician	10.16
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.92
12305 - Radiologic Technologist	11.81
12311 - Registered Nurse I	15.11
12312 - Registered Nurse II	18.49
12313 - Registered Nurse II	18.49
12314 - Registered Nurse III	22.37
12315 - Registered Nurse III	22.37
12316 - Registered Nurse IV	26.81
12317 - Scheduler (Drug and Alcohol Testing)	13.29
12320 - Substance Abuse Treatment Counselor	13.29
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.72
13012 - Exhibits Specialist II	19.47
13013 - Exhibits Specialist III	23.81
13041 - Illustrator I	16.39
13042 - Illustrator II	19.47
13043 - Illustrator III	23.81
13047 - Librarian	21.56
13050 - Library Aide/Clerk	12.51
13054 - Library Information Technology Systems Administrator	19.47
13058 - Library Technician	15.19
13061 - Media Specialist I	14.04
13062 - Media Specialist II	15.72
13063 - Media Specialist III	17.52
13071 - Photographer I	14.65
13072 - Photographer II	16.39
13073 - Photographer III	20.31
13074 - Photographer IV	24.84
13075 - Photographer V	30.05

13090 - Technical Order Library Clerk	16.39
13110 - Video Teleconference Technician	14.04
14000 - Information Technology Occupations	
14041 - Computer Operator I	10.09
14042 - Computer Operator II	11.29
14043 - Computer Operator III	13.95
14044 - Computer Operator IV	18.82
14045 - Computer Operator V	20.84
14071 - Computer Programmer I (see 1)	16.35
14072 - Computer Programmer II (see 1)	20.85
14073 - Computer Programmer III (see 1)	24.85
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	24.65
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	10.09
14160 - Personal Computer Support Technician	19.66
14170 - System Support Specialist	21.24
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.61
15020 - Aircrew Training Devices Instructor (Rated)	28.56
15030 - Air Crew Training Devices Instructor (Pilot)	34.23
15050 - Computer Based Training Specialist / Instructor	25.61
15060 - Educational Technologist	22.64
15070 - Flight Instructor (Pilot)	34.23
15080 - Graphic Artist	19.06
15085 - Maintenance Test Pilot Fixed Jet/Prop	34.23
15086 - Maintenance Test Pilot Rotary Wing	34.23
15088 - Non-Maintenance Test/Co-Pilot	34.23
15090 - Technical Instructor	14.07
15095 - Technical Instructor/Course Developer	19.06
15110 - Test Proctor	11.36
15120 - Tutor	11.36
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.14
16030 - Counter Attendant	10.14

16040 - Dry Cleaner	11.16
16070 - Finisher Flatwork Machine	10.14
16090 - Presser Hand	10.14
16110 - Presser Machine Drycleaning	10.14
16130 - Presser Machine Shirts	10.14
16160 - Presser Machine Wearing	10.14
Apparel Laundry	
16190 - Sewing Machine Operator	11.53
16220 - Tailor	11.85
16250 - Washer Machine	10.50
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	11.73
19040 - Tool And Die Maker	13.56
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	9.66
21030 - Material Coordinator	14.78
21040 - Material Expediter	14.78
21050 - Material Handling Laborer	8.98
21071 - Order Filler	9.38
21080 - Production Line Worker (Food Processing)	9.66
21110 - Shipping Packer	10.31
21130 - Shipping/Receiving Clerk	10.31
21140 - Store Worker I	9.18
21150 - Stock Clerk	12.44
21210 - Tools And Parts Attendant	9.66
21410 - Warehouse Specialist	9.66
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.62
23019 - Aircraft Logs and Records Technician	22.57
23021 - Aircraft Mechanic I	25.33
23022 - Aircraft Mechanic II	26.62
23023 - Aircraft Mechanic III	27.73
23040 - Aircraft Mechanic Helper	19.67
23050 - Aircraft Painter	19.10
23060 - Aircraft Servicer	22.57
23070 - Aircraft Survival Flight Equipment Technician	19.10
23080 - Aircraft Worker	23.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.33

23110 - Appliance Mechanic	14.17
23120 - Bicycle Repairer	9.63
23125 - Cable Splicer	16.87
23130 - Carpenter Maintenance	12.45
23140 - Carpet Layer	12.30
23160 - Electrician Maintenance	12.30
23181 - Electronics Technician Maintenance I	13.28
23182 - Electronics Technician Maintenance II	14.32
23183 - Electronics Technician Maintenance III	15.03
23260 - Fabric Worker	12.56
23290 - Fire Alarm System Mechanic	13.66
23310 - Fire Extinguisher Repairer	12.03
23311 - Fuel Distribution System Mechanic	14.78
23312 - Fuel Distribution System Operator	12.12
23370 - General Maintenance Worker	11.88
23380 - Ground Support Equipment Mechanic	25.33
23381 - Ground Support Equipment Servicer	22.57
23382 - Ground Support Equipment Worker	23.04
23391 - Gunsmith I	11.08
23392 - Gunsmith II	12.30
23393 - Gunsmith III	13.66
23410 - Heating Ventilation And Air- Conditioning Mechanic	13.01
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	13.66
23430 - Heavy Equipment Mechanic	13.01
23440 - Heavy Equipment Operator	13.01
23460 - Instrument Mechanic	16.42
23465 - Laboratory/Shelter Mechanic	13.00
23470 - Laborer	8.98
23510 - Locksmith	11.48
23530 - Machinery Maintenance Mechanic	14.62
23550 - Machinist Maintenance	12.56
23580 - Maintenance Trades Helper	9.78
23591 - Metrology Technician I	16.42
23592 - Metrology Technician II	17.26
23593 - Metrology Technician III	17.98
23640 - Millwright	18.02
23710 - Office Appliance Repairer	12.34

23760 - Painter Maintenance	12.45
23790 - Pipefitter Maintenance	13.01
23810 - Plumber Maintenance	12.45
23820 - Pneudraulic Systems Mechanic	13.66
23850 - Rigger	14.18
23870 - Scale Mechanic	13.35
23890 - Sheet-Metal Worker	13.01
Maintenance	
23910 - Small Engine Mechanic	12.58
23931 - Telecommunications Mechanic	16.40
I	
23932 - Telecommunications Mechanic	17.14
II	
23950 - Telephone Lineman	16.14
23960 - Welder Combination	13.01
Maintenance	
23965 - Well Driller	13.07
23970 - Woodcraft Worker	13.66
23980 - Woodworker	10.74
24000 - Personal Needs Occupations	
24550 - Case Manager	11.26
24570 - Child Care Attendant	10.62
24580 - Child Care Center Clerk	12.84
24610 - Chore Aide	8.78
24620 - Family Readiness And Support	11.26
Services	
Coordinator	
24630 - Homemaker	13.01
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	17.26
25040 - Sewage Plant Operator	13.50
25070 - Stationary Engineer	17.26
25190 - Ventilation Equipment Tender	10.95
25210 - Water Treatment Plant	12.56
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.31
27007 - Baggage Inspector	9.22
27008 - Corrections Officer	11.65
27010 - Court Security Officer	11.89
27030 - Detection Dog Handler	10.31
27040 - Detention Officer	11.65
27070 - Firefighter	11.12
27101 - Guard I	9.22
27102 - Guard II	10.31
27131 - Police Officer I	12.95
27132 - Police Officer II	14.39
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.15

28042 - Carnival Equipment Repairer	8.57
28043 - Carnival Worker	7.63
28210 - Gate Attendant/Gate Tender	14.95
28310 - Lifeguard	13.32
28350 - Park Attendant (Aide)	16.73
28510 - Recreation Aide/Health	12.21
Facility Attendant	
28515 - Recreation Specialist	15.73
28630 - Sports Official	13.32
28690 - Swimming Pool Operator	15.75
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	13.18
29020 - Hatch Tender	13.18
29030 - Line Handler	13.18
29041 - Stevedore I	11.23
29042 - Stevedore II	13.36
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	15.14
30022 - Archeological Technician II	17.05
30023 - Archeological Technician III	20.97
30030 - Cartographic Technician	19.06
30040 - Civil Engineering Technician	18.13
30051 - Cryogenic Technician I	23.61
30052 - Cryogenic Technician II	26.08
30061 - Drafter/CAD Operator I	15.14
30062 - Drafter/CAD Operator II	17.05
30063 - Drafter/CAD Operator III	18.88
30064 - Drafter/CAD Operator IV	23.23
30081 - Engineering Technician I	14.01
30082 - Engineering Technician II	15.72
30083 - Engineering Technician III	17.59
30084 - Engineering Technician IV	21.79
30085 - Engineering Technician V	26.66
30086 - Engineering Technician VI	32.25
30090 - Environmental Technician	17.92
30095 - Evidence Control Specialist	21.32
30210 - Laboratory Technician	19.18
30221 - Latent Fingerprint	23.61
Technician I	
30222 - Latent Fingerprint	26.08
Technician II	
30240 - Mathematical Technician	20.97
30361 - Paralegal/Legal Assistant I	16.21

30362 - Paralegal/Legal Assistant II	20.09
30363 - Paralegal/Legal Assistant	24.57
III	
30364 - Paralegal/Legal Assistant IV	29.73
30375 - Petroleum Supply Specialist	26.08
30390 - Photo-Optics Technician	21.32
30395 - Radiation Control Technician	26.08
30461 - Technical Writer I	21.32
30462 - Technical Writer II	26.08
30463 - Technical Writer III	30.60
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	23.23
30502 - Weather Forecaster II	28.72
30620 - Weather Observer Combined (see 2)	18.88
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	20.97
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	7.72
31030 - Bus Driver	10.47
31043 - Driver Courier	8.46
31260 - Parking and Lot Attendant	8.51
31290 - Shuttle Bus Driver	9.13
31310 - Taxi Driver	9.08
31361 - Truckdriver Light	9.13
31362 - Truckdriver Medium	9.96
31363 - Truckdriver Heavy	10.57
31364 - Truckdriver Tractor-Trailer	10.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.13
99050 - Desk Clerk	13.62
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.54
I	
99252 - Laboratory Animal Caretaker	14.61
II	
99260 - Marketing Analyst	23.46

99310 - Mortician	25.60
99410 - Pest Controller	15.37
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	11.36
99711 - Recycling Specialist	13.54
99730 - Refuse Collector	9.97
99810 - Sales Clerk	9.18
99820 - School Crossing Guard	13.81
99830 - Survey Party Chief	18.58
99831 - Surveying Aide	15.51
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	13.54
99841 - Vending Machine Repairer	16.20
99842 - Vending Machine Repairer	13.54
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: 3 weeks paid vacation after 1 year of service with a contractor or successor; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and 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.: 2015-5701

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.: 2015-5701
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.

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.

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: Puerto Rico

Area: Puerto Rico Municipios de Hormigueros Mayaguez

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		9.72
01012 - Accounting Clerk II		11.73
01013 - Accounting Clerk III		14.27
01020 - Administrative Assistant		13.66
01035 - Court Reporter		13.69
01041 - Customer Service Representative I		9.45
01042 - Customer Service Representative II		10.42
01043 - Customer Service Representative III		11.58
01051 - Data Entry Operator I		8.84
01052 - Data Entry Operator II		9.96
01060 - Dispatcher Motor Vehicle		10.80
01070 - Document Preparation Clerk		10.32

01090 - Duplicating Machine Operator	10.32
01111 - General Clerk I	9.09
01112 - General Clerk II	9.92
01113 - General Clerk III	11.29
01120 - Housing Referral Assistant	13.48
01141 - Messenger Courier	8.87
01191 - Order Clerk I	9.94
01192 - Order Clerk II	10.85
01261 - Personnel Assistant	10.82
(Employment) I	
01262 - Personnel Assistant	12.10
(Employment) II	
01263 - Personnel Assistant	13.50
(Employment) III	
01270 - Production Control Clerk	14.78
01290 - Rental Clerk	9.07
01300 - Scheduler Maintenance	9.08
01311 - Secretary I	9.08
01312 - Secretary II	10.34
01313 - Secretary III	13.48
01320 - Service Order Dispatcher	10.23
01410 - Supply Technician	13.66
01420 - Survey Worker	10.15
01460 - Switchboard	8.79
Operator/Receptionist	
01531 - Travel Clerk I	12.51
01532 - Travel Clerk II	13.78
01533 - Travel Clerk III	15.20
01611 - Word Processor I	11.90
01612 - Word Processor II	13.38
01613 - Word Processor III	14.96
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	13.01
Fiberglass	
05010 - Automotive Electrician	12.45
05040 - Automotive Glass Installer	11.87
05070 - Automotive Worker	11.87
05110 - Mobile Equipment Servicer	10.74
05130 - Motor Equipment Metal	13.01
Mechanic	
05160 - Motor Equipment Metal Worker	11.87
05190 - Motor Vehicle Mechanic	13.01
05220 - Motor Vehicle Mechanic	10.14
Helper	
05250 - Motor Vehicle Upholstery	11.63
Worker	
05280 - Motor Vehicle Wrecker	11.87
05310 - Painter Automotive	13.70
05340 - Radiator Repair Specialist	11.87
05370 - Tire Repairer	9.43

05400 - Transmission Repair	13.01
Specialist	
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.10
07041 - Cook I	9.54
07042 - Cook II	10.58
07070 - Dishwasher	8.75
07130 - Food Service Worker	8.99
07210 - Meat Cutter	8.89
07260 - Waiter/Waitress	8.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	12.45
09040 - Furniture Handler	8.60
09080 - Furniture Refinisher	12.45
09090 - Furniture Refinisher Helper	10.14
09110 - Furniture Repairer Minor	11.67
09130 - Upholsterer	12.45
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.03
11060 - Elevator Operator	9.03
11090 - Gardener	12.55
11122 - Housekeeping Aide	9.03
11150 - Janitor	9.03
11210 - Laborer Grounds Maintenance	9.94
11240 - Maid or Houseman	8.67
11260 - Pruner	9.75
11270 - Tractor Operator	11.85
11330 - Trail Maintenance Worker	9.94
11360 - Window Cleaner	10.00
12000 - Health Occupations	
12010 - Ambulance Driver	10.93
12011 - Breath Alcohol Technician	10.73
12012 - Certified Occupational Therapist Assistant	14.72
12015 - Certified Physical Therapist Assistant	11.83
12020 - Dental Assistant	10.93
12025 - Dental Hygienist	23.57
12030 - EKG Technician	16.26
12035 - Electroneurodiagnostic Technologist	16.26
12040 - Emergency Medical Technician	10.93
12071 - Licensed Practical Nurse I	9.59
12072 - Licensed Practical Nurse II	10.73
12073 - Licensed Practical Nurse III	11.96
12100 - Medical Assistant	9.59

12130 - Medical Laboratory Technician	12.79
12160 - Medical Record Clerk	10.61
12190 - Medical Record Technician	14.10
12195 - Medical Transcriptionist	10.82
12210 - Nuclear Medicine Technologist	23.57
12221 - Nursing Assistant I	10.10
12222 - Nursing Assistant II	11.36
12223 - Nursing Assistant III	12.40
12224 - Nursing Assistant IV	13.92
12235 - Optical Dispenser	10.73
12236 - Optical Technician	10.16
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.92
12305 - Radiologic Technologist	11.81
12311 - Registered Nurse I	15.11
12312 - Registered Nurse II	18.49
12313 - Registered Nurse II	18.49
12314 - Registered Nurse III	22.37
12315 - Registered Nurse III	22.37
12316 - Registered Nurse IV	26.81
12317 - Scheduler (Drug and Alcohol Testing)	13.29
12320 - Substance Abuse Treatment Counselor	13.29
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.72
13012 - Exhibits Specialist II	19.47
13013 - Exhibits Specialist III	23.81
13041 - Illustrator I	16.39
13042 - Illustrator II	19.47
13043 - Illustrator III	23.81
13047 - Librarian	21.56
13050 - Library Aide/Clerk	12.51
13054 - Library Information Technology Systems Administrator	19.47
13058 - Library Technician	15.60
13061 - Media Specialist I	14.04
13062 - Media Specialist II	15.72
13063 - Media Specialist III	17.52
13071 - Photographer I	14.65
13072 - Photographer II	16.39
13073 - Photographer III	20.31
13074 - Photographer IV	24.84
13075 - Photographer V	30.05

13090 - Technical Order Library Clerk	16.39
13110 - Video Teleconference Technician	14.04
14000 - Information Technology Occupations	
14041 - Computer Operator I	10.09
14042 - Computer Operator II	11.29
14043 - Computer Operator III	13.95
14044 - Computer Operator IV	18.82
14045 - Computer Operator V	20.84
14071 - Computer Programmer I (see 1)	16.35
14072 - Computer Programmer II (see 1)	20.85
14073 - Computer Programmer III (see 1)	24.85
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	24.65
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	10.09
14160 - Personal Computer Support Technician	19.66
14170 - System Support Specialist	21.24
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.61
15020 - Aircrew Training Devices Instructor (Rated)	28.56
15030 - Air Crew Training Devices Instructor (Pilot)	34.23
15050 - Computer Based Training Specialist / Instructor	25.61
15060 - Educational Technologist	22.64
15070 - Flight Instructor (Pilot)	34.23
15080 - Graphic Artist	19.06
15085 - Maintenance Test Pilot Fixed Jet/Prop	34.23
15086 - Maintenance Test Pilot Rotary Wing	34.23
15088 - Non-Maintenance Test/Co-Pilot	34.23
15090 - Technical Instructor	14.07
15095 - Technical Instructor/Course Developer	19.06
15110 - Test Proctor	11.36
15120 - Tutor	11.36
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.14
16030 - Counter Attendant	10.14

16040 - Dry Cleaner	11.16
16070 - Finisher Flatwork Machine	10.14
16090 - Presser Hand	10.14
16110 - Presser Machine Drycleaning	10.14
16130 - Presser Machine Shirts	10.14
16160 - Presser Machine Wearing	10.14
Apparel Laundry	
16190 - Sewing Machine Operator	11.53
16220 - Tailor	11.85
16250 - Washer Machine	10.50
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	11.73
19040 - Tool And Die Maker	13.56
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	9.66
21030 - Material Coordinator	14.78
21040 - Material Expediter	14.78
21050 - Material Handling Laborer	8.98
21071 - Order Filler	9.38
21080 - Production Line Worker (Food Processing)	9.66
21110 - Shipping Packer	10.31
21130 - Shipping/Receiving Clerk	10.31
21140 - Store Worker I	9.18
21150 - Stock Clerk	12.44
21210 - Tools And Parts Attendant	9.66
21410 - Warehouse Specialist	9.66
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.62
23019 - Aircraft Logs and Records Technician	22.57
23021 - Aircraft Mechanic I	25.33
23022 - Aircraft Mechanic II	26.62
23023 - Aircraft Mechanic III	27.73
23040 - Aircraft Mechanic Helper	19.67
23050 - Aircraft Painter	19.10
23060 - Aircraft Servicer	22.57
23070 - Aircraft Survival Flight Equipment Technician	19.10
23080 - Aircraft Worker	23.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.33

23110 - Appliance Mechanic	14.17
23120 - Bicycle Repairer	9.63
23125 - Cable Splicer	16.87
23130 - Carpenter Maintenance	12.45
23140 - Carpet Layer	12.30
23160 - Electrician Maintenance	12.30
23181 - Electronics Technician Maintenance I	13.28
23182 - Electronics Technician Maintenance II	14.32
23183 - Electronics Technician Maintenance III	15.03
23260 - Fabric Worker	12.56
23290 - Fire Alarm System Mechanic	13.66
23310 - Fire Extinguisher Repairer	12.03
23311 - Fuel Distribution System Mechanic	14.78
23312 - Fuel Distribution System Operator	12.12
23370 - General Maintenance Worker	11.88
23380 - Ground Support Equipment Mechanic	25.33
23381 - Ground Support Equipment Servicer	22.57
23382 - Ground Support Equipment Worker	23.04
23391 - Gunsmith I	11.08
23392 - Gunsmith II	12.30
23393 - Gunsmith III	13.66
23410 - Heating Ventilation And Air- Conditioning Mechanic	13.01
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	13.66
23430 - Heavy Equipment Mechanic	13.01
23440 - Heavy Equipment Operator	13.01
23460 - Instrument Mechanic	16.42
23465 - Laboratory/Shelter Mechanic	13.00
23470 - Laborer	8.98
23510 - Locksmith	11.48
23530 - Machinery Maintenance Mechanic	14.62
23550 - Machinist Maintenance	12.56
23580 - Maintenance Trades Helper	9.78
23591 - Metrology Technician I	16.42
23592 - Metrology Technician II	17.26
23593 - Metrology Technician III	17.98
23640 - Millwright	18.02
23710 - Office Appliance Repairer	12.34

23760 - Painter Maintenance	12.45
23790 - Pipefitter Maintenance	13.01
23810 - Plumber Maintenance	12.45
23820 - Pneudraulic Systems Mechanic	13.66
23850 - Rigger	14.18
23870 - Scale Mechanic	13.35
23890 - Sheet-Metal Worker	13.01
Maintenance	
23910 - Small Engine Mechanic	12.58
23931 - Telecommunications Mechanic	16.40
I	
23932 - Telecommunications Mechanic	17.14
II	
23950 - Telephone Lineman	16.14
23960 - Welder Combination	13.01
Maintenance	
23965 - Well Driller	13.07
23970 - Woodcraft Worker	13.66
23980 - Woodworker	10.74
24000 - Personal Needs Occupations	
24550 - Case Manager	11.26
24570 - Child Care Attendant	10.62
24580 - Child Care Center Clerk	12.84
24610 - Chore Aide	8.78
24620 - Family Readiness And Support	11.26
Services	
Coordinator	
24630 - Homemaker	13.01
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	17.26
25040 - Sewage Plant Operator	13.50
25070 - Stationary Engineer	17.26
25190 - Ventilation Equipment Tender	10.95
25210 - Water Treatment Plant	12.56
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.31
27007 - Baggage Inspector	9.22
27008 - Corrections Officer	11.65
27010 - Court Security Officer	11.89
27030 - Detection Dog Handler	10.31
27040 - Detention Officer	11.65
27070 - Firefighter	11.12
27101 - Guard I	9.22
27102 - Guard II	10.31
27131 - Police Officer I	12.95
27132 - Police Officer II	14.39
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.15

28042 - Carnival Equipment Repairer	8.57
28043 - Carnival Worker	7.63
28210 - Gate Attendant/Gate Tender	14.95
28310 - Lifeguard	13.32
28350 - Park Attendant (Aide)	16.73
28510 - Recreation Aide/Health	12.21
Facility Attendant	
28515 - Recreation Specialist	15.73
28630 - Sports Official	13.32
28690 - Swimming Pool Operator	15.75
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	13.18
29020 - Hatch Tender	13.18
29030 - Line Handler	13.18
29041 - Stevedore I	11.23
29042 - Stevedore II	13.36
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	15.14
30022 - Archeological Technician II	17.05
30023 - Archeological Technician III	20.97
30030 - Cartographic Technician	19.06
30040 - Civil Engineering Technician	18.13
30051 - Cryogenic Technician I	23.61
30052 - Cryogenic Technician II	26.08
30061 - Drafter/CAD Operator I	15.14
30062 - Drafter/CAD Operator II	17.05
30063 - Drafter/CAD Operator III	18.88
30064 - Drafter/CAD Operator IV	23.23
30081 - Engineering Technician I	14.01
30082 - Engineering Technician II	15.72
30083 - Engineering Technician III	17.59
30084 - Engineering Technician IV	21.79
30085 - Engineering Technician V	26.66
30086 - Engineering Technician VI	32.25
30090 - Environmental Technician	17.92
30095 - Evidence Control Specialist	21.32
30210 - Laboratory Technician	19.18
30221 - Latent Fingerprint	23.61
Technician I	
30222 - Latent Fingerprint	26.08
Technician II	
30240 - Mathematical Technician	20.97
30361 - Paralegal/Legal Assistant I	16.21

30362 - Paralegal/Legal Assistant II	20.09
30363 - Paralegal/Legal Assistant	24.57
III	
30364 - Paralegal/Legal Assistant IV	29.73
30375 - Petroleum Supply Specialist	26.08
30390 - Photo-Optics Technician	21.32
30395 - Radiation Control Technician	26.08
30461 - Technical Writer I	21.32
30462 - Technical Writer II	26.08
30463 - Technical Writer III	30.60
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	
30494 - Unexploded (UXO) Safety	25.60
Escort	
30495 - Unexploded (UXO) Sweep	25.60
Personnel	
30501 - Weather Forecaster I	23.23
30502 - Weather Forecaster II	28.72
30620 - Weather Observer Combined (see 2)	18.88
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	20.97
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	7.72
31030 - Bus Driver	10.47
31043 - Driver Courier	8.46
31260 - Parking and Lot Attendant	8.51
31290 - Shuttle Bus Driver	9.13
31310 - Taxi Driver	9.08
31361 - Truckdriver Light	9.13
31362 - Truckdriver Medium	9.96
31363 - Truckdriver Heavy	10.57
31364 - Truckdriver Tractor-Trailer	10.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.13
99050 - Desk Clerk	13.62
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.54
I	
99252 - Laboratory Animal Caretaker	14.61
II	
99260 - Marketing Analyst	23.46

99310 - Mortician	25.60
99410 - Pest Controller	15.37
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	11.36
99711 - Recycling Specialist	13.54
99730 - Refuse Collector	9.97
99810 - Sales Clerk	9.18
99820 - School Crossing Guard	13.81
99830 - Survey Party Chief	18.58
99831 - Surveying Aide	15.51
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	13.54
99841 - Vending Machine Repairer	16.20
99842 - Vending Machine Repairer	13.54

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: 3 weeks paid vacation after 1 year of service with a contractor or successor; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and 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.: 2015-5703

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.: 2015-5703
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.

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.

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: Puerto Rico

Area: Puerto Rico Municipios de Guanica Guayanilla Juana Diaz Penuelas
Ponce Villalba Yauco

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		9.72
01012 - Accounting Clerk II		11.73
01013 - Accounting Clerk III		14.27
01020 - Administrative Assistant		13.43
01035 - Court Reporter		13.69
01041 - Customer Service Representative I		9.87
01042 - Customer Service Representative II		11.10
01043 - Customer Service Representative III		12.11
01051 - Data Entry Operator I		9.40
01052 - Data Entry Operator II		10.25
01060 - Dispatcher Motor Vehicle		10.80
01070 - Document Preparation Clerk		10.32

01090 - Duplicating Machine Operator	10.32
01111 - General Clerk I	9.04
01112 - General Clerk II	9.86
01113 - General Clerk III	11.29
01120 - Housing Referral Assistant	13.48
01141 - Messenger Courier	10.00
01191 - Order Clerk I	9.94
01192 - Order Clerk II	10.85
01261 - Personnel Assistant	10.82
(Employment) I	
01262 - Personnel Assistant	12.10
(Employment) II	
01263 - Personnel Assistant	13.50
(Employment) III	
01270 - Production Control Clerk	19.81
01290 - Rental Clerk	9.91
01300 - Scheduler Maintenance	9.15
01311 - Secretary I	9.15
01312 - Secretary II	10.34
01313 - Secretary III	13.48
01320 - Service Order Dispatcher	10.23
01410 - Supply Technician	13.43
01420 - Survey Worker	10.14
01460 - Switchboard	9.08
Operator/Receptionist	
01531 - Travel Clerk I	12.51
01532 - Travel Clerk II	13.78
01533 - Travel Clerk III	15.20
01611 - Word Processor I	11.97
01612 - Word Processor II	13.44
01613 - Word Processor III	15.04
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	13.01
Fiberglass	
05010 - Automotive Electrician	12.45
05040 - Automotive Glass Installer	11.87
05070 - Automotive Worker	11.87
05110 - Mobile Equipment Servicer	10.74
05130 - Motor Equipment Metal	13.01
Mechanic	
05160 - Motor Equipment Metal Worker	11.87
05190 - Motor Vehicle Mechanic	13.01
05220 - Motor Vehicle Mechanic	10.14
Helper	
05250 - Motor Vehicle Upholstery	11.63
Worker	
05280 - Motor Vehicle Wrecker	11.87
05310 - Painter Automotive	13.70
05340 - Radiator Repair Specialist	11.87
05370 - Tire Repairer	9.43

05400 - Transmission Repair	13.01
Specialist	
07000 - Food Preparation And Service Occupations	
07010 - Baker	8.74
07041 - Cook I	11.53
07042 - Cook II	12.79
07070 - Dishwasher	8.84
07130 - Food Service Worker	8.72
07210 - Meat Cutter	8.95
07260 - Waiter/Waitress	8.83
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	12.45
09040 - Furniture Handler	8.60
09080 - Furniture Refinisher	12.45
09090 - Furniture Refinisher Helper	10.14
09110 - Furniture Repairer Minor	11.67
09130 - Upholsterer	12.45
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	8.69
11060 - Elevator Operator	8.91
11090 - Gardener	11.27
11122 - Housekeeping Aide	8.91
11150 - Janitor	8.91
11210 - Laborer Grounds Maintenance	8.76
11240 - Maid or Houseman	9.01
11260 - Pruner	9.75
11270 - Tractor Operator	10.44
11330 - Trail Maintenance Worker	8.76
11360 - Window Cleaner	9.87
12000 - Health Occupations	
12010 - Ambulance Driver	10.93
12011 - Breath Alcohol Technician	12.31
12012 - Certified Occupational Therapist Assistant	16.72
12015 - Certified Physical Therapist Assistant	10.96
12020 - Dental Assistant	10.93
12025 - Dental Hygienist	22.91
12030 - EKG Technician	17.05
12035 - Electroneurodiagnostic Technologist	17.05
12040 - Emergency Medical Technician	10.93
12071 - Licensed Practical Nurse I	11.00
12072 - Licensed Practical Nurse II	12.31
12073 - Licensed Practical Nurse III	13.72
12100 - Medical Assistant	11.00

12130 - Medical Laboratory Technician	13.25
12160 - Medical Record Clerk	10.61
12190 - Medical Record Technician	14.10
12195 - Medical Transcriptionist	10.82
12210 - Nuclear Medicine Technologist	22.91
12221 - Nursing Assistant I	9.24
12222 - Nursing Assistant II	10.39
12223 - Nursing Assistant III	11.33
12224 - Nursing Assistant IV	12.72
12235 - Optical Dispenser	11.89
12236 - Optical Technician	11.00
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.31
12305 - Radiologic Technologist	11.81
12311 - Registered Nurse I	15.60
12312 - Registered Nurse II	19.09
12313 - Registered Nurse II	19.09
12314 - Registered Nurse III	23.09
12315 - Registered Nurse III	23.09
12316 - Registered Nurse IV	27.68
12317 - Scheduler (Drug and Alcohol Testing)	15.25
12320 - Substance Abuse Treatment Counselor	15.25
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	13.04
13012 - Exhibits Specialist II	16.15
13013 - Exhibits Specialist III	19.76
13041 - Illustrator I	13.55
13042 - Illustrator II	16.15
13043 - Illustrator III	19.76
13047 - Librarian	17.89
13050 - Library Aide/Clerk	9.78
13054 - Library Information Technology Systems Administrator	16.15
13058 - Library Technician	13.13
13061 - Media Specialist I	11.66
13062 - Media Specialist II	13.04
13063 - Media Specialist III	14.53
13071 - Photographer I	13.83
13072 - Photographer II	15.67
13073 - Photographer III	17.78
13074 - Photographer IV	23.75
13075 - Photographer V	27.73

13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	11.51
14000 - Information Technology Occupations	
14041 - Computer Operator I	10.09
14042 - Computer Operator II	11.29
14043 - Computer Operator III	13.95
14044 - Computer Operator IV	19.66
14045 - Computer Operator V	20.84
14071 - Computer Programmer I (see 1)	17.99
14072 - Computer Programmer II (see 1)	22.52
14073 - Computer Programmer III (see 1)	27.34
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	24.06
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	10.09
14160 - Personal Computer Support Technician	19.66
14170 - System Support Specialist	21.24
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.61
15020 - Aircrew Training Devices Instructor (Rated)	29.12
15030 - Air Crew Training Devices Instructor (Pilot)	34.90
15050 - Computer Based Training Specialist / Instructor	25.61
15060 - Educational Technologist	22.64
15070 - Flight Instructor (Pilot)	34.90
15080 - Graphic Artist	19.06
15085 - Maintenance Test Pilot Fixed Jet/Prop	34.90
15086 - Maintenance Test Pilot Rotary Wing	34.90
15088 - Non-Maintenance Test/Co-Pilot	34.90
15090 - Technical Instructor	14.07
15095 - Technical Instructor/Course Developer	19.06
15110 - Test Proctor	11.36
15120 - Tutor	11.36
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.14
16030 - Counter Attendant	10.14

16040 - Dry Cleaner	11.16
16070 - Finisher Flatwork Machine	10.14
16090 - Presser Hand	10.14
16110 - Presser Machine Drycleaning	10.14
16130 - Presser Machine Shirts	10.14
16160 - Presser Machine Wearing	10.14
Apparel Laundry	
16190 - Sewing Machine Operator	11.53
16220 - Tailor	11.85
16250 - Washer Machine	10.50
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	12.29
19040 - Tool And Die Maker	14.77
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	9.66
21030 - Material Coordinator	19.81
21040 - Material Expediter	19.81
21050 - Material Handling Laborer	9.32
21071 - Order Filler	9.34
21080 - Production Line Worker (Food Processing)	9.66
21110 - Shipping Packer	11.34
21130 - Shipping/Receiving Clerk	11.34
21140 - Store Worker I	9.18
21150 - Stock Clerk	12.44
21210 - Tools And Parts Attendant	9.66
21410 - Warehouse Specialist	9.66
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.62
23019 - Aircraft Logs and Records Technician	22.57
23021 - Aircraft Mechanic I	25.33
23022 - Aircraft Mechanic II	26.62
23023 - Aircraft Mechanic III	27.73
23040 - Aircraft Mechanic Helper	19.67
23050 - Aircraft Painter	19.10
23060 - Aircraft Servicer	22.57
23070 - Aircraft Survival Flight Equipment Technician	19.10
23080 - Aircraft Worker	23.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.33

23110 - Appliance Mechanic	14.17
23120 - Bicycle Repairer	9.44
23125 - Cable Splicer	16.87
23130 - Carpenter Maintenance	12.45
23140 - Carpet Layer	12.30
23160 - Electrician Maintenance	11.94
23181 - Electronics Technician Maintenance I	14.61
23182 - Electronics Technician Maintenance II	15.75
23183 - Electronics Technician Maintenance III	16.53
23260 - Fabric Worker	12.56
23290 - Fire Alarm System Mechanic	13.66
23310 - Fire Extinguisher Repairer	12.03
23311 - Fuel Distribution System Mechanic	14.78
23312 - Fuel Distribution System Operator	12.12
23370 - General Maintenance Worker	11.88
23380 - Ground Support Equipment Mechanic	25.33
23381 - Ground Support Equipment Servicer	22.57
23382 - Ground Support Equipment Worker	23.04
23391 - Gunsmith I	11.08
23392 - Gunsmith II	12.30
23393 - Gunsmith III	13.66
23410 - Heating Ventilation And Air- Conditioning Mechanic	13.01
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	13.66
23430 - Heavy Equipment Mechanic	14.31
23440 - Heavy Equipment Operator	13.01
23460 - Instrument Mechanic	16.42
23465 - Laboratory/Shelter Mechanic	13.00
23470 - Laborer	9.32
23510 - Locksmith	11.48
23530 - Machinery Maintenance Mechanic	15.42
23550 - Machinist Maintenance	12.56
23580 - Maintenance Trades Helper	9.63
23591 - Metrology Technician I	16.42
23592 - Metrology Technician II	17.26
23593 - Metrology Technician III	17.98
23640 - Millwright	18.02
23710 - Office Appliance Repairer	12.34

23760 - Painter Maintenance	12.45
23790 - Pipefitter Maintenance	13.01
23810 - Plumber Maintenance	12.45
23820 - Pneudraulic Systems Mechanic	13.66
23850 - Rigger	14.18
23870 - Scale Mechanic	13.35
23890 - Sheet-Metal Worker	13.01
Maintenance	
23910 - Small Engine Mechanic	12.58
23931 - Telecommunications Mechanic	16.40
I	
23932 - Telecommunications Mechanic	17.14
II	
23950 - Telephone Lineman	17.75
23960 - Welder Combination	13.01
Maintenance	
23965 - Well Driller	13.07
23970 - Woodcraft Worker	13.66
23980 - Woodworker	10.74
24000 - Personal Needs Occupations	
24550 - Case Manager	11.94
24570 - Child Care Attendant	9.16
24580 - Child Care Center Clerk	11.42
24610 - Chore Aide	8.75
24620 - Family Readiness And Support	11.94
Services	
Coordinator	
24630 - Homemaker	11.98
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	17.26
25040 - Sewage Plant Operator	13.50
25070 - Stationary Engineer	17.26
25190 - Ventilation Equipment Tender	10.95
25210 - Water Treatment Plant	12.56
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.11
27007 - Baggage Inspector	9.03
27008 - Corrections Officer	12.68
27010 - Court Security Officer	12.68
27030 - Detection Dog Handler	10.11
27040 - Detention Officer	12.68
27070 - Firefighter	12.23
27101 - Guard I	9.03
27102 - Guard II	10.11
27131 - Police Officer I	12.95
27132 - Police Officer II	14.39
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.35

28042 - Carnival Equipment Repairer	12.25
28043 - Carnival Worker	8.80
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health	9.75
Facility Attendant	
28515 - Recreation Specialist	16.31
28630 - Sports Official	11.10
28690 - Swimming Pool Operator	15.75
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	13.18
29020 - Hatch Tender	13.18
29030 - Line Handler	13.18
29041 - Stevedore I	11.23
29042 - Stevedore II	13.36
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	16.41
30022 - Archeological Technician II	18.35
30023 - Archeological Technician III	22.73
30030 - Cartographic Technician	22.73
30040 - Civil Engineering Technician	22.73
30051 - Cryogenic Technician I	25.18
30052 - Cryogenic Technician II	27.81
30061 - Drafter/CAD Operator I	16.41
30062 - Drafter/CAD Operator II	18.35
30063 - Drafter/CAD Operator III	20.45
30064 - Drafter/CAD Operator IV	25.18
30081 - Engineering Technician I	14.61
30082 - Engineering Technician II	16.41
30083 - Engineering Technician III	18.35
30084 - Engineering Technician IV	22.73
30085 - Engineering Technician V	27.81
30086 - Engineering Technician VI	33.65
30090 - Environmental Technician	19.71
30095 - Evidence Control Specialist	22.73
30210 - Laboratory Technician	15.91
30221 - Latent Fingerprint	25.18
Technician I	
30222 - Latent Fingerprint	27.81
Technician II	
30240 - Mathematical Technician	22.73
30361 - Paralegal/Legal Assistant I	17.83

30362 - Paralegal/Legal Assistant II	22.10
30363 - Paralegal/Legal Assistant	27.03
III	
30364 - Paralegal/Legal Assistant IV	32.70
30375 - Petroleum Supply Specialist	27.81
30390 - Photo-Optics Technician	22.73
30395 - Radiation Control Technician	27.81
30461 - Technical Writer I	22.73
30462 - Technical Writer II	27.81
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	25.18
30502 - Weather Forecaster II	30.63
30620 - Weather Observer Combined (see 2)	20.45
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	22.73
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	7.72
31030 - Bus Driver	10.47
31043 - Driver Courier	8.40
31260 - Parking and Lot Attendant	8.66
31290 - Shuttle Bus Driver	9.02
31310 - Taxi Driver	9.08
31361 - Truckdriver Light	9.06
31362 - Truckdriver Medium	9.96
31363 - Truckdriver Heavy	10.57
31364 - Truckdriver Tractor-Trailer	10.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.19
99050 - Desk Clerk	8.85
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.54
I	
99252 - Laboratory Animal Caretaker	14.61
II	
99260 - Marketing Analyst	11.84

99310 - Mortician	25.60
99410 - Pest Controller	13.57
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	11.36
99711 - Recycling Specialist	13.54
99730 - Refuse Collector	9.97
99810 - Sales Clerk	9.01
99820 - School Crossing Guard	13.81
99830 - Survey Party Chief	18.58
99831 - Surveying Aide	15.51
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	13.54
99841 - Vending Machine Repairer	16.20
99842 - Vending Machine Repairer	13.54
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: 3 weeks paid vacation after 1 year of service with a contractor or successor; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and 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.: 2015-5705

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.: 2015-5705
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.

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.

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: Puerto Rico

Area: Puerto Rico Municipios de Cabo Rojo Lajas Sabana Grande San German

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		9.72
01012 - Accounting Clerk II		11.73
01013 - Accounting Clerk III		14.27
01020 - Administrative Assistant		13.07
01035 - Court Reporter		13.69
01041 - Customer Service Representative I		9.00
01042 - Customer Service Representative II		10.12
01043 - Customer Service Representative III		11.04
01051 - Data Entry Operator I		8.72
01052 - Data Entry Operator II		9.96
01060 - Dispatcher Motor Vehicle		10.80
01070 - Document Preparation Clerk		10.32

01090 - Duplicating Machine Operator	10.32
01111 - General Clerk I	8.99
01112 - General Clerk II	9.81
01113 - General Clerk III	11.29
01120 - Housing Referral Assistant	13.48
01141 - Messenger Courier	9.07
01191 - Order Clerk I	9.94
01192 - Order Clerk II	10.85
01261 - Personnel Assistant	10.82
(Employment) I	
01262 - Personnel Assistant	12.10
(Employment) II	
01263 - Personnel Assistant	13.50
(Employment) III	
01270 - Production Control Clerk	14.78
01290 - Rental Clerk	8.91
01300 - Scheduler Maintenance	9.16
01311 - Secretary I	9.13
01312 - Secretary II	10.34
01313 - Secretary III	13.48
01320 - Service Order Dispatcher	10.23
01410 - Supply Technician	13.32
01420 - Survey Worker	10.00
01460 - Switchboard	9.42
Operator/Receptionist	
01531 - Travel Clerk I	12.51
01532 - Travel Clerk II	13.78
01533 - Travel Clerk III	15.20
01611 - Word Processor I	12.35
01612 - Word Processor II	13.86
01613 - Word Processor III	15.51
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	13.01
Fiberglass	
05010 - Automotive Electrician	12.45
05040 - Automotive Glass Installer	11.87
05070 - Automotive Worker	11.87
05110 - Mobile Equipment Servicer	10.74
05130 - Motor Equipment Metal	13.01
Mechanic	
05160 - Motor Equipment Metal Worker	11.87
05190 - Motor Vehicle Mechanic	13.01
05220 - Motor Vehicle Mechanic	10.14
Helper	
05250 - Motor Vehicle Upholstery	11.63
Worker	
05280 - Motor Vehicle Wrecker	11.87
05310 - Painter Automotive	13.70
05340 - Radiator Repair Specialist	11.87
05370 - Tire Repairer	9.43

05400 - Transmission Repair	13.01
Specialist	
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.53
07041 - Cook I	10.37
07042 - Cook II	11.51
07070 - Dishwasher	8.69
07130 - Food Service Worker	8.69
07210 - Meat Cutter	8.74
07260 - Waiter/Waitress	8.90
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	12.45
09040 - Furniture Handler	8.60
09080 - Furniture Refinisher	12.45
09090 - Furniture Refinisher Helper	10.14
09110 - Furniture Repairer Minor	11.67
09130 - Upholsterer	12.45
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.09
11060 - Elevator Operator	9.09
11090 - Gardener	11.41
11122 - Housekeeping Aide	9.09
11150 - Janitor	9.09
11210 - Laborer Grounds Maintenance	8.86
11240 - Maid or Houseman	8.88
11260 - Pruner	9.75
11270 - Tractor Operator	11.48
11330 - Trail Maintenance Worker	8.86
11360 - Window Cleaner	10.06
12000 - Health Occupations	
12010 - Ambulance Driver	10.93
12011 - Breath Alcohol Technician	10.93
12012 - Certified Occupational Therapist Assistant	14.21
12015 - Certified Physical Therapist Assistant	14.21
12020 - Dental Assistant	10.93
12025 - Dental Hygienist	22.76
12030 - EKG Technician	15.69
12035 - Electroneurodiagnostic Technologist	15.69
12040 - Emergency Medical Technician	10.93
12071 - Licensed Practical Nurse I	9.98
12072 - Licensed Practical Nurse II	11.15
12073 - Licensed Practical Nurse III	13.12
12100 - Medical Assistant	9.26

12130 - Medical Laboratory Technician	12.18
12160 - Medical Record Clerk	10.61
12190 - Medical Record Technician	14.10
12195 - Medical Transcriptionist	11.90
12210 - Nuclear Medicine Technologist	22.76
12221 - Nursing Assistant I	10.56
12222 - Nursing Assistant II	11.87
12223 - Nursing Assistant III	12.95
12224 - Nursing Assistant IV	14.54
12235 - Optical Dispenser	11.18
12236 - Optical Technician	11.18
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	15.73
12305 - Radiologic Technologist	11.81
12311 - Registered Nurse I	16.32
12312 - Registered Nurse II	19.96
12313 - Registered Nurse II	19.96
12314 - Registered Nurse III	24.16
12315 - Registered Nurse III	24.16
12316 - Registered Nurse IV	28.95
12317 - Scheduler (Drug and Alcohol Testing)	13.83
12320 - Substance Abuse Treatment Counselor	19.18
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	13.55
13012 - Exhibits Specialist II	16.47
13013 - Exhibits Specialist III	20.14
13041 - Illustrator I	13.62
13042 - Illustrator II	16.87
13043 - Illustrator III	20.63
13047 - Librarian	18.25
13050 - Library Aide/Clerk	10.76
13054 - Library Information Technology Systems Administrator	14.97
13058 - Library Technician	11.30
13061 - Media Specialist I	12.07
13062 - Media Specialist II	13.51
13063 - Media Specialist III	15.06
13071 - Photographer I	14.54
13072 - Photographer II	16.27
13073 - Photographer III	20.15
13074 - Photographer IV	24.65
13075 - Photographer V	29.82

13090 - Technical Order Library Clerk	16.27
13110 - Video Teleconference Technician	12.17
14000 - Information Technology Occupations	
14041 - Computer Operator I	10.09
14042 - Computer Operator II	11.29
14043 - Computer Operator III	13.95
14044 - Computer Operator IV	18.82
14045 - Computer Operator V	20.84
14071 - Computer Programmer I (see 1)	16.35
14072 - Computer Programmer II (see 1)	20.85
14073 - Computer Programmer III (see 1)	24.85
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	24.65
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	10.09
14160 - Personal Computer Support Technician	19.66
14170 - System Support Specialist	21.24
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.61
15020 - Aircrew Training Devices Instructor (Rated)	28.56
15030 - Air Crew Training Devices Instructor (Pilot)	34.23
15050 - Computer Based Training Specialist / Instructor	25.61
15060 - Educational Technologist	22.64
15070 - Flight Instructor (Pilot)	34.23
15080 - Graphic Artist	19.06
15085 - Maintenance Test Pilot Fixed Jet/Prop	34.23
15086 - Maintenance Test Pilot Rotary Wing	34.23
15088 - Non-Maintenance Test/Co-Pilot	34.23
15090 - Technical Instructor	14.07
15095 - Technical Instructor/Course Developer	19.06
15110 - Test Proctor	11.36
15120 - Tutor	11.36
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.14
16030 - Counter Attendant	10.14

16040 - Dry Cleaner	11.16
16070 - Finisher Flatwork Machine	10.14
16090 - Presser Hand	10.14
16110 - Presser Machine Drycleaning	10.14
16130 - Presser Machine Shirts	10.14
16160 - Presser Machine Wearing	10.14
Apparel Laundry	
16190 - Sewing Machine Operator	11.53
16220 - Tailor	11.85
16250 - Washer Machine	10.50
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	11.73
19040 - Tool And Die Maker	13.70
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	9.66
21030 - Material Coordinator	14.78
21040 - Material Expediter	14.78
21050 - Material Handling Laborer	9.11
21071 - Order Filler	8.95
21080 - Production Line Worker (Food Processing)	9.66
21110 - Shipping Packer	10.31
21130 - Shipping/Receiving Clerk	10.31
21140 - Store Worker I	9.18
21150 - Stock Clerk	12.44
21210 - Tools And Parts Attendant	9.66
21410 - Warehouse Specialist	9.66
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.62
23019 - Aircraft Logs and Records Technician	22.57
23021 - Aircraft Mechanic I	25.33
23022 - Aircraft Mechanic II	26.62
23023 - Aircraft Mechanic III	27.73
23040 - Aircraft Mechanic Helper	19.67
23050 - Aircraft Painter	19.10
23060 - Aircraft Servicer	22.57
23070 - Aircraft Survival Flight Equipment Technician	19.10
23080 - Aircraft Worker	23.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.33

23110 - Appliance Mechanic	14.17
23120 - Bicycle Repairer	9.73
23125 - Cable Splicer	16.87
23130 - Carpenter Maintenance	12.45
23140 - Carpet Layer	12.30
23160 - Electrician Maintenance	11.98
23181 - Electronics Technician Maintenance I	13.28
23182 - Electronics Technician Maintenance II	14.32
23183 - Electronics Technician Maintenance III	15.03
23260 - Fabric Worker	12.56
23290 - Fire Alarm System Mechanic	13.66
23310 - Fire Extinguisher Repairer	12.03
23311 - Fuel Distribution System Mechanic	14.78
23312 - Fuel Distribution System Operator	12.12
23370 - General Maintenance Worker	11.88
23380 - Ground Support Equipment Mechanic	25.33
23381 - Ground Support Equipment Servicer	22.57
23382 - Ground Support Equipment Worker	23.04
23391 - Gunsmith I	11.08
23392 - Gunsmith II	12.30
23393 - Gunsmith III	13.66
23410 - Heating Ventilation And Air- Conditioning Mechanic	13.01
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	13.66
23430 - Heavy Equipment Mechanic	13.01
23440 - Heavy Equipment Operator	13.01
23460 - Instrument Mechanic	16.42
23465 - Laboratory/Shelter Mechanic	13.00
23470 - Laborer	9.11
23510 - Locksmith	11.48
23530 - Machinery Maintenance Mechanic	14.62
23550 - Machinist Maintenance	12.56
23580 - Maintenance Trades Helper	9.63
23591 - Metrology Technician I	16.42
23592 - Metrology Technician II	17.26
23593 - Metrology Technician III	17.98
23640 - Millwright	18.02
23710 - Office Appliance Repairer	12.34

23760 - Painter Maintenance	12.45
23790 - Pipefitter Maintenance	13.01
23810 - Plumber Maintenance	12.45
23820 - Pneudraulic Systems Mechanic	13.66
23850 - Rigger	14.18
23870 - Scale Mechanic	13.35
23890 - Sheet-Metal Worker	13.01
Maintenance	
23910 - Small Engine Mechanic	12.58
23931 - Telecommunications Mechanic	16.40
I	
23932 - Telecommunications Mechanic	17.14
II	
23950 - Telephone Lineman	16.14
23960 - Welder Combination	13.01
Maintenance	
23965 - Well Driller	13.07
23970 - Woodcraft Worker	13.66
23980 - Woodworker	10.74
24000 - Personal Needs Occupations	
24550 - Case Manager	10.24
24570 - Child Care Attendant	9.99
24580 - Child Care Center Clerk	12.45
24610 - Chore Aide	8.82
24620 - Family Readiness And Support	10.24
Services	
Coordinator	
24630 - Homemaker	13.01
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	17.26
25040 - Sewage Plant Operator	13.50
25070 - Stationary Engineer	17.26
25190 - Ventilation Equipment Tender	10.95
25210 - Water Treatment Plant	12.56
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.56
27007 - Baggage Inspector	9.44
27008 - Corrections Officer	11.65
27010 - Court Security Officer	11.89
27030 - Detection Dog Handler	10.56
27040 - Detention Officer	11.65
27070 - Firefighter	11.12
27101 - Guard I	9.44
27102 - Guard II	10.56
27131 - Police Officer I	12.95
27132 - Police Officer II	14.38
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.15

28042 - Carnival Equipment Repairer	8.57
28043 - Carnival Worker	7.63
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	12.74
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health	11.68
Facility Attendant	
28515 - Recreation Specialist	14.93
28630 - Sports Official	11.10
28690 - Swimming Pool Operator	15.75
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	13.18
29020 - Hatch Tender	13.18
29030 - Line Handler	13.18
29041 - Stevedore I	11.23
29042 - Stevedore II	13.36
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	13.76
30022 - Archeological Technician II	15.50
30023 - Archeological Technician III	19.06
30030 - Cartographic Technician	17.33
30040 - Civil Engineering Technician	16.48
30051 - Cryogenic Technician I	23.36
30052 - Cryogenic Technician II	25.81
30061 - Drafter/CAD Operator I	13.76
30062 - Drafter/CAD Operator II	15.50
30063 - Drafter/CAD Operator III	17.16
30064 - Drafter/CAD Operator IV	21.12
30081 - Engineering Technician I	14.31
30082 - Engineering Technician II	16.08
30083 - Engineering Technician III	17.97
30084 - Engineering Technician IV	22.26
30085 - Engineering Technician V	27.24
30086 - Engineering Technician VI	33.41
30090 - Environmental Technician	16.29
30095 - Evidence Control Specialist	21.10
30210 - Laboratory Technician	17.50
30221 - Latent Fingerprint	23.36
Technician I	
30222 - Latent Fingerprint	25.81
Technician II	
30240 - Mathematical Technician	19.06
30361 - Paralegal/Legal Assistant I	16.21

30362 - Paralegal/Legal Assistant II	20.09
30363 - Paralegal/Legal Assistant	24.57
III	
30364 - Paralegal/Legal Assistant IV	29.73
30375 - Petroleum Supply Specialist	25.81
30390 - Photo-Optics Technician	20.06
30395 - Radiation Control Technician	25.81
30461 - Technical Writer I	19.75
30462 - Technical Writer II	23.86
30463 - Technical Writer III	27.82
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	23.36
30502 - Weather Forecaster II	28.42
30620 - Weather Observer Combined (see 2)	17.16
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	19.06
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	7.72
31030 - Bus Driver	10.47
31043 - Driver Courier	8.29
31260 - Parking and Lot Attendant	7.25
31290 - Shuttle Bus Driver	9.53
31310 - Taxi Driver	9.53
31361 - Truckdriver Light	8.94
31362 - Truckdriver Medium	9.96
31363 - Truckdriver Heavy	10.57
31364 - Truckdriver Tractor-Trailer	10.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	8.78
99050 - Desk Clerk	8.95
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.54
I	
99252 - Laboratory Animal Caretaker	13.47
II	
99260 - Marketing Analyst	23.46

99310 - Mortician	25.60
99410 - Pest Controller	15.37
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	11.36
99711 - Recycling Specialist	13.54
99730 - Refuse Collector	9.97
99810 - Sales Clerk	8.82
99820 - School Crossing Guard	13.81
99830 - Survey Party Chief	18.58
99831 - Surveying Aide	15.51
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	13.54
99841 - Vending Machine Repairer	16.20
99842 - Vending Machine Repairer	13.54

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: 3 weeks paid vacation after 1 year of service with a contractor or successor; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and 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.: 2015-5707

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.: 2015-5707
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.

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.

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: Puerto Rico

Area: Puerto Rico Municipios de Aguas Buenas Aibonito Barceloneta
Barranquitas Bayamon Caguas Canovanas Carolina Catano Cayey Ceiba
Ciales Cidra Comerio Corozal Dorado Fajardo Florida Guaynabo Gurabo
Humacao Juncos Las Piedras Loiza Luquillo Manati Maunabo Morovis
Naguabo Naranjito Orocovis Rio Grande San Juan San Lorenzo Toa Alta Toa
Baja Trujillo Alto Vega Alta Vega Baja Yabucoa

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		10.72
01012 - Accounting Clerk II		12.04
01013 - Accounting Clerk III		14.27
01020 - Administrative Assistant		15.01
01035 - Court Reporter		13.69
01041 - Customer Service Representative I		10.01
01042 - Customer Service Representative II		11.02
01043 - Customer Service Representative III		12.27

01051 - Data Entry Operator I	9.41
01052 - Data Entry Operator II	10.27
01060 - Dispatcher Motor Vehicle	10.80
01070 - Document Preparation Clerk	11.69
01090 - Duplicating Machine Operator	11.69
01111 - General Clerk I	9.62
01112 - General Clerk II	10.50
01113 - General Clerk III	11.79
01120 - Housing Referral Assistant	13.48
01141 - Messenger Courier	9.29
01191 - Order Clerk I	10.27
01192 - Order Clerk II	11.21
01261 - Personnel Assistant	12.42
(Employment) I	
01262 - Personnel Assistant	13.89
(Employment) II	
01263 - Personnel Assistant	15.48
(Employment) III	
01270 - Production Control Clerk	15.17
01290 - Rental Clerk	9.26
01300 - Scheduler Maintenance	10.15
01311 - Secretary I	10.15
01312 - Secretary II	11.35
01313 - Secretary III	13.48
01320 - Service Order Dispatcher	10.23
01410 - Supply Technician	15.01
01420 - Survey Worker	11.38
01460 - Switchboard	9.00
Operator/Receptionist	
01531 - Travel Clerk I	12.05
01532 - Travel Clerk II	13.28
01533 - Travel Clerk III	14.64
01611 - Word Processor I	11.45
01612 - Word Processor II	12.86
01613 - Word Processor III	14.39
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	13.01
Fiberglass	
05010 - Automotive Electrician	12.45
05040 - Automotive Glass Installer	11.87
05070 - Automotive Worker	11.87
05110 - Mobile Equipment Servicer	10.74
05130 - Motor Equipment Metal	13.01
Mechanic	
05160 - Motor Equipment Metal Worker	11.87
05190 - Motor Vehicle Mechanic	13.01
05220 - Motor Vehicle Mechanic	10.14
Helper	
05250 - Motor Vehicle Upholstery	11.63
Worker	

05280 - Motor Vehicle Wrecker	11.87
05310 - Painter Automotive	13.70
05340 - Radiator Repair Specialist	11.87
05370 - Tire Repairer	9.43
05400 - Transmission Repair Specialist	13.01
Specialist	
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.01
07041 - Cook I	10.23
07042 - Cook II	11.34
07070 - Dishwasher	8.65
07130 - Food Service Worker	8.89
07210 - Meat Cutter	9.02
07260 - Waiter/Waitress	8.79
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	12.45
09040 - Furniture Handler	8.60
09080 - Furniture Refinisher	12.45
09090 - Furniture Refinisher Helper	10.14
09110 - Furniture Repairer Minor	11.67
09130 - Upholsterer	12.45
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.00
11060 - Elevator Operator	8.93
11090 - Gardener	11.81
11122 - Housekeeping Aide	8.93
11150 - Janitor	8.93
11210 - Laborer Grounds Maintenance	9.18
11240 - Maid or Houseman	9.16
11260 - Pruner	9.75
11270 - Tractor Operator	10.95
11330 - Trail Maintenance Worker	9.18
11360 - Window Cleaner	9.89
12000 - Health Occupations	
12010 - Ambulance Driver	10.93
12011 - Breath Alcohol Technician	12.16
12012 - Certified Occupational Therapist Assistant	16.10
12015 - Certified Physical Therapist Assistant	11.30
12020 - Dental Assistant	10.93
12025 - Dental Hygienist	26.37
12030 - EKG Technician	12.93
12035 - Electroneurodiagnostic Technologist	12.93
12040 - Emergency Medical Technician	10.93
12071 - Licensed Practical Nurse I	10.87

12072 - Licensed Practical Nurse II	12.16
12073 - Licensed Practical Nurse III	13.56
12100 - Medical Assistant	12.54
12130 - Medical Laboratory	16.40
Technician	
12160 - Medical Record Clerk	10.61
12190 - Medical Record Technician	14.10
12195 - Medical Transcriptionist	14.36
12210 - Nuclear Medicine	19.39
Technologist	
12221 - Nursing Assistant I	10.42
12222 - Nursing Assistant II	11.73
12223 - Nursing Assistant III	12.78
12224 - Nursing Assistant IV	14.36
12235 - Optical Dispenser	10.86
12236 - Optical Technician	10.16
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	11.90
12305 - Radiologic Technologist	12.75
12311 - Registered Nurse I	16.31
12312 - Registered Nurse II	19.95
12313 - Registered Nurse II	19.95
Specialist	
12314 - Registered Nurse III	24.14
12315 - Registered Nurse III	24.14
Anesthetist	
12316 - Registered Nurse IV	28.93
12317 - Scheduler (Drug and Alcohol	15.07
Testing)	
12320 - Substance Abuse Treatment	12.40
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	12.95
13012 - Exhibits Specialist II	16.04
13013 - Exhibits Specialist III	19.63
13041 - Illustrator I	16.02
13042 - Illustrator II	19.84
13043 - Illustrator III	24.27
13047 - Librarian	17.77
13050 - Library Aide/Clerk	9.78
13054 - Library Information	16.04
Technology Systems	
Administrator	
13058 - Library Technician	10.86
13061 - Media Specialist I	11.58
13062 - Media Specialist II	12.95
13063 - Media Specialist III	14.44
13071 - Photographer I	15.80
13072 - Photographer II	17.68

13073 - Photographer III	21.90
13074 - Photographer IV	26.79
13075 - Photographer V	32.41
13090 - Technical Order Library	11.19
Clerk	
13110 - Video Teleconference	14.26
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	11.02
14042 - Computer Operator II	12.32
14043 - Computer Operator III	13.95
14044 - Computer Operator IV	18.82
14045 - Computer Operator V	20.84
14071 - Computer Programmer I	(see 1) 19.08
14072 - Computer Programmer II	(see 1) 23.63
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1) 23.93
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	11.02
Operator	
14160 - Personal Computer Support	19.66
Technician	
14170 - System Support Specialist	18.49
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	25.61
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	28.96
Instructor (Rated)	
15030 - Air Crew Training Devices	34.70
Instructor (Pilot)	
15050 - Computer Based Training	25.61
Specialist / Instructor	
15060 - Educational Technologist	22.64
15070 - Flight Instructor (Pilot)	34.70
15080 - Graphic Artist	16.96
15085 - Maintenance Test Pilot Fixed	34.70
Jet/Prop	
15086 - Maintenance Test Pilot	34.70
Rotary Wing	
15088 - Non-Maintenance Test/Co-	34.70
Pilot	
15090 - Technical Instructor	15.48
15095 - Technical Instructor/Course	19.17
Developer	
15110 - Test Proctor	12.50
15120 - Tutor	12.50

16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.14
16030 - Counter Attendant	10.14
16040 - Dry Cleaner	11.16
16070 - Finisher Flatwork Machine	10.14
16090 - Presser Hand	10.14
16110 - Presser Machine Drycleaning	10.14
16130 - Presser Machine Shirts	10.14
16160 - Presser Machine Wearing	10.14
Apparel Laundry	
16190 - Sewing Machine Operator	11.53
16220 - Tailor	11.85
16250 - Washer Machine	10.50
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	12.76
19040 - Tool And Die Maker	15.33
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	9.66
21030 - Material Coordinator	15.17
21040 - Material Expediter	15.17
21050 - Material Handling Laborer	10.18
21071 - Order Filler	9.27
21080 - Production Line Worker (Food Processing)	9.66
21110 - Shipping Packer	10.31
21130 - Shipping/Receiving Clerk	10.31
21140 - Store Worker I	9.18
21150 - Stock Clerk	12.44
21210 - Tools And Parts Attendant	9.66
21410 - Warehouse Specialist	9.66
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.62
23019 - Aircraft Logs and Records Technician	22.57
23021 - Aircraft Mechanic I	25.33
23022 - Aircraft Mechanic II	26.62
23023 - Aircraft Mechanic III	27.73
23040 - Aircraft Mechanic Helper	19.67
23050 - Aircraft Painter	21.93
23060 - Aircraft Servicer	22.57
23070 - Aircraft Survival Flight Equipment Technician	21.93
23080 - Aircraft Worker	23.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	23.04

I	
23092 - Aircrew Life Support	25.33
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	14.80
23120 - Bicycle Repairer	11.90
23125 - Cable Splicer	21.50
23130 - Carpenter Maintenance	12.45
23140 - Carpet Layer	13.20
23160 - Electrician Maintenance	13.03
23181 - Electronics Technician	16.72
Maintenance I	
23182 - Electronics Technician	17.67
Maintenance II	
23183 - Electronics Technician	18.57
Maintenance III	
23260 - Fabric Worker	12.56
23290 - Fire Alarm System Mechanic	13.66
23310 - Fire Extinguisher Repairer	12.03
23311 - Fuel Distribution System	17.89
Mechanic	
23312 - Fuel Distribution System	14.66
Operator	
23370 - General Maintenance Worker	11.88
23380 - Ground Support Equipment	25.33
Mechanic	
23381 - Ground Support Equipment	22.57
Servicer	
23382 - Ground Support Equipment	23.04
Worker	
23391 - Gunsmith I	11.90
23392 - Gunsmith II	13.20
23393 - Gunsmith III	14.66
23410 - Heating Ventilation And Air-	13.01
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	13.66
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	13.01
23440 - Heavy Equipment Operator	13.01
23460 - Instrument Mechanic	22.03
23465 - Laboratory/Shelter Mechanic	13.95
23470 - Laborer	10.18
23510 - Locksmith	13.95
23530 - Machinery Maintenance	15.35
Mechanic	
23550 - Machinist Maintenance	13.79
23580 - Maintenance Trades Helper	10.65
23591 - Metrology Technician I	22.03

23592 - Metrology Technician II	23.15
23593 - Metrology Technician III	24.10
23640 - Millwright	18.02
23710 - Office Appliance Repairer	14.61
23760 - Painter Maintenance	12.45
23790 - Pipefitter Maintenance	13.01
23810 - Plumber Maintenance	12.45
23820 - Pneudraulic Systems Mechanic	14.66
23850 - Rigger	17.27
23870 - Scale Mechanic	13.35
23890 - Sheet-Metal Worker	13.01
Maintenance	
23910 - Small Engine Mechanic	13.20
23931 - Telecommunications Mechanic	16.40
I	
23932 - Telecommunications Mechanic	17.14
II	
23950 - Telephone Lineman	16.92
23960 - Welder Combination	13.01
Maintenance	
23965 - Well Driller	14.66
23970 - Woodcraft Worker	14.66
23980 - Woodworker	11.90
24000 - Personal Needs Occupations	
24550 - Case Manager	11.51
24570 - Child Care Attendant	8.86
24580 - Child Care Center Clerk	11.03
24610 - Chore Aide	9.49
24620 - Family Readiness And Support	11.51
Services	
Coordinator	
24630 - Homemaker	11.83
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	19.63
25040 - Sewage Plant Operator	13.96
25070 - Stationary Engineer	19.63
25190 - Ventilation Equipment Tender	14.77
25210 - Water Treatment Plant	13.82
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	9.36
27007 - Baggage Inspector	8.84
27008 - Corrections Officer	15.89
27010 - Court Security Officer	13.63
27030 - Detection Dog Handler	9.88
27040 - Detention Officer	15.89
27070 - Firefighter	13.49
27101 - Guard I	8.84
27102 - Guard II	9.88

27131 - Police Officer I	18.22
27132 - Police Officer II	20.24
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.68
28042 - Carnival Equipment Repairer	12.60
28043 - Carnival Worker	8.85
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	10.54
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	9.09
28515 - Recreation Specialist	15.44
28630 - Sports Official	11.10
28690 - Swimming Pool Operator	13.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	13.18
29020 - Hatch Tender	13.18
29030 - Line Handler	13.18
29041 - Stevedore I	11.50
29042 - Stevedore II	13.36
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	14.37
30022 - Archeological Technician II	16.08
30023 - Archeological Technician III	19.91
30030 - Cartographic Technician	19.91
30040 - Civil Engineering Technician	14.98
30051 - Cryogenic Technician I	22.06
30052 - Cryogenic Technician II	24.36
30061 - Drafter/CAD Operator I	14.37
30062 - Drafter/CAD Operator II	16.08
30063 - Drafter/CAD Operator III	17.92
30064 - Drafter/CAD Operator IV	22.06
30081 - Engineering Technician I	15.46
30082 - Engineering Technician II	17.35
30083 - Engineering Technician III	19.42
30084 - Engineering Technician IV	24.05
30085 - Engineering Technician V	29.43
30086 - Engineering Technician VI	35.60
30090 - Environmental Technician	17.92
30095 - Evidence Control Specialist	19.91
30210 - Laboratory Technician	18.37
30221 - Latent Fingerprint Technician I	22.06

30222 - Latent Fingerprint Technician II	24.36
30240 - Mathematical Technician	19.91
30361 - Paralegal/Legal Assistant I	17.30
30362 - Paralegal/Legal Assistant II	21.43
30363 - Paralegal/Legal Assistant	26.22
III	
30364 - Paralegal/Legal Assistant IV	31.73
30375 - Petroleum Supply Specialist	24.36
30390 - Photo-Optics Technician	18.96
30395 - Radiation Control Technician	24.36
30461 - Technical Writer I	20.20
30462 - Technical Writer II	24.70
30463 - Technical Writer III	29.89
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	22.06
30502 - Weather Forecaster II	26.82
30620 - Weather Observer Combined (see 2)	17.92
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	19.91
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	10.10
31030 - Bus Driver	13.67
31043 - Driver Courier	8.58
31260 - Parking and Lot Attendant	8.94
31290 - Shuttle Bus Driver	9.26
31310 - Taxi Driver	9.21
31361 - Truckdriver Light	9.26
31362 - Truckdriver Medium	9.96
31363 - Truckdriver Heavy	10.57
31364 - Truckdriver Tractor-Trailer	10.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.02
99050 - Desk Clerk	10.02
99095 - Embalmer	25.60
99130 - Flight Follower	25.60

99251 - Laboratory Animal Caretaker	9.35
I	
99252 - Laboratory Animal Caretaker	10.09
II	
99260 - Marketing Analyst	14.77
99310 - Mortician	25.60
99410 - Pest Controller	10.48
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	10.11
99711 - Recycling Specialist	12.05
99730 - Refuse Collector	9.13
99810 - Sales Clerk	9.28
99820 - School Crossing Guard	13.81
99830 - Survey Party Chief	14.73
99831 - Surveying Aide	12.30
99832 - Surveying Technician	13.40
99840 - Vending Machine Attendant	9.21
99841 - Vending Machine Repairer	10.22
99842 - Vending Machine Repairer	10.04
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: 3 weeks paid vacation after 1 year of service with a contractor or

successor; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and 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.: 2015-5711

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.: 2015-5711
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.

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.

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: Puerto Rico

Area: Puerto Rico Municipios de Adjuntas Jayuya Las Marias Maricao

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		9.72
01012 - Accounting Clerk II		11.73
01013 - Accounting Clerk III		14.27
01020 - Administrative Assistant		14.77
01035 - Court Reporter		13.69
01041 - Customer Service Representative I		9.29
01042 - Customer Service Representative II		10.44
01043 - Customer Service Representative III		11.39
01051 - Data Entry Operator I		8.71
01052 - Data Entry Operator II		9.96
01060 - Dispatcher Motor Vehicle		10.80
01070 - Document Preparation Clerk		10.32

01090 - Duplicating Machine Operator	10.32
01111 - General Clerk I	8.99
01112 - General Clerk II	9.81
01113 - General Clerk III	11.29
01120 - Housing Referral Assistant	13.48
01141 - Messenger Courier	8.26
01191 - Order Clerk I	9.94
01192 - Order Clerk II	10.85
01261 - Personnel Assistant	10.82
(Employment) I	
01262 - Personnel Assistant	12.10
(Employment) II	
01263 - Personnel Assistant	13.50
(Employment) III	
01270 - Production Control Clerk	16.26
01290 - Rental Clerk	8.85
01300 - Scheduler Maintenance	9.14
01311 - Secretary I	9.14
01312 - Secretary II	10.34
01313 - Secretary III	13.48
01320 - Service Order Dispatcher	10.23
01410 - Supply Technician	14.77
01420 - Survey Worker	10.26
01460 - Switchboard	8.00
Operator/Receptionist	
01531 - Travel Clerk I	12.51
01532 - Travel Clerk II	13.78
01533 - Travel Clerk III	15.20
01611 - Word Processor I	11.90
01612 - Word Processor II	13.38
01613 - Word Processor III	14.96
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	13.01
Fiberglass	
05010 - Automotive Electrician	12.45
05040 - Automotive Glass Installer	11.87
05070 - Automotive Worker	11.87
05110 - Mobile Equipment Servicer	10.74
05130 - Motor Equipment Metal	13.01
Mechanic	
05160 - Motor Equipment Metal Worker	11.87
05190 - Motor Vehicle Mechanic	13.01
05220 - Motor Vehicle Mechanic	10.14
Helper	
05250 - Motor Vehicle Upholstery	11.63
Worker	
05280 - Motor Vehicle Wrecker	11.87
05310 - Painter Automotive	13.70
05340 - Radiator Repair Specialist	11.87
05370 - Tire Repairer	9.43

05400 - Transmission Repair	13.01
Specialist	
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.31
07041 - Cook I	10.69
07042 - Cook II	11.74
07070 - Dishwasher	7.98
07130 - Food Service Worker	9.03
07210 - Meat Cutter	8.86
07260 - Waiter/Waitress	8.77
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.49
09040 - Furniture Handler	9.62
09080 - Furniture Refinisher	14.49
09090 - Furniture Refinisher Helper	11.46
09110 - Furniture Repairer Minor	13.01
09130 - Upholsterer	14.49
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.32
11060 - Elevator Operator	9.32
11090 - Gardener	11.33
11122 - Housekeeping Aide	9.43
11150 - Janitor	9.43
11210 - Laborer Grounds Maintenance	8.81
11240 - Maid or Houseman	8.73
11260 - Pruner	10.72
11270 - Tractor Operator	12.19
11330 - Trail Maintenance Worker	8.81
11360 - Window Cleaner	10.33
12000 - Health Occupations	
12010 - Ambulance Driver	12.02
12011 - Breath Alcohol Technician	11.08
12012 - Certified Occupational Therapist Assistant	13.82
12015 - Certified Physical Therapist Assistant	
12015 - Certified Physical Therapist Assistant	9.96
12020 - Dental Assistant	
12020 - Dental Assistant	12.02
12025 - Dental Hygienist	
12025 - Dental Hygienist	17.72
12030 - EKG Technician	
12030 - EKG Technician	12.34
12035 - Electroneurodiagnostic Technologist	
12035 - Electroneurodiagnostic Technologist	12.34
12040 - Emergency Medical Technician	
12040 - Emergency Medical Technician	12.02
12071 - Licensed Practical Nurse I	
12071 - Licensed Practical Nurse I	9.98
12072 - Licensed Practical Nurse II	
12072 - Licensed Practical Nurse II	11.15
12073 - Licensed Practical Nurse III	
12073 - Licensed Practical Nurse III	13.12
12100 - Medical Assistant	
12100 - Medical Assistant	13.01

12130 - Medical Laboratory Technician	12.34
12160 - Medical Record Clerk	11.67
12190 - Medical Record Technician	15.49
12195 - Medical Transcriptionist	11.90
12210 - Nuclear Medicine Technologist	18.62
12221 - Nursing Assistant I	10.38
12222 - Nursing Assistant II	11.68
12223 - Nursing Assistant III	12.74
12224 - Nursing Assistant IV	14.30
12235 - Optical Dispenser	11.18
12236 - Optical Technician	11.18
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.54
12305 - Radiologic Technologist	12.99
12311 - Registered Nurse I	15.39
12312 - Registered Nurse II	18.83
12313 - Registered Nurse II	18.83
12314 - Registered Nurse III	22.78
12315 - Registered Nurse III	22.78
12316 - Registered Nurse IV	27.31
12317 - Scheduler (Drug and Alcohol Testing)	13.82
12320 - Substance Abuse Treatment Counselor	13.82
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	14.62
13012 - Exhibits Specialist II	18.10
13013 - Exhibits Specialist III	22.15
13041 - Illustrator I	14.62
13042 - Illustrator II	18.10
13043 - Illustrator III	22.15
13047 - Librarian	20.05
13050 - Library Aide/Clerk	11.64
13054 - Library Information Technology Systems Administrator	16.63
13058 - Library Technician	13.43
13061 - Media Specialist I	13.06
13062 - Media Specialist II	14.62
13063 - Media Specialist III	16.29
13071 - Photographer I	14.30
13072 - Photographer II	16.00
13073 - Photographer III	19.82
13074 - Photographer IV	24.24
13075 - Photographer V	29.33

13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	13.06
14000 - Information Technology Occupations	
14041 - Computer Operator I	10.09
14042 - Computer Operator II	11.29
14043 - Computer Operator III	13.95
14044 - Computer Operator IV	18.82
14045 - Computer Operator V	20.84
14071 - Computer Programmer I (see 1)	16.35
14072 - Computer Programmer II (see 1)	20.85
14073 - Computer Programmer III (see 1)	24.85
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	25.35
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	10.09
14160 - Personal Computer Support Technician	19.66
14170 - System Support Specialist	21.24
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.61
15020 - Aircrew Training Devices Instructor (Rated)	28.56
15030 - Air Crew Training Devices Instructor (Pilot)	34.23
15050 - Computer Based Training Specialist / Instructor	25.61
15060 - Educational Technologist	22.64
15070 - Flight Instructor (Pilot)	34.23
15080 - Graphic Artist	19.06
15085 - Maintenance Test Pilot Fixed Jet/Prop	34.23
15086 - Maintenance Test Pilot Rotary Wing	34.23
15088 - Non-Maintenance Test/Co-Pilot	34.23
15090 - Technical Instructor	14.07
15095 - Technical Instructor/Course Developer	19.06
15110 - Test Proctor	11.36
15120 - Tutor	11.36
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.14
16030 - Counter Attendant	10.14

16040 - Dry Cleaner	11.16
16070 - Finisher Flatwork Machine	10.14
16090 - Presser Hand	10.14
16110 - Presser Machine Drycleaning	10.14
16130 - Presser Machine Shirts	10.14
16160 - Presser Machine Wearing	10.14
Apparel Laundry	
16190 - Sewing Machine Operator	11.53
16220 - Tailor	11.85
16250 - Washer Machine	10.50
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	14.49
19040 - Tool And Die Maker	17.41
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	9.66
21030 - Material Coordinator	16.26
21040 - Material Expediter	16.26
21050 - Material Handling Laborer	10.37
21071 - Order Filler	9.79
21080 - Production Line Worker (Food Processing)	9.66
21110 - Shipping Packer	11.43
21130 - Shipping/Receiving Clerk	11.43
21140 - Store Worker I	9.18
21150 - Stock Clerk	12.44
21210 - Tools And Parts Attendant	9.66
21410 - Warehouse Specialist	9.66
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.62
23019 - Aircraft Logs and Records Technician	22.57
23021 - Aircraft Mechanic I	25.33
23022 - Aircraft Mechanic II	26.62
23023 - Aircraft Mechanic III	27.73
23040 - Aircraft Mechanic Helper	19.67
23050 - Aircraft Painter	19.10
23060 - Aircraft Servicer	22.57
23070 - Aircraft Survival Flight Equipment Technician	19.10
23080 - Aircraft Worker	23.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.33

23110 - Appliance Mechanic	14.49
23120 - Bicycle Repairer	12.37
23125 - Cable Splicer	16.87
23130 - Carpenter Maintenance	12.45
23140 - Carpet Layer	13.71
23160 - Electrician Maintenance	15.23
23181 - Electronics Technician Maintenance I	13.71
23182 - Electronics Technician Maintenance II	14.49
23183 - Electronics Technician Maintenance III	15.23
23260 - Fabric Worker	13.01
23290 - Fire Alarm System Mechanic	15.23
23310 - Fire Extinguisher Repairer	12.37
23311 - Fuel Distribution System Mechanic	15.23
23312 - Fuel Distribution System Operator	12.37
23370 - General Maintenance Worker	13.07
23380 - Ground Support Equipment Mechanic	25.33
23381 - Ground Support Equipment Servicer	22.57
23382 - Ground Support Equipment Worker	23.04
23391 - Gunsmith I	12.37
23392 - Gunsmith II	13.71
23393 - Gunsmith III	15.23
23410 - Heating Ventilation And Air- Conditioning Mechanic	15.23
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	15.03
23430 - Heavy Equipment Mechanic	15.23
23440 - Heavy Equipment Operator	14.48
23460 - Instrument Mechanic	16.42
23465 - Laboratory/Shelter Mechanic	14.49
23470 - Laborer	10.37
23510 - Locksmith	14.49
23530 - Machinery Maintenance Mechanic	15.54
23550 - Machinist Maintenance	15.93
23580 - Maintenance Trades Helper	11.46
23591 - Metrology Technician I	16.42
23592 - Metrology Technician II	17.26
23593 - Metrology Technician III	17.98
23640 - Millwright	18.02
23710 - Office Appliance Repairer	14.49

23760 - Painter Maintenance	14.49
23790 - Pipefitter Maintenance	15.23
23810 - Plumber Maintenance	14.49
23820 - Pneudraulic Systems Mechanic	15.23
23850 - Rigger	15.23
23870 - Scale Mechanic	13.71
23890 - Sheet-Metal Worker	15.23
Maintenance	
23910 - Small Engine Mechanic	13.71
23931 - Telecommunications Mechanic	16.40
I	
23932 - Telecommunications Mechanic	17.14
II	
23950 - Telephone Lineman	16.14
23960 - Welder Combination	15.23
Maintenance	
23965 - Well Driller	15.23
23970 - Woodcraft Worker	15.23
23980 - Woodworker	12.37
24000 - Personal Needs Occupations	
24550 - Case Manager	10.24
24570 - Child Care Attendant	8.86
24580 - Child Care Center Clerk	11.38
24610 - Chore Aide	9.34
24620 - Family Readiness And Support	10.24
Services	
Coordinator	
24630 - Homemaker	11.83
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	17.26
25040 - Sewage Plant Operator	14.49
25070 - Stationary Engineer	17.26
25190 - Ventilation Equipment Tender	11.46
25210 - Water Treatment Plant	14.49
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.02
27007 - Baggage Inspector	8.96
27008 - Corrections Officer	11.65
27010 - Court Security Officer	11.89
27030 - Detection Dog Handler	10.02
27040 - Detention Officer	11.65
27070 - Firefighter	11.12
27101 - Guard I	8.96
27102 - Guard II	10.02
27131 - Police Officer I	12.95
27132 - Police Officer II	14.38
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.15

28042 - Carnival Equipment Repairer	8.57
28043 - Carnival Worker	7.63
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	12.95
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health	11.87
Facility Attendant	
28515 - Recreation Specialist	15.28
28630 - Sports Official	11.10
28690 - Swimming Pool Operator	15.75
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	13.71
29020 - Hatch Tender	13.71
29030 - Line Handler	13.71
29041 - Stevedore I	13.01
29042 - Stevedore II	14.49
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	13.76
30022 - Archeological Technician II	15.50
30023 - Archeological Technician III	19.06
30030 - Cartographic Technician	17.33
30040 - Civil Engineering Technician	16.48
30051 - Cryogenic Technician I	22.66
30052 - Cryogenic Technician II	25.03
30061 - Drafter/CAD Operator I	13.76
30062 - Drafter/CAD Operator II	15.50
30063 - Drafter/CAD Operator III	17.16
30064 - Drafter/CAD Operator IV	21.12
30081 - Engineering Technician I	13.15
30082 - Engineering Technician II	14.76
30083 - Engineering Technician III	16.52
30084 - Engineering Technician IV	20.46
30085 - Engineering Technician V	25.03
30086 - Engineering Technician VI	30.37
30090 - Environmental Technician	16.29
30095 - Evidence Control Specialist	20.46
30210 - Laboratory Technician	17.50
30221 - Latent Fingerprint	22.66
Technician I	
30222 - Latent Fingerprint	25.03
Technician II	
30240 - Mathematical Technician	19.06
30361 - Paralegal/Legal Assistant I	13.40

30362 - Paralegal/Legal Assistant II	16.60
30363 - Paralegal/Legal Assistant	20.31
III	
30364 - Paralegal/Legal Assistant IV	24.57
30375 - Petroleum Supply Specialist	25.03
30390 - Photo-Optics Technician	20.06
30395 - Radiation Control Technician	25.03
30461 - Technical Writer I	19.75
30462 - Technical Writer II	23.86
30463 - Technical Writer III	27.82
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	
30494 - Unexploded (UXO) Safety	25.60
Escort	
30495 - Unexploded (UXO) Sweep	25.60
Personnel	
30501 - Weather Forecaster I	22.66
30502 - Weather Forecaster II	27.56
30620 - Weather Observer Combined (see 2)	17.16
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	19.06
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	7.72
31030 - Bus Driver	10.47
31043 - Driver Courier	8.20
31260 - Parking and Lot Attendant	7.25
31290 - Shuttle Bus Driver	8.86
31310 - Taxi Driver	9.08
31361 - Truckdriver Light	8.85
31362 - Truckdriver Medium	9.96
31363 - Truckdriver Heavy	10.57
31364 - Truckdriver Tractor-Trailer	10.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	8.96
99050 - Desk Clerk	12.38
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.54
I	
99252 - Laboratory Animal Caretaker	14.61
II	
99260 - Marketing Analyst	23.46

99310 - Mortician	25.60
99410 - Pest Controller	15.37
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	11.36
99711 - Recycling Specialist	13.54
99730 - Refuse Collector	9.97
99810 - Sales Clerk	9.13
99820 - School Crossing Guard	13.81
99830 - Survey Party Chief	18.58
99831 - Surveying Aide	15.51
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	13.54
99841 - Vending Machine Repairer	16.20
99842 - Vending Machine Repairer	13.54
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: 3 weeks paid vacation after 1 year of service with a contractor or successor; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and 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.: 2015-5713

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.: 2015-5713
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.

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.

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: Puerto Rico

Area: Puerto Rico Municipios de Coamo Culebra Salinas Santa Isabel Vieques

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		9.72
01012 - Accounting Clerk II		11.73
01013 - Accounting Clerk III		14.27
01020 - Administrative Assistant		13.07
01035 - Court Reporter		13.69
01041 - Customer Service Representative I		9.51
01042 - Customer Service Representative II		10.69
01043 - Customer Service Representative III		11.66
01051 - Data Entry Operator I		8.71
01052 - Data Entry Operator II		9.96
01060 - Dispatcher Motor Vehicle		10.80
01070 - Document Preparation Clerk		10.32

01090 - Duplicating Machine Operator	10.32
01111 - General Clerk I	8.99
01112 - General Clerk II	9.81
01113 - General Clerk III	11.29
01120 - Housing Referral Assistant	13.48
01141 - Messenger Courier	8.26
01191 - Order Clerk I	9.94
01192 - Order Clerk II	10.85
01261 - Personnel Assistant	10.82
(Employment) I	
01262 - Personnel Assistant	12.10
(Employment) II	
01263 - Personnel Assistant	13.50
(Employment) III	
01270 - Production Control Clerk	16.26
01290 - Rental Clerk	8.96
01300 - Scheduler Maintenance	9.05
01311 - Secretary I	9.05
01312 - Secretary II	10.34
01313 - Secretary III	13.48
01320 - Service Order Dispatcher	10.23
01410 - Supply Technician	13.32
01420 - Survey Worker	10.26
01460 - Switchboard	7.99
Operator/Receptionist	
01531 - Travel Clerk I	12.51
01532 - Travel Clerk II	13.78
01533 - Travel Clerk III	15.20
01611 - Word Processor I	11.90
01612 - Word Processor II	13.38
01613 - Word Processor III	14.96
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	13.01
Fiberglass	
05010 - Automotive Electrician	12.45
05040 - Automotive Glass Installer	11.87
05070 - Automotive Worker	11.87
05110 - Mobile Equipment Servicer	10.74
05130 - Motor Equipment Metal	13.01
Mechanic	
05160 - Motor Equipment Metal Worker	11.87
05190 - Motor Vehicle Mechanic	13.01
05220 - Motor Vehicle Mechanic	10.14
Helper	
05250 - Motor Vehicle Upholstery	11.63
Worker	
05280 - Motor Vehicle Wrecker	11.87
05310 - Painter Automotive	13.70
05340 - Radiator Repair Specialist	11.87
05370 - Tire Repairer	9.43

05400 - Transmission Repair	13.01
Specialist	
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.70
07041 - Cook I	11.70
07042 - Cook II	12.91
07070 - Dishwasher	8.78
07130 - Food Service Worker	9.03
07210 - Meat Cutter	9.31
07260 - Waiter/Waitress	8.77
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.70
09040 - Furniture Handler	9.46
09080 - Furniture Refinisher	13.70
09090 - Furniture Refinisher Helper	11.15
09110 - Furniture Repairer Minor	12.84
09130 - Upholsterer	13.70
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.29
11060 - Elevator Operator	9.29
11090 - Gardener	11.33
11122 - Housekeeping Aide	9.29
11150 - Janitor	9.29
11210 - Laborer Grounds Maintenance	8.81
11240 - Maid or Houseman	8.73
11260 - Pruner	9.75
11270 - Tractor Operator	10.50
11330 - Trail Maintenance Worker	8.81
11360 - Window Cleaner	10.29
12000 - Health Occupations	
12010 - Ambulance Driver	12.02
12011 - Breath Alcohol Technician	11.08
12012 - Certified Occupational Therapist Assistant	13.82
12015 - Certified Physical Therapist Assistant	9.96
12020 - Dental Assistant	12.02
12025 - Dental Hygienist	17.72
12030 - EKG Technician	12.34
12035 - Electroneurodiagnostic Technologist	12.34
12040 - Emergency Medical Technician	12.02
12071 - Licensed Practical Nurse I	9.98
12072 - Licensed Practical Nurse II	11.50
12073 - Licensed Practical Nurse III	13.12
12100 - Medical Assistant	13.01

12130 - Medical Laboratory Technician	12.34
12160 - Medical Record Clerk	11.67
12190 - Medical Record Technician	15.49
12195 - Medical Transcriptionist	11.90
12210 - Nuclear Medicine Technologist	18.62
12221 - Nursing Assistant I	10.38
12222 - Nursing Assistant II	11.68
12223 - Nursing Assistant III	12.74
12224 - Nursing Assistant IV	14.30
12235 - Optical Dispenser	11.18
12236 - Optical Technician	11.18
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	14.40
12305 - Radiologic Technologist	12.91
12311 - Registered Nurse I	13.69
12312 - Registered Nurse II	16.75
12313 - Registered Nurse II	16.75
12314 - Registered Nurse III	20.27
12315 - Registered Nurse III	20.27
12316 - Registered Nurse IV	24.29
12317 - Scheduler (Drug and Alcohol Testing)	13.83
12320 - Substance Abuse Treatment Counselor	13.83
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	14.62
13012 - Exhibits Specialist II	18.10
13013 - Exhibits Specialist III	22.15
13041 - Illustrator I	14.62
13042 - Illustrator II	18.10
13043 - Illustrator III	22.15
13047 - Librarian	20.05
13050 - Library Aide/Clerk	11.64
13054 - Library Information Technology Systems Administrator	16.63
13058 - Library Technician	13.43
13061 - Media Specialist I	13.06
13062 - Media Specialist II	14.62
13063 - Media Specialist III	16.29
13071 - Photographer I	14.30
13072 - Photographer II	16.00
13073 - Photographer III	19.82
13074 - Photographer IV	24.24
13075 - Photographer V	29.33

13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	13.06
14000 - Information Technology Occupations	
14041 - Computer Operator I	10.09
14042 - Computer Operator II	11.29
14043 - Computer Operator III	13.95
14044 - Computer Operator IV	18.82
14045 - Computer Operator V	20.84
14071 - Computer Programmer I (see 1)	16.35
14072 - Computer Programmer II (see 1)	20.85
14073 - Computer Programmer III (see 1)	24.85
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	25.35
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	10.09
14160 - Personal Computer Support Technician	19.66
14170 - System Support Specialist	21.24
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.61
15020 - Aircrew Training Devices Instructor (Rated)	28.56
15030 - Air Crew Training Devices Instructor (Pilot)	34.23
15050 - Computer Based Training Specialist / Instructor	25.61
15060 - Educational Technologist	22.64
15070 - Flight Instructor (Pilot)	34.23
15080 - Graphic Artist	19.06
15085 - Maintenance Test Pilot Fixed Jet/Prop	34.23
15086 - Maintenance Test Pilot Rotary Wing	34.23
15088 - Non-Maintenance Test/Co-Pilot	34.23
15090 - Technical Instructor	14.07
15095 - Technical Instructor/Course Developer	19.06
15110 - Test Proctor	11.36
15120 - Tutor	11.36
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.14
16030 - Counter Attendant	10.14

16040 - Dry Cleaner	11.16
16070 - Finisher Flatwork Machine	10.14
16090 - Presser Hand	10.14
16110 - Presser Machine Drycleaning	10.14
16130 - Presser Machine Shirts	10.14
16160 - Presser Machine Wearing	10.14
Apparel Laundry	
16190 - Sewing Machine Operator	11.53
16220 - Tailor	11.85
16250 - Washer Machine	10.50
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	12.90
19040 - Tool And Die Maker	14.84
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	9.66
21030 - Material Coordinator	16.26
21040 - Material Expediter	16.26
21050 - Material Handling Laborer	10.11
21071 - Order Filler	9.79
21080 - Production Line Worker (Food Processing)	9.66
21110 - Shipping Packer	11.43
21130 - Shipping/Receiving Clerk	11.43
21140 - Store Worker I	9.18
21150 - Stock Clerk	12.44
21210 - Tools And Parts Attendant	9.66
21410 - Warehouse Specialist	9.66
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.62
23019 - Aircraft Logs and Records Technician	22.57
23021 - Aircraft Mechanic I	25.33
23022 - Aircraft Mechanic II	26.62
23023 - Aircraft Mechanic III	27.73
23040 - Aircraft Mechanic Helper	19.67
23050 - Aircraft Painter	19.10
23060 - Aircraft Servicer	22.57
23070 - Aircraft Survival Flight Equipment Technician	19.10
23080 - Aircraft Worker	23.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.33

23110 - Appliance Mechanic	14.49
23120 - Bicycle Repairer	10.37
23125 - Cable Splicer	16.87
23130 - Carpenter Maintenance	12.45
23140 - Carpet Layer	13.53
23160 - Electrician Maintenance	13.13
23181 - Electronics Technician Maintenance I	13.71
23182 - Electronics Technician Maintenance II	14.49
23183 - Electronics Technician Maintenance III	15.23
23260 - Fabric Worker	13.01
23290 - Fire Alarm System Mechanic	15.03
23310 - Fire Extinguisher Repairer	12.37
23311 - Fuel Distribution System Mechanic	15.23
23312 - Fuel Distribution System Operator	12.37
23370 - General Maintenance Worker	12.40
23380 - Ground Support Equipment Mechanic	25.33
23381 - Ground Support Equipment Servicer	22.57
23382 - Ground Support Equipment Worker	23.04
23391 - Gunsmith I	12.19
23392 - Gunsmith II	13.53
23393 - Gunsmith III	15.03
23410 - Heating Ventilation And Air- Conditioning Mechanic	14.31
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	15.03
23430 - Heavy Equipment Mechanic	14.31
23440 - Heavy Equipment Operator	13.01
23460 - Instrument Mechanic	16.42
23465 - Laboratory/Shelter Mechanic	14.30
23470 - Laborer	10.11
23510 - Locksmith	12.63
23530 - Machinery Maintenance Mechanic	15.54
23550 - Machinist Maintenance	13.82
23580 - Maintenance Trades Helper	10.59
23591 - Metrology Technician I	16.42
23592 - Metrology Technician II	17.26
23593 - Metrology Technician III	17.98
23640 - Millwright	18.02
23710 - Office Appliance Repairer	13.57

23760 - Painter Maintenance	13.70
23790 - Pipefitter Maintenance	14.31
23810 - Plumber Maintenance	13.70
23820 - Pneudraulic Systems Mechanic	15.03
23850 - Rigger	15.23
23870 - Scale Mechanic	13.71
23890 - Sheet-Metal Worker	14.31
Maintenance	
23910 - Small Engine Mechanic	13.71
23931 - Telecommunications Mechanic	16.40
I	
23932 - Telecommunications Mechanic	17.14
II	
23950 - Telephone Lineman	16.14
23960 - Welder Combination	14.31
Maintenance	
23965 - Well Driller	14.38
23970 - Woodcraft Worker	15.03
23980 - Woodworker	11.81
24000 - Personal Needs Occupations	
24550 - Case Manager	11.26
24570 - Child Care Attendant	8.86
24580 - Child Care Center Clerk	11.38
24610 - Chore Aide	8.71
24620 - Family Readiness And Support	11.26
Services	
Coordinator	
24630 - Homemaker	11.83
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	17.26
25040 - Sewage Plant Operator	14.49
25070 - Stationary Engineer	17.26
25190 - Ventilation Equipment Tender	11.46
25210 - Water Treatment Plant	13.82
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.02
27007 - Baggage Inspector	8.96
27008 - Corrections Officer	11.65
27010 - Court Security Officer	11.89
27030 - Detection Dog Handler	10.02
27040 - Detention Officer	11.65
27070 - Firefighter	11.12
27101 - Guard I	8.96
27102 - Guard II	10.02
27131 - Police Officer I	12.95
27132 - Police Officer II	14.38
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.15

28042 - Carnival Equipment Repairer	8.57
28043 - Carnival Worker	7.63
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health	9.75
Facility Attendant	
28515 - Recreation Specialist	15.28
28630 - Sports Official	11.10
28690 - Swimming Pool Operator	15.75
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	13.71
29020 - Hatch Tender	13.71
29030 - Line Handler	13.71
29041 - Stevedore I	12.35
29042 - Stevedore II	14.49
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	13.76
30022 - Archeological Technician II	15.50
30023 - Archeological Technician III	19.06
30030 - Cartographic Technician	17.33
30040 - Civil Engineering Technician	16.48
30051 - Cryogenic Technician I	22.66
30052 - Cryogenic Technician II	25.03
30061 - Drafter/CAD Operator I	13.76
30062 - Drafter/CAD Operator II	15.50
30063 - Drafter/CAD Operator III	17.16
30064 - Drafter/CAD Operator IV	21.12
30081 - Engineering Technician I	13.15
30082 - Engineering Technician II	14.76
30083 - Engineering Technician III	16.52
30084 - Engineering Technician IV	20.46
30085 - Engineering Technician V	25.03
30086 - Engineering Technician VI	30.37
30090 - Environmental Technician	16.29
30095 - Evidence Control Specialist	20.46
30210 - Laboratory Technician	17.50
30221 - Latent Fingerprint	22.66
Technician I	
30222 - Latent Fingerprint	25.03
Technician II	
30240 - Mathematical Technician	19.06
30361 - Paralegal/Legal Assistant I	13.40

30362 - Paralegal/Legal Assistant II	16.60
30363 - Paralegal/Legal Assistant	20.31
III	
30364 - Paralegal/Legal Assistant IV	24.57
30375 - Petroleum Supply Specialist	25.03
30390 - Photo-Optics Technician	20.06
30395 - Radiation Control Technician	25.03
30461 - Technical Writer I	19.75
30462 - Technical Writer II	23.86
30463 - Technical Writer III	27.82
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	
30494 - Unexploded (UXO) Safety	25.60
Escort	
30495 - Unexploded (UXO) Sweep	25.60
Personnel	
30501 - Weather Forecaster I	22.66
30502 - Weather Forecaster II	27.56
30620 - Weather Observer Combined (see 2)	17.16
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	19.06
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	7.72
31030 - Bus Driver	10.47
31043 - Driver Courier	8.20
31260 - Parking and Lot Attendant	7.25
31290 - Shuttle Bus Driver	8.86
31310 - Taxi Driver	9.08
31361 - Truckdriver Light	8.85
31362 - Truckdriver Medium	9.96
31363 - Truckdriver Heavy	10.57
31364 - Truckdriver Tractor-Trailer	10.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	8.96
99050 - Desk Clerk	11.46
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.54
I	
99252 - Laboratory Animal Caretaker	14.61
II	
99260 - Marketing Analyst	23.46

99310 - Mortician	25.60
99410 - Pest Controller	15.37
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	11.36
99711 - Recycling Specialist	13.54
99730 - Refuse Collector	9.97
99810 - Sales Clerk	9.13
99820 - School Crossing Guard	13.81
99830 - Survey Party Chief	18.58
99831 - Surveying Aide	15.51
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	13.54
99841 - Vending Machine Repairer	16.20
99842 - Vending Machine Repairer	13.54

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: 3 weeks paid vacation after 1 year of service with a contractor or successor; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and 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.: 2015-5715

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.: 2015-5715
Revision No.: 14
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.

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.

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: Virgin Islands

Area: Virgin Islands Statewide

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.46
01012 - Accounting Clerk II		18.49
01013 - Accounting Clerk III		20.68
01020 - Administrative Assistant		23.29
01035 - Court Reporter		18.26
01041 - Customer Service Representative I		12.94
01042 - Customer Service Representative II		14.55
01043 - Customer Service Representative III		15.87
01051 - Data Entry Operator I		13.79
01052 - Data Entry Operator II		15.05
01060 - Dispatcher Motor Vehicle		16.62
01070 - Document Preparation Clerk		14.54

01090 - Duplicating Machine Operator	14.54
01111 - General Clerk I	13.48
01112 - General Clerk II	14.71
01113 - General Clerk III	16.52
01120 - Housing Referral Assistant	20.36
01141 - Messenger Courier	16.02
01191 - Order Clerk I	13.33
01192 - Order Clerk II	14.54
01261 - Personnel Assistant	16.82
(Employment) I	
01262 - Personnel Assistant	18.80
(Employment) II	
01263 - Personnel Assistant	20.96
(Employment) III	
01270 - Production Control Clerk	20.37
01290 - Rental Clerk	12.40
01300 - Scheduler Maintenance	16.32
01311 - Secretary I	16.32
01312 - Secretary II	18.26
01313 - Secretary III	20.36
01320 - Service Order Dispatcher	14.85
01410 - Supply Technician	23.29
01420 - Survey Worker	17.67
01460 - Switchboard	13.41
Operator/Receptionist	
01531 - Travel Clerk I	12.51
01532 - Travel Clerk II	13.78
01533 - Travel Clerk III	15.20
01611 - Word Processor I	14.54
01612 - Word Processor II	16.32
01613 - Word Processor III	18.26
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	17.16
Fiberglass	
05010 - Automotive Electrician	16.33
05040 - Automotive Glass Installer	15.45
05070 - Automotive Worker	15.45
05110 - Mobile Equipment Servicer	13.94
05130 - Motor Equipment Metal	17.16
Mechanic	
05160 - Motor Equipment Metal Worker	15.45
05190 - Motor Vehicle Mechanic	17.28
05220 - Motor Vehicle Mechanic	12.92
Helper	
05250 - Motor Vehicle Upholstery	14.66
Worker	
05280 - Motor Vehicle Wrecker	15.45
05310 - Painter Automotive	16.33
05340 - Radiator Repair Specialist	15.45
05370 - Tire Repairer	13.84

05400 - Transmission Repair	17.16
Specialist	
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.39
07041 - Cook I	13.08
07042 - Cook II	14.50
07070 - Dishwasher	12.18
07130 - Food Service Worker	12.51
07210 - Meat Cutter	15.20
07260 - Waiter/Waitress	11.16
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.80
09040 - Furniture Handler	15.77
09080 - Furniture Refinisher	21.64
09090 - Furniture Refinisher Helper	17.71
09110 - Furniture Repairer Minor	19.67
09130 - Upholsterer	23.80
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.31
11060 - Elevator Operator	12.31
11090 - Gardener	18.03
11122 - Housekeeping Aide	12.31
11150 - Janitor	12.31
11210 - Laborer Grounds Maintenance	14.02
11240 - Maid or Houseman	12.12
11260 - Pruner	12.66
11270 - Tractor Operator	16.71
11330 - Trail Maintenance Worker	14.02
11360 - Window Cleaner	13.63
12000 - Health Occupations	
12010 - Ambulance Driver	21.97
12011 - Breath Alcohol Technician	21.97
12012 - Certified Occupational Therapist Assistant	30.15
12015 - Certified Physical Therapist Assistant	30.15
12020 - Dental Assistant	18.16
12025 - Dental Hygienist	49.93
12030 - EKG Technician	33.30
12035 - Electroneurodiagnostic Technologist	33.30
12040 - Emergency Medical Technician	21.97
12071 - Licensed Practical Nurse I	19.65
12072 - Licensed Practical Nurse II	21.97
12073 - Licensed Practical Nurse III	24.49
12100 - Medical Assistant	15.77

12130 - Medical Laboratory Technician	23.18
12160 - Medical Record Clerk	18.17
12190 - Medical Record Technician	23.47
12195 - Medical Transcriptionist	19.65
12210 - Nuclear Medicine Technologist	48.29
12221 - Nursing Assistant I	12.67
12222 - Nursing Assistant II	14.24
12223 - Nursing Assistant III	15.54
12224 - Nursing Assistant IV	17.45
12235 - Optical Dispenser	21.97
12236 - Optical Technician	19.65
12250 - Pharmacy Technician	15.90
12280 - Phlebotomist	19.65
12305 - Radiologic Technologist	33.30
12311 - Registered Nurse I	23.95
12312 - Registered Nurse II	29.30
12313 - Registered Nurse II	29.30
12314 - Registered Nurse III	35.45
12315 - Registered Nurse III	35.45
12316 - Registered Nurse IV	42.48
12317 - Scheduler (Drug and Alcohol Testing)	27.22
12320 - Substance Abuse Treatment Counselor	26.19
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.83
13012 - Exhibits Specialist II	23.32
13013 - Exhibits Specialist III	28.53
13041 - Illustrator I	18.83
13042 - Illustrator II	23.32
13043 - Illustrator III	28.53
13047 - Librarian	25.83
13050 - Library Aide/Clerk	14.99
13054 - Library Information Technology Systems Administrator	23.32
13058 - Library Technician	18.83
13061 - Media Specialist I	16.84
13062 - Media Specialist II	18.83
13063 - Media Specialist III	20.98
13071 - Photographer I	16.84
13072 - Photographer II	18.83
13073 - Photographer III	23.32
13074 - Photographer IV	28.53
13075 - Photographer V	34.53

13090 - Technical Order Library Clerk	18.83
13110 - Video Teleconference Technician	16.84
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.13
14042 - Computer Operator II	16.94
14043 - Computer Operator III	18.91
14044 - Computer Operator IV	21.41
14045 - Computer Operator V	23.73
14071 - Computer Programmer I (see 1)	21.27
14072 - Computer Programmer II (see 1)	26.27
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	25.92
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	15.13
14160 - Personal Computer Support Technician	23.39
14170 - System Support Specialist	25.81
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.92
15020 - Aircrew Training Devices Instructor (Rated)	31.37
15030 - Air Crew Training Devices Instructor (Pilot)	37.59
15050 - Computer Based Training Specialist / Instructor	25.92
15060 - Educational Technologist	32.20
15070 - Flight Instructor (Pilot)	37.59
15080 - Graphic Artist	22.34
15085 - Maintenance Test Pilot Fixed Jet/Prop	37.59
15086 - Maintenance Test Pilot Rotary Wing	37.59
15088 - Non-Maintenance Test/Co-Pilot	37.59
15090 - Technical Instructor	17.53
15095 - Technical Instructor/Course Developer	21.45
15110 - Test Proctor	14.16
15120 - Tutor	14.16
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.14
16030 - Counter Attendant	10.14

16040 - Dry Cleaner	11.16
16070 - Finisher Flatwork Machine	10.14
16090 - Presser Hand	10.14
16110 - Presser Machine Drycleaning	10.14
16130 - Presser Machine Shirts	10.14
16160 - Presser Machine Wearing	10.14
Apparel Laundry	
16190 - Sewing Machine Operator	11.53
16220 - Tailor	11.85
16250 - Washer Machine	10.50
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.01
19040 - Tool And Die Maker	29.64
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.05
21030 - Material Coordinator	20.37
21040 - Material Expediter	20.37
21050 - Material Handling Laborer	13.96
21071 - Order Filler	12.04
21080 - Production Line Worker (Food Processing)	15.05
21110 - Shipping Packer	15.63
21130 - Shipping/Receiving Clerk	15.63
21140 - Store Worker I	9.18
21150 - Stock Clerk	12.44
21210 - Tools And Parts Attendant	15.05
21410 - Warehouse Specialist	15.05
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.32
23019 - Aircraft Logs and Records Technician	22.46
23021 - Aircraft Mechanic I	25.99
23022 - Aircraft Mechanic II	27.32
23023 - Aircraft Mechanic III	28.44
23040 - Aircraft Mechanic Helper	19.79
23050 - Aircraft Painter	24.61
23060 - Aircraft Servicer	22.46
23070 - Aircraft Survival Flight Equipment Technician	24.61
23080 - Aircraft Worker	23.68
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.68
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.99

23110 - Appliance Mechanic	24.75
23120 - Bicycle Repairer	14.93
23125 - Cable Splicer	25.99
23130 - Carpenter Maintenance	24.62
23140 - Carpet Layer	23.42
23160 - Electrician Maintenance	29.43
23181 - Electronics Technician Maintenance I	23.68
23182 - Electronics Technician Maintenance II	25.01
23183 - Electronics Technician Maintenance III	26.29
23260 - Fabric Worker	22.22
23290 - Fire Alarm System Mechanic	25.99
23310 - Fire Extinguisher Repairer	21.10
23311 - Fuel Distribution System Mechanic	26.96
23312 - Fuel Distribution System Operator	21.89
23370 - General Maintenance Worker	16.39
23380 - Ground Support Equipment Mechanic	25.99
23381 - Ground Support Equipment Servicer	22.46
23382 - Ground Support Equipment Worker	23.68
23391 - Gunsmith I	21.10
23392 - Gunsmith II	23.42
23393 - Gunsmith III	25.99
23410 - Heating Ventilation And Air- Conditioning Mechanic	19.32
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.31
23430 - Heavy Equipment Mechanic	25.86
23440 - Heavy Equipment Operator	21.10
23460 - Instrument Mechanic	25.99
23465 - Laboratory/Shelter Mechanic	24.75
23470 - Laborer	13.96
23510 - Locksmith	24.67
23530 - Machinery Maintenance Mechanic	24.09
23550 - Machinist Maintenance	25.99
23580 - Maintenance Trades Helper	17.68
23591 - Metrology Technician I	25.99
23592 - Metrology Technician II	27.32
23593 - Metrology Technician III	28.46
23640 - Millwright	25.99
23710 - Office Appliance Repairer	24.75

23760 - Painter Maintenance	19.57
23790 - Pipefitter Maintenance	26.74
23810 - Plumber Maintenance	25.44
23820 - Pneudraulic Systems Mechanic	25.99
23850 - Rigger	25.99
23870 - Scale Mechanic	23.42
23890 - Sheet-Metal Worker	25.43
Maintenance	
23910 - Small Engine Mechanic	23.42
23931 - Telecommunications Mechanic	28.72
I	
23932 - Telecommunications Mechanic	29.99
II	
23950 - Telephone Lineman	25.99
23960 - Welder Combination	28.51
Maintenance	
23965 - Well Driller	25.99
23970 - Woodcraft Worker	25.99
23980 - Woodworker	21.10
24000 - Personal Needs Occupations	
24550 - Case Manager	14.11
24570 - Child Care Attendant	12.17
24580 - Child Care Center Clerk	15.17
24610 - Chore Aide	13.09
24620 - Family Readiness And Support	14.11
Services	
Coordinator	
24630 - Homemaker	14.77
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.86
25040 - Sewage Plant Operator	23.98
25070 - Stationary Engineer	25.86
25190 - Ventilation Equipment Tender	19.45
25210 - Water Treatment Plant	23.98
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.53
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	16.73
27010 - Court Security Officer	16.73
27030 - Detection Dog Handler	13.53
27040 - Detention Officer	16.73
27070 - Firefighter	16.73
27101 - Guard I	12.10
27102 - Guard II	13.53
27131 - Police Officer I	18.66
27132 - Police Officer II	19.59
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.95

28042 - Carnival Equipment Repairer	17.21
28043 - Carnival Worker	12.08
28210 - Gate Attendant/Gate Tender	16.53
28310 - Lifeguard	13.32
28350 - Park Attendant (Aide)	18.49
28510 - Recreation Aide/Health	13.43
Facility Attendant	
28515 - Recreation Specialist	21.77
28630 - Sports Official	14.72
28690 - Swimming Pool Operator	19.08
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	23.42
29020 - Hatch Tender	23.42
29030 - Line Handler	23.42
29041 - Stevedore I	22.22
29042 - Stevedore II	24.75
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	13.92
30022 - Archeological Technician II	16.70
30023 - Archeological Technician III	19.69
30030 - Cartographic Technician	18.56
30040 - Civil Engineering Technician	18.51
30051 - Cryogenic Technician I	21.24
30052 - Cryogenic Technician II	23.46
30061 - Drafter/CAD Operator I	13.92
30062 - Drafter/CAD Operator II	16.70
30063 - Drafter/CAD Operator III	17.35
30064 - Drafter/CAD Operator IV	20.52
30081 - Engineering Technician I	12.08
30082 - Engineering Technician II	15.27
30083 - Engineering Technician III	17.58
30084 - Engineering Technician IV	19.69
30085 - Engineering Technician V	26.64
30086 - Engineering Technician VI	32.43
30090 - Environmental Technician	18.46
30095 - Evidence Control Specialist	19.18
30210 - Laboratory Technician	18.19
30221 - Latent Fingerprint	21.24
Technician I	
30222 - Latent Fingerprint	23.46
Technician II	
30240 - Mathematical Technician	18.51
30361 - Paralegal/Legal Assistant I	19.34

30362 - Paralegal/Legal Assistant II	23.96
30363 - Paralegal/Legal Assistant	29.31
III	
30364 - Paralegal/Legal Assistant IV	35.47
30375 - Petroleum Supply Specialist	23.46
30390 - Photo-Optics Technician	18.51
30395 - Radiation Control Technician	23.46
30461 - Technical Writer I	18.56
30462 - Technical Writer II	23.16
30463 - Technical Writer III	28.04
30491 - Unexploded Ordnance (UXO)	25.58
Technician I	
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	
30494 - Unexploded (UXO) Safety	25.60
Escort	
30495 - Unexploded (UXO) Sweep	25.60
Personnel	
30501 - Weather Forecaster I	21.24
30502 - Weather Forecaster II	25.84
30620 - Weather Observer Combined (see 2)	17.35
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	18.51
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	12.76
31030 - Bus Driver	17.26
31043 - Driver Courier	13.17
31260 - Parking and Lot Attendant	11.52
31290 - Shuttle Bus Driver	14.21
31310 - Taxi Driver	14.98
31361 - Truckdriver Light	14.21
31362 - Truckdriver Medium	14.95
31363 - Truckdriver Heavy	18.20
31364 - Truckdriver Tractor-Trailer	18.20
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	12.05
99050 - Desk Clerk	13.17
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.54
I	
99252 - Laboratory Animal Caretaker	14.61
II	
99260 - Marketing Analyst	23.46

99310 - Mortician	25.60
99410 - Pest Controller	14.89
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	11.36
99711 - Recycling Specialist	13.54
99730 - Refuse Collector	9.97
99810 - Sales Clerk	12.50
99820 - School Crossing Guard	9.97
99830 - Survey Party Chief	14.18
99831 - Surveying Aide	12.35
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	13.54
99841 - Vending Machine Repairer	16.20
99842 - Vending Machine Repairer	13.54
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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractor 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.: 2015-5717

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.: 2015-5717
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: Alabama

Area: Alabama County of Baldwin

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.62
01012 - Accounting Clerk II		16.42
01013 - Accounting Clerk III		18.36
01020 - Administrative Assistant		26.10
01035 - Court Reporter		18.33
01041 - Customer Service Representative I		13.29
01042 - Customer Service Representative II		14.72

01043 - Customer Service Representative III	16.30
01051 - Data Entry Operator I	15.02
01052 - Data Entry Operator II	16.38
01060 - Dispatcher Motor Vehicle	20.99
01070 - Document Preparation Clerk	14.59
01090 - Duplicating Machine Operator	14.59
01111 - General Clerk I	12.00
01112 - General Clerk II	13.09
01113 - General Clerk III	14.69
01120 - Housing Referral Assistant	20.43
01141 - Messenger Courier	13.40
01191 - Order Clerk I	13.46
01192 - Order Clerk II	14.69
01261 - Personnel Assistant (Employment) I	17.24
01262 - Personnel Assistant (Employment) II	20.67
01263 - Personnel Assistant (Employment) III	24.58
01270 - Production Control Clerk	21.68
01290 - Rental Clerk	15.43
01300 - Scheduler Maintenance	16.38
01311 - Secretary I	16.38
01312 - Secretary II	18.33
01313 - Secretary III	20.43
01320 - Service Order Dispatcher	18.76
01410 - Supply Technician	26.10
01420 - Survey Worker	17.56
01460 - Switchboard Operator/Receptionist	13.55
01531 - Travel Clerk I	12.54
01532 - Travel Clerk II	13.38
01533 - Travel Clerk III	13.98
01611 - Word Processor I	14.59
01612 - Word Processor II	16.38
01613 - Word Processor III	18.33
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.73
Fiberglass	
05010 - Automotive Electrician	17.64
05040 - Automotive Glass Installer	16.44
05070 - Automotive Worker	16.44
05110 - Mobile Equipment Servicer	14.03
05130 - Motor Equipment Metal	18.81
Mechanic	
05160 - Motor Equipment Metal Worker	16.44
05190 - Motor Vehicle Mechanic	18.81
05220 - Motor Vehicle Mechanic Helper	12.82

05250 - Motor Vehicle Upholstery Worker	15.22
05280 - Motor Vehicle Wrecker	16.44
05310 - Painter Automotive	17.64
05340 - Radiator Repair Specialist	16.44
05370 - Tire Repairer	12.56
05400 - Transmission Repair Specialist	18.81
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.68
07041 - Cook I	10.35
07042 - Cook II	12.13
07070 - Dishwasher	11.25
07130 - Food Service Worker	10.58
07210 - Meat Cutter	22.20
07260 - Waiter/Waitress	9.58
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.04
09040 - Furniture Handler	11.27
09080 - Furniture Refinisher	19.04
09090 - Furniture Refinisher Helper	13.84
09110 - Furniture Repairer Minor	16.43
09130 - Upholsterer	19.04
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.46
11060 - Elevator Operator	11.71
11090 - Gardener	18.97
11122 - Housekeeping Aide	13.18
11150 - Janitor	13.18
11210 - Laborer Grounds Maintenance	14.12
11240 - Maid or Houseman	12.08
11260 - Pruner	12.90
11270 - Tractor Operator	17.34
11330 - Trail Maintenance Worker	14.12
11360 - Window Cleaner	14.88
12000 - Health Occupations	
12010 - Ambulance Driver	16.09
12011 - Breath Alcohol Technician	17.54
12012 - Certified Occupational Therapist Assistant	24.73
12015 - Certified Physical Therapist Assistant	27.17
12020 - Dental Assistant	16.60
12025 - Dental Hygienist	27.40
12030 - EKG Technician	27.31
12035 - Electroneurodiagnostic Technologist	27.31

12040 - Emergency Medical Technician	16.09
12071 - Licensed Practical Nurse I	16.11
12072 - Licensed Practical Nurse II	18.03
12073 - Licensed Practical Nurse III	20.09
12100 - Medical Assistant	14.68
12130 - Medical Laboratory Technician	18.83
Technician	
12160 - Medical Record Clerk	15.49
12190 - Medical Record Technician	17.32
12195 - Medical Transcriptionist	16.11
12210 - Nuclear Medicine	39.60
Technologist	
12221 - Nursing Assistant I	11.96
12222 - Nursing Assistant II	13.44
12223 - Nursing Assistant III	14.67
12224 - Nursing Assistant IV	16.47
12235 - Optical Dispenser	18.43
12236 - Optical Technician	16.11
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	16.79
12305 - Radiologic Technologist	23.87
12311 - Registered Nurse I	23.48
12312 - Registered Nurse II	28.72
12313 - Registered Nurse II	28.72
Specialist	
12314 - Registered Nurse III	34.76
12315 - Registered Nurse III	34.76
Anesthetist	
12316 - Registered Nurse IV	41.65
12317 - Scheduler (Drug and Alcohol Testing)	21.72
Testing)	
12320 - Substance Abuse Treatment	22.33
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	19.47
13012 - Exhibits Specialist II	24.12
13013 - Exhibits Specialist III	29.50
13041 - Illustrator I	20.65
13042 - Illustrator II	24.45
13043 - Illustrator III	29.50
13047 - Librarian	26.71
13050 - Library Aide/Clerk	11.72
13054 - Library Information	24.12
Technology Systems	
Administrator	
13058 - Library Technician	14.72
13061 - Media Specialist I	17.40
13062 - Media Specialist II	19.47
13063 - Media Specialist III	21.71

13071 - Photographer I	17.40
13072 - Photographer II	19.47
13073 - Photographer III	24.12
13074 - Photographer IV	29.50
13075 - Photographer V	35.69
13090 - Technical Order Library	15.74
Clerk	
13110 - Video Teleconference	17.14
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	22.01
14045 - Computer Operator V	24.40
14071 - Computer Programmer I	(see 1) 26.41
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	15.90
Operator	
14160 - Personal Computer Support	22.01
Technician	
14170 - System Support Specialist	24.40
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	27.79
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	33.42
Instructor (Rated)	
15030 - Air Crew Training Devices	38.60
Instructor (Pilot)	
15050 - Computer Based Training	27.79
Specialist / Instructor	
15060 - Educational Technologist	25.23
15070 - Flight Instructor (Pilot)	38.60
15080 - Graphic Artist	20.90
15085 - Maintenance Test Pilot Fixed	38.60
Jet/Prop	
15086 - Maintenance Test Pilot	38.60
Rotary Wing	
15088 - Non-Maintenance Test/Co-	38.60
Pilot	
15090 - Technical Instructor	19.33
15095 - Technical Instructor/Course	23.65
Developer	
15110 - Test Proctor	15.61

15120 - Tutor	15.61
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.32
16030 - Counter Attendant	10.32
16040 - Dry Cleaner	11.95
16070 - Finisher Flatwork Machine	10.32
16090 - Presser Hand	10.32
16110 - Presser Machine Drycleaning	10.32
16130 - Presser Machine Shirts	10.32
16160 - Presser Machine Wearing	10.32
Apparel Laundry	
16190 - Sewing Machine Operator	12.65
16220 - Tailor	13.40
16250 - Washer Machine	10.77
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.65
19040 - Tool And Die Maker	25.50
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.31
21030 - Material Coordinator	20.98
21040 - Material Expediter	20.98
21050 - Material Handling Laborer	13.48
21071 - Order Filler	13.03
21080 - Production Line Worker (Food Processing)	17.31
21110 - Shipping Packer	17.22
21130 - Shipping/Receiving Clerk	17.22
21140 - Store Worker I	12.41
21150 - Stock Clerk	18.22
21210 - Tools And Parts Attendant	17.31
21410 - Warehouse Specialist	17.31
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.99
23019 - Aircraft Logs and Records Technician	19.55
23021 - Aircraft Mechanic I	23.75
23022 - Aircraft Mechanic II	24.99
23023 - Aircraft Mechanic III	26.25
23040 - Aircraft Mechanic Helper	16.47
23050 - Aircraft Painter	22.26
23060 - Aircraft Servicer	19.55
23070 - Aircraft Survival Flight Equipment Technician	22.26
23080 - Aircraft Worker	20.97

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.97
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.75
23110 - Appliance Mechanic	20.65
23120 - Bicycle Repairer	16.43
23125 - Cable Splicer	31.08
23130 - Carpenter Maintenance	17.79
23140 - Carpet Layer	19.25
23160 - Electrician Maintenance	24.39
23181 - Electronics Technician Maintenance I	20.97
23182 - Electronics Technician Maintenance II	22.50
23183 - Electronics Technician Maintenance III	23.93
23260 - Fabric Worker	17.82
23290 - Fire Alarm System Mechanic	22.03
23310 - Fire Extinguisher Repairer	16.43
23311 - Fuel Distribution System Mechanic	22.03
23312 - Fuel Distribution System Operator	16.43
23370 - General Maintenance Worker	16.25
23380 - Ground Support Equipment Mechanic	23.75
23381 - Ground Support Equipment Servicer	19.55
23382 - Ground Support Equipment Worker	20.97
23391 - Gunsmith I	16.43
23392 - Gunsmith II	19.25
23393 - Gunsmith III	22.03
23410 - Heating Ventilation And Air- Conditioning Mechanic	17.73
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	18.66
23430 - Heavy Equipment Mechanic	21.59
23440 - Heavy Equipment Operator	17.97
23460 - Instrument Mechanic	22.03
23465 - Laboratory/Shelter Mechanic	20.65
23470 - Laborer	13.48
23510 - Locksmith	20.65
23530 - Machinery Maintenance Mechanic	24.32
23550 - Machinist Maintenance	21.65

23580 - Maintenance Trades Helper	13.75
23591 - Metrology Technician I	22.03
23592 - Metrology Technician II	23.17
23593 - Metrology Technician III	24.34
23640 - Millwright	22.03
23710 - Office Appliance Repairer	18.84
23760 - Painter Maintenance	16.70
23790 - Pipefitter Maintenance	22.98
23810 - Plumber Maintenance	21.55
23820 - Pneudraulic Systems Mechanic	22.03
23850 - Rigger	22.03
23870 - Scale Mechanic	19.25
23890 - Sheet-Metal Worker	22.03
Maintenance	
23910 - Small Engine Mechanic	18.76
23931 - Telecommunications Mechanic	30.25
I	
23932 - Telecommunications Mechanic	31.83
II	
23950 - Telephone Lineman	22.03
23960 - Welder Combination	21.46
Maintenance	
23965 - Well Driller	22.03
23970 - Woodcraft Worker	22.03
23980 - Woodworker	16.43
24000 - Personal Needs Occupations	
24550 - Case Manager	13.24
24570 - Child Care Attendant	9.10
24580 - Child Care Center Clerk	12.46
24610 - Chore Aide	10.02
24620 - Family Readiness And Support	13.24
Services	
Coordinator	
24630 - Homemaker	13.44
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	22.03
25040 - Sewage Plant Operator	21.28
25070 - Stationary Engineer	22.03
25190 - Ventilation Equipment Tender	15.01
25210 - Water Treatment Plant	21.28
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.39
27007 - Baggage Inspector	11.45
27008 - Corrections Officer	18.63
27010 - Court Security Officer	19.02
27030 - Detection Dog Handler	12.81
27040 - Detention Officer	18.63
27070 - Firefighter	18.78

27101 - Guard I	11.45
27102 - Guard II	12.81
27131 - Police Officer I	21.52
27132 - Police Officer II	23.92
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.46
28042 - Carnival Equipment Repairer	14.73
28043 - Carnival Worker	9.69
28210 - Gate Attendant/Gate Tender	16.34
28310 - Lifeguard	14.55
28350 - Park Attendant (Aide)	18.27
28510 - Recreation Aide/Health	13.33
Facility Attendant	
28515 - Recreation Specialist	22.63
28630 - Sports Official	14.55
28690 - Swimming Pool Operator	17.25
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	22.47
29020 - Hatch Tender	22.47
29030 - Line Handler	22.47
29041 - Stevedore I	20.81
29042 - Stevedore II	24.10
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	17.26
30022 - Archeological Technician II	19.30
30023 - Archeological Technician III	23.91
30030 - Cartographic Technician	23.91
30040 - Civil Engineering Technician	22.19
30051 - Cryogenic Technician I	26.48
30052 - Cryogenic Technician II	29.25
30061 - Drafter/CAD Operator I	17.26
30062 - Drafter/CAD Operator II	19.30
30063 - Drafter/CAD Operator III	21.51
30064 - Drafter/CAD Operator IV	26.48
30081 - Engineering Technician I	16.87
30082 - Engineering Technician II	18.93
30083 - Engineering Technician III	21.17
30084 - Engineering Technician IV	26.24
30085 - Engineering Technician V	32.10
30086 - Engineering Technician VI	38.83
30090 - Environmental Technician	22.43
30095 - Evidence Control Specialist	23.91
30210 - Laboratory Technician	23.09

30221 - Latent Fingerprint Technician I	26.48
30222 - Latent Fingerprint Technician II	29.25
30240 - Mathematical Technician	26.22
30361 - Paralegal/Legal Assistant I	19.30
30362 - Paralegal/Legal Assistant II	23.91
30363 - Paralegal/Legal Assistant III	29.25
30364 - Paralegal/Legal Assistant IV	35.39
30375 - Petroleum Supply Specialist	29.25
30390 - Photo-Optics Technician	23.91
30395 - Radiation Control Technician	29.25
30461 - Technical Writer I	24.41
30462 - Technical Writer II	29.85
30463 - Technical Writer III	35.39
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	26.48
30502 - Weather Forecaster II	32.21
30620 - Weather Observer Combined (see 2)	22.65
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	24.41
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	10.69
31030 - Bus Driver	15.59
31043 - Driver Courier	13.54
31260 - Parking and Lot Attendant	10.45
31290 - Shuttle Bus Driver	13.75
31310 - Taxi Driver	10.94
31361 - Truckdriver Light	14.82
31362 - Truckdriver Medium	16.08
31363 - Truckdriver Heavy	19.13
31364 - Truckdriver Tractor-Trailer	19.13
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.12
99050 - Desk Clerk	11.81
99095 - Embalmer	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.10
I	
99252 - Laboratory Animal Caretaker	17.44
II	
99260 - Marketing Analyst	22.61
99310 - Mortician	25.60
99410 - Pest Controller	18.28
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.35
99711 - Recycling Specialist	22.53
99730 - Refuse Collector	16.18
99810 - Sales Clerk	12.37
99820 - School Crossing Guard	14.44
99830 - Survey Party Chief	22.84
99831 - Surveying Aide	14.85
99832 - Surveying Technician	20.34
99840 - Vending Machine Attendant	20.11
99841 - Vending Machine Repairer	23.57
99842 - Vending Machine Repairer	20.11
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 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. 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.: 2015-5719

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.: 2015-5719
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: Arizona

Area: Arizona County of Cochise

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.65
01012 - Accounting Clerk II		16.45
01013 - Accounting Clerk III		18.40
01020 - Administrative Assistant		22.92
01035 - Court Reporter		17.97
01041 - Customer Service Representative I		12.43
01042 - Customer Service Representative II		13.59

01043 - Customer Service Representative III	15.26
01051 - Data Entry Operator I	14.32
01052 - Data Entry Operator II	15.63
01060 - Dispatcher Motor Vehicle	17.31
01070 - Document Preparation Clerk	13.74
01090 - Duplicating Machine Operator	13.74
01111 - General Clerk I	12.66
01112 - General Clerk II	13.82
01113 - General Clerk III	15.52
01120 - Housing Referral Assistant	19.23
01141 - Messenger Courier	11.20
01191 - Order Clerk I	13.66
01192 - Order Clerk II	14.91
01261 - Personnel Assistant (Employment) I	16.87
01262 - Personnel Assistant (Employment) II	18.86
01263 - Personnel Assistant (Employment) III	21.02
01270 - Production Control Clerk	22.87
01290 - Rental Clerk	14.42
01300 - Scheduler Maintenance	15.43
01311 - Secretary I	15.43
01312 - Secretary II	17.25
01313 - Secretary III	19.23
01320 - Service Order Dispatcher	15.15
01410 - Supply Technician	22.92
01420 - Survey Worker	15.38
01460 - Switchboard Operator/Receptionist	13.54
01531 - Travel Clerk I	13.44
01532 - Travel Clerk II	14.14
01533 - Travel Clerk III	14.79
01611 - Word Processor I	13.74
01612 - Word Processor II	15.62
01613 - Word Processor III	17.50
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	24.81
Fiberglass	
05010 - Automotive Electrician	24.74
05040 - Automotive Glass Installer	23.32
05070 - Automotive Worker	23.32
05110 - Mobile Equipment Servicer	20.71
05130 - Motor Equipment Metal	25.96
Mechanic	
05160 - Motor Equipment Metal Worker	23.32
05190 - Motor Vehicle Mechanic	25.96
05220 - Motor Vehicle Mechanic Helper	19.39

05250 - Motor Vehicle Upholstery Worker	22.01
05280 - Motor Vehicle Wrecker	23.32
05310 - Painter Automotive	24.59
05340 - Radiator Repair Specialist	23.32
05370 - Tire Repairer	14.39
05400 - Transmission Repair Specialist	25.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	20.08
07041 - Cook I	13.22
07042 - Cook II	14.91
07070 - Dishwasher	12.72
07130 - Food Service Worker	13.08
07210 - Meat Cutter	18.40
07260 - Waiter/Waitress	13.56
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.87
09040 - Furniture Handler	15.36
09080 - Furniture Refinisher	22.87
09090 - Furniture Refinisher Helper	17.93
09110 - Furniture Repairer Minor	20.46
09130 - Upholsterer	22.87
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.56
11060 - Elevator Operator	13.24
11090 - Gardener	16.52
11122 - Housekeeping Aide	13.24
11150 - Janitor	13.24
11210 - Laborer Grounds Maintenance	13.20
11240 - Maid or Houseman	12.27
11260 - Pruner	12.13
11270 - Tractor Operator	15.41
11330 - Trail Maintenance Worker	13.20
11360 - Window Cleaner	14.42
12000 - Health Occupations	
12010 - Ambulance Driver	18.84
12011 - Breath Alcohol Technician	20.41
12012 - Certified Occupational Therapist Assistant	28.00
12015 - Certified Physical Therapist Assistant	27.94
12020 - Dental Assistant	18.41
12025 - Dental Hygienist	43.74
12030 - EKG Technician	30.92
12035 - Electroneurodiagnostic Technologist	30.92

12040 - Emergency Medical Technician	18.84
12071 - Licensed Practical Nurse I	18.25
12072 - Licensed Practical Nurse II	20.41
12073 - Licensed Practical Nurse III	22.75
12100 - Medical Assistant	14.85
12130 - Medical Laboratory Technician	26.29
Technician	
12160 - Medical Record Clerk	16.18
12190 - Medical Record Technician	18.09
12195 - Medical Transcriptionist	18.25
12210 - Nuclear Medicine	44.85
Technologist	
12221 - Nursing Assistant I	11.87
12222 - Nursing Assistant II	13.35
12223 - Nursing Assistant III	14.56
12224 - Nursing Assistant IV	16.34
12235 - Optical Dispenser	20.41
12236 - Optical Technician	18.25
12250 - Pharmacy Technician	17.47
12280 - Phlebotomist	18.21
12305 - Radiologic Technologist	30.86
12311 - Registered Nurse I	25.04
12312 - Registered Nurse II	30.63
12313 - Registered Nurse II	30.63
Specialist	
12314 - Registered Nurse III	37.06
12315 - Registered Nurse III	37.06
Anesthetist	
12316 - Registered Nurse IV	44.41
12317 - Scheduler (Drug and Alcohol Testing)	25.29
Testing)	
12320 - Substance Abuse Treatment	24.44
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	17.70
13012 - Exhibits Specialist II	21.53
13013 - Exhibits Specialist III	26.33
13041 - Illustrator I	18.56
13042 - Illustrator II	21.47
13043 - Illustrator III	26.26
13047 - Librarian	22.65
13050 - Library Aide/Clerk	12.42
13054 - Library Information	20.46
Technology Systems	
Administrator	
13058 - Library Technician	17.94
13061 - Media Specialist I	14.76
13062 - Media Specialist II	16.51
13063 - Media Specialist III	18.41

13071 - Photographer I	14.80
13072 - Photographer II	18.32
13073 - Photographer III	20.51
13074 - Photographer IV	25.09
13075 - Photographer V	30.35
13090 - Technical Order Library	15.47
Clerk	
13110 - Video Teleconference	16.98
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	17.01
14042 - Computer Operator II	19.02
14043 - Computer Operator III	21.22
14044 - Computer Operator IV	23.57
14045 - Computer Operator V	26.10
14071 - Computer Programmer I	(see 1) 18.14
14072 - Computer Programmer II	(see 1) 22.30
14073 - Computer Programmer III	(see 1) 26.60
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	17.01
Operator	
14160 - Personal Computer Support	23.57
Technician	
14170 - System Support Specialist	33.75
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.13
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	36.46
Instructor (Rated)	
15030 - Air Crew Training Devices	43.69
Instructor (Pilot)	
15050 - Computer Based Training	30.13
Specialist / Instructor	
15060 - Educational Technologist	30.84
15070 - Flight Instructor (Pilot)	43.69
15080 - Graphic Artist	29.17
15085 - Maintenance Test Pilot Fixed	43.69
Jet/Prop	
15086 - Maintenance Test Pilot	43.69
Rotary Wing	
15088 - Non-Maintenance Test/Co-	43.69
Pilot	
15090 - Technical Instructor	28.86
15095 - Technical Instructor/Course	35.30
Developer	
15110 - Test Proctor	23.31

15120 - Tutor	23.31
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.29
16030 - Counter Attendant	13.29
16040 - Dry Cleaner	15.18
16070 - Finisher Flatwork Machine	13.29
16090 - Presser Hand	13.29
16110 - Presser Machine Drycleaning	13.29
16130 - Presser Machine Shirts	13.29
16160 - Presser Machine Wearing	13.29
Apparel Laundry	
16190 - Sewing Machine Operator	15.81
16220 - Tailor	16.45
16250 - Washer Machine	13.92
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.87
19040 - Tool And Die Maker	27.95
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.05
21030 - Material Coordinator	22.87
21040 - Material Expediter	22.87
21050 - Material Handling Laborer	14.27
21071 - Order Filler	14.08
21080 - Production Line Worker (Food Processing)	14.05
21110 - Shipping Packer	13.93
21130 - Shipping/Receiving Clerk	13.93
21140 - Store Worker I	14.73
21150 - Stock Clerk	19.06
21210 - Tools And Parts Attendant	14.05
21410 - Warehouse Specialist	14.05
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.83
23019 - Aircraft Logs and Records Technician	21.81
23021 - Aircraft Mechanic I	25.49
23022 - Aircraft Mechanic II	26.82
23023 - Aircraft Mechanic III	28.09
23040 - Aircraft Mechanic Helper	19.13
23050 - Aircraft Painter	25.19
23060 - Aircraft Servicer	21.81
23070 - Aircraft Survival Flight Equipment Technician	25.19
23080 - Aircraft Worker	23.03

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.03
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.49
23110 - Appliance Mechanic	22.87
23120 - Bicycle Repairer	19.22
23125 - Cable Splicer	31.15
23130 - Carpenter Maintenance	18.32
23140 - Carpet Layer	21.67
23160 - Electrician Maintenance	21.53
23181 - Electronics Technician Maintenance I	24.15
23182 - Electronics Technician Maintenance II	26.90
23183 - Electronics Technician Maintenance III	28.40
23260 - Fabric Worker	20.46
23290 - Fire Alarm System Mechanic	24.16
23310 - Fire Extinguisher Repairer	19.22
23311 - Fuel Distribution System Mechanic	24.16
23312 - Fuel Distribution System Operator	19.22
23370 - General Maintenance Worker	16.69
23380 - Ground Support Equipment Mechanic	25.49
23381 - Ground Support Equipment Servicer	21.81
23382 - Ground Support Equipment Worker	23.03
23391 - Gunsmith I	19.22
23392 - Gunsmith II	21.67
23393 - Gunsmith III	24.16
23410 - Heating Ventilation And Air- Conditioning Mechanic	18.84
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	19.83
23430 - Heavy Equipment Mechanic	24.16
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	24.16
23465 - Laboratory/Shelter Mechanic	22.87
23470 - Laborer	14.27
23510 - Locksmith	22.87
23530 - Machinery Maintenance Mechanic	24.90
23550 - Machinist Maintenance	24.16

23580 - Maintenance Trades Helper	17.44
23591 - Metrology Technician I	24.16
23592 - Metrology Technician II	25.43
23593 - Metrology Technician III	26.69
23640 - Millwright	24.16
23710 - Office Appliance Repairer	22.87
23760 - Painter Maintenance	19.34
23790 - Pipefitter Maintenance	22.37
23810 - Plumber Maintenance	21.19
23820 - Pneudraulic Systems Mechanic	24.16
23850 - Rigger	24.16
23870 - Scale Mechanic	21.67
23890 - Sheet-Metal Worker	24.16
Maintenance	
23910 - Small Engine Mechanic	21.67
23931 - Telecommunications Mechanic	29.33
I	
23932 - Telecommunications Mechanic	30.87
II	
23950 - Telephone Lineman	24.16
23960 - Welder Combination	25.56
Maintenance	
23965 - Well Driller	24.16
23970 - Woodcraft Worker	24.16
23980 - Woodworker	19.22
24000 - Personal Needs Occupations	
24550 - Case Manager	19.04
24570 - Child Care Attendant	12.92
24580 - Child Care Center Clerk	16.10
24610 - Chore Aide	12.61
24620 - Family Readiness And Support	19.04
Services	
Coordinator	
24630 - Homemaker	19.04
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	24.16
25040 - Sewage Plant Operator	22.27
25070 - Stationary Engineer	24.16
25190 - Ventilation Equipment Tender	17.93
25210 - Water Treatment Plant	22.27
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.17
27007 - Baggage Inspector	15.69
27008 - Corrections Officer	21.42
27010 - Court Security Officer	22.42
27030 - Detection Dog Handler	17.90
27040 - Detention Officer	21.42
27070 - Firefighter	23.52

27101 - Guard I	15.69
27102 - Guard II	17.90
27131 - Police Officer I	24.73
27132 - Police Officer II	29.60
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.50
28042 - Carnival Equipment Repairer	10.20
28043 - Carnival Worker	8.24
28210 - Gate Attendant/Gate Tender	15.88
28310 - Lifeguard	14.15
28350 - Park Attendant (Aide)	17.77
28510 - Recreation Aide/Health	13.08
Facility Attendant	
28515 - Recreation Specialist	21.31
28630 - Sports Official	14.15
28690 - Swimming Pool Operator	24.61
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	21.67
29020 - Hatch Tender	21.67
29030 - Line Handler	21.67
29041 - Stevedore I	20.46
29042 - Stevedore II	22.87
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	40.72
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	28.08
Specialist Station (HFO)	
30012 - Air Traffic Control	30.92
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	17.28
30022 - Archeological Technician II	19.33
30023 - Archeological Technician III	23.96
30030 - Cartographic Technician	23.96
30040 - Civil Engineering Technician	22.98
30051 - Cryogenic Technician I	24.67
30052 - Cryogenic Technician II	27.24
30061 - Drafter/CAD Operator I	17.28
30062 - Drafter/CAD Operator II	19.33
30063 - Drafter/CAD Operator III	21.56
30064 - Drafter/CAD Operator IV	26.52
30081 - Engineering Technician I	14.98
30082 - Engineering Technician II	16.21
30083 - Engineering Technician III	18.81
30084 - Engineering Technician IV	22.28
30085 - Engineering Technician V	27.24
30086 - Engineering Technician VI	32.97
30090 - Environmental Technician	22.28
30095 - Evidence Control Specialist	22.28
30210 - Laboratory Technician	20.05

30221 - Latent Fingerprint Technician I	24.67
30222 - Latent Fingerprint Technician II	27.24
30240 - Mathematical Technician	23.96
30361 - Paralegal/Legal Assistant I	21.49
30362 - Paralegal/Legal Assistant II	26.65
30363 - Paralegal/Legal Assistant III	31.22
30364 - Paralegal/Legal Assistant IV	37.78
30375 - Petroleum Supply Specialist	27.24
30390 - Photo-Optics Technician	23.96
30395 - Radiation Control Technician	27.24
30461 - Technical Writer I	22.28
30462 - Technical Writer II	27.24
30463 - Technical Writer III	32.97
30491 - Unexploded Ordnance (UXO) Technician I	25.88
30492 - Unexploded Ordnance (UXO) Technician II	31.31
30493 - Unexploded Ordnance (UXO) Technician III	37.53
30494 - Unexploded (UXO) Safety Escort	25.88
30495 - Unexploded (UXO) Sweep Personnel	25.88
30501 - Weather Forecaster I	26.52
30502 - Weather Forecaster II	32.36
30620 - Weather Observer Combined (see 2)	21.56
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	23.96
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.31
31020 - Bus Aide	13.84
31030 - Bus Driver	18.43
31043 - Driver Courier	17.13
31260 - Parking and Lot Attendant	13.48
31290 - Shuttle Bus Driver	17.47
31310 - Taxi Driver	13.70
31361 - Truckdriver Light	18.36
31362 - Truckdriver Medium	19.54
31363 - Truckdriver Heavy	20.53
31364 - Truckdriver Tractor-Trailer	20.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.26
99030 - Cashier	12.62
99050 - Desk Clerk	12.21
99095 - Embalmer	25.88

99130 - Flight Follower	25.88
99251 - Laboratory Animal Caretaker	15.02
I	
99252 - Laboratory Animal Caretaker	16.06
II	
99260 - Marketing Analyst	29.13
99310 - Mortician	25.88
99410 - Pest Controller	23.47
99510 - Photofinishing Worker	13.60
99710 - Recycling Laborer	17.54
99711 - Recycling Specialist	20.48
99730 - Refuse Collector	16.12
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	15.58
99830 - Survey Party Chief	26.74
99831 - Surveying Aide	15.13
99832 - Surveying Technician	18.77
99840 - Vending Machine Attendant	20.57
99841 - Vending Machine Repairer	24.86
99842 - Vending Machine Repairer	20.57
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.: 2015-5721

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.: 2015-5721
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: Arkansas

Area: Arkansas Counties of Clark Pike

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.79
01012 - Accounting Clerk II		15.47
01013 - Accounting Clerk III		17.30
01020 - Administrative Assistant		21.22
01035 - Court Reporter		14.69
01041 - Customer Service Representative I		12.01
01042 - Customer Service Representative II		13.52

01043 - Customer Service Representative III	14.75
01051 - Data Entry Operator I	11.92
01052 - Data Entry Operator II	13.01
01060 - Dispatcher Motor Vehicle	18.38
01070 - Document Preparation Clerk	11.70
01090 - Duplicating Machine Operator	11.70
01111 - General Clerk I	12.34
01112 - General Clerk II	13.47
01113 - General Clerk III	15.13
01120 - Housing Referral Assistant	16.38
01141 - Messenger Courier	9.54
01191 - Order Clerk I	10.72
01192 - Order Clerk II	11.70
01261 - Personnel Assistant (Employment) I	15.22
01262 - Personnel Assistant (Employment) II	17.04
01263 - Personnel Assistant (Employment) III	19.00
01270 - Production Control Clerk	25.52
01290 - Rental Clerk	12.10
01300 - Scheduler Maintenance	13.13
01311 - Secretary I	13.13
01312 - Secretary II	14.69
01313 - Secretary III	16.38
01320 - Service Order Dispatcher	16.49
01410 - Supply Technician	21.22
01420 - Survey Worker	12.20
01460 - Switchboard Operator/Receptionist	13.41
01531 - Travel Clerk I	12.82
01532 - Travel Clerk II	13.90
01533 - Travel Clerk III	14.68
01611 - Word Processor I	11.70
01612 - Word Processor II	13.13
01613 - Word Processor III	14.69
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	20.47
Fiberglass	
05010 - Automotive Electrician	18.09
05040 - Automotive Glass Installer	16.14
05070 - Automotive Worker	16.14
05110 - Mobile Equipment Servicer	14.55
05130 - Motor Equipment Metal	18.09
Mechanic	
05160 - Motor Equipment Metal Worker	16.14
05190 - Motor Vehicle Mechanic	18.09
05220 - Motor Vehicle Mechanic Helper	13.31

05250 - Motor Vehicle Upholstery Worker	16.14
05280 - Motor Vehicle Wrecker	16.14
05310 - Painter Automotive	17.15
05340 - Radiator Repair Specialist	16.14
05370 - Tire Repairer	12.36
05400 - Transmission Repair Specialist	18.09
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.12
07041 - Cook I	12.17
07042 - Cook II	13.96
07070 - Dishwasher	10.13
07130 - Food Service Worker	11.24
07210 - Meat Cutter	13.99
07260 - Waiter/Waitress	10.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.05
09040 - Furniture Handler	13.73
09080 - Furniture Refinisher	18.05
09090 - Furniture Refinisher Helper	15.40
09110 - Furniture Repairer Minor	17.51
09130 - Upholsterer	18.05
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.78
11060 - Elevator Operator	13.78
11090 - Gardener	14.61
11122 - Housekeeping Aide	11.24
11150 - Janitor	11.24
11210 - Laborer Grounds Maintenance	11.30
11240 - Maid or Houseman	10.58
11260 - Pruner	10.30
11270 - Tractor Operator	13.60
11330 - Trail Maintenance Worker	11.30
11360 - Window Cleaner	12.33
12000 - Health Occupations	
12010 - Ambulance Driver	17.23
12011 - Breath Alcohol Technician	18.82
12012 - Certified Occupational Therapist Assistant	25.82
12015 - Certified Physical Therapist Assistant	29.13
12020 - Dental Assistant	17.96
12025 - Dental Hygienist	38.22
12030 - EKG Technician	28.52
12035 - Electroneurodiagnostic Technologist	28.52

12040 - Emergency Medical Technician	15.95
12071 - Licensed Practical Nurse I	16.83
12072 - Licensed Practical Nurse II	18.82
12073 - Licensed Practical Nurse III	20.98
12100 - Medical Assistant	14.05
12130 - Medical Laboratory Technician	21.03
Technician	
12160 - Medical Record Clerk	13.18
12190 - Medical Record Technician	15.71
12195 - Medical Transcriptionist	16.83
12210 - Nuclear Medicine Technologist	41.36
Technologist	
12221 - Nursing Assistant I	11.27
12222 - Nursing Assistant II	12.66
12223 - Nursing Assistant III	13.82
12224 - Nursing Assistant IV	15.52
12235 - Optical Dispenser	19.23
12236 - Optical Technician	16.83
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.60
12305 - Radiologic Technologist	22.78
12311 - Registered Nurse I	22.01
12312 - Registered Nurse II	26.92
12313 - Registered Nurse II	26.92
Specialist	
12314 - Registered Nurse III	32.57
12315 - Registered Nurse III	32.57
Anesthetist	
12316 - Registered Nurse IV	39.03
12317 - Scheduler (Drug and Alcohol Testing)	23.32
Testing)	
12320 - Substance Abuse Treatment Counselor	21.27
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	19.13
13012 - Exhibits Specialist II	23.69
13013 - Exhibits Specialist III	28.98
13041 - Illustrator I	19.13
13042 - Illustrator II	23.69
13043 - Illustrator III	28.98
13047 - Librarian	26.24
13050 - Library Aide/Clerk	14.16
13054 - Library Information Technology Systems Administrator	23.69
Technology Systems Administrator	
13058 - Library Technician	19.13
13061 - Media Specialist I	17.09
13062 - Media Specialist II	19.13
13063 - Media Specialist III	21.33

13071 - Photographer I	17.09
13072 - Photographer II	19.13
13073 - Photographer III	23.69
13074 - Photographer IV	28.98
13075 - Photographer V	35.06
13090 - Technical Order Library	15.49
Clerk	
13110 - Video Teleconference	17.09
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	12.14
14042 - Computer Operator II	13.58
14043 - Computer Operator III	15.14
14044 - Computer Operator IV	19.77
14045 - Computer Operator V	21.45
14071 - Computer Programmer I	(see 1) 17.84
14072 - Computer Programmer II	(see 1) 19.77
14073 - Computer Programmer III	(see 1) 24.01
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	12.14
Operator	
14160 - Personal Computer Support	21.75
Technician	
14170 - System Support Specialist	21.68
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	28.53
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	34.52
Instructor (Rated)	
15030 - Air Crew Training Devices	41.37
Instructor (Pilot)	
15050 - Computer Based Training	28.53
Specialist / Instructor	
15060 - Educational Technologist	29.05
15070 - Flight Instructor (Pilot)	41.37
15080 - Graphic Artist	22.16
15085 - Maintenance Test Pilot Fixed	41.37
Jet/Prop	
15086 - Maintenance Test Pilot	41.37
Rotary Wing	
15088 - Non-Maintenance Test/Co-	41.37
Pilot	
15090 - Technical Instructor	20.87
15095 - Technical Instructor/Course	25.53
Developer	
15110 - Test Proctor	16.85

15120 - Tutor	16.85
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	12.03
16030 - Counter Attendant	12.03
16040 - Dry Cleaner	13.74
16070 - Finisher Flatwork Machine	12.03
16090 - Presser Hand	12.03
16110 - Presser Machine Drycleaning	12.03
16130 - Presser Machine Shirts	12.03
16160 - Presser Machine Wearing	12.03
Apparel Laundry	
16190 - Sewing Machine Operator	14.31
16220 - Tailor	14.88
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.46
19040 - Tool And Die Maker	26.73
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.00
21030 - Material Coordinator	25.52
21040 - Material Expediter	25.52
21050 - Material Handling Laborer	13.64
21071 - Order Filler	12.75
21080 - Production Line Worker (Food Processing)	17.00
21110 - Shipping Packer	16.08
21130 - Shipping/Receiving Clerk	16.08
21140 - Store Worker I	11.86
21150 - Stock Clerk	15.95
21210 - Tools And Parts Attendant	17.00
21410 - Warehouse Specialist	17.00
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.19
23019 - Aircraft Logs and Records Technician	17.43
23021 - Aircraft Mechanic I	20.99
23022 - Aircraft Mechanic II	22.19
23023 - Aircraft Mechanic III	23.39
23040 - Aircraft Mechanic Helper	15.18
23050 - Aircraft Painter	19.77
23060 - Aircraft Servicer	17.43
23070 - Aircraft Survival Flight Equipment Technician	19.77
23080 - Aircraft Worker	18.53

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	18.53
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	20.99
23110 - Appliance Mechanic	21.47
23120 - Bicycle Repairer	17.35
23125 - Cable Splicer	33.96
23130 - Carpenter Maintenance	16.87
23140 - Carpet Layer	20.13
23160 - Electrician Maintenance	25.78
23181 - Electronics Technician Maintenance I	27.02
23182 - Electronics Technician Maintenance II	28.82
23183 - Electronics Technician Maintenance III	30.61
23260 - Fabric Worker	18.94
23290 - Fire Alarm System Mechanic	22.80
23310 - Fire Extinguisher Repairer	17.70
23311 - Fuel Distribution System Mechanic	28.06
23312 - Fuel Distribution System Operator	21.82
23370 - General Maintenance Worker	18.48
23380 - Ground Support Equipment Mechanic	20.99
23381 - Ground Support Equipment Servicer	17.43
23382 - Ground Support Equipment Worker	18.53
23391 - Gunsmith I	17.70
23392 - Gunsmith II	20.13
23393 - Gunsmith III	22.80
23410 - Heating Ventilation And Air- Conditioning Mechanic	20.08
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.21
23430 - Heavy Equipment Mechanic	21.78
23440 - Heavy Equipment Operator	17.68
23460 - Instrument Mechanic	22.80
23465 - Laboratory/Shelter Mechanic	21.47
23470 - Laborer	13.64
23510 - Locksmith	21.47
23530 - Machinery Maintenance Mechanic	26.61
23550 - Machinist Maintenance	18.76

23580 - Maintenance Trades Helper	13.33
23591 - Metrology Technician I	22.80
23592 - Metrology Technician II	24.10
23593 - Metrology Technician III	25.42
23640 - Millwright	23.11
23710 - Office Appliance Repairer	21.47
23760 - Painter Maintenance	17.04
23790 - Pipefitter Maintenance	21.06
23810 - Plumber Maintenance	20.49
23820 - Pneudraulic Systems Mechanic	22.80
23850 - Rigger	22.80
23870 - Scale Mechanic	20.13
23890 - Sheet-Metal Worker	18.56
Maintenance	
23910 - Small Engine Mechanic	20.12
23931 - Telecommunications Mechanic	24.11
I	
23932 - Telecommunications Mechanic	25.47
II	
23950 - Telephone Lineman	28.06
23960 - Welder Combination	18.42
Maintenance	
23965 - Well Driller	22.80
23970 - Woodcraft Worker	22.80
23980 - Woodworker	17.70
24000 - Personal Needs Occupations	
24550 - Case Manager	14.36
24570 - Child Care Attendant	10.21
24580 - Child Care Center Clerk	12.83
24610 - Chore Aide	10.76
24620 - Family Readiness And Support	14.36
Services	
Coordinator	
24630 - Homemaker	14.36
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	23.02
25040 - Sewage Plant Operator	18.04
25070 - Stationary Engineer	23.02
25190 - Ventilation Equipment Tender	16.64
25210 - Water Treatment Plant	18.04
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.91
27007 - Baggage Inspector	15.92
27008 - Corrections Officer	15.97
27010 - Court Security Officer	16.52
27030 - Detection Dog Handler	17.30
27040 - Detention Officer	15.97
27070 - Firefighter	17.11

27101 - Guard I	15.92
27102 - Guard II	17.30
27131 - Police Officer I	17.85
27132 - Police Officer II	19.84
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.81
28042 - Carnival Equipment Repairer	14.83
28043 - Carnival Worker	10.46
28210 - Gate Attendant/Gate Tender	13.41
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	15.00
28510 - Recreation Aide/Health	10.95
Facility Attendant	
28515 - Recreation Specialist	17.00
28630 - Sports Official	11.95
28690 - Swimming Pool Operator	17.47
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	20.13
29020 - Hatch Tender	20.13
29030 - Line Handler	20.13
29041 - Stevedore I	18.94
29042 - Stevedore II	21.47
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	16.97
30022 - Archeological Technician II	19.20
30023 - Archeological Technician III	23.69
30030 - Cartographic Technician	23.69
30040 - Civil Engineering Technician	23.52
30051 - Cryogenic Technician I	25.70
30052 - Cryogenic Technician II	28.39
30061 - Drafter/CAD Operator I	16.97
30062 - Drafter/CAD Operator II	19.20
30063 - Drafter/CAD Operator III	21.33
30064 - Drafter/CAD Operator IV	26.05
30081 - Engineering Technician I	15.13
30082 - Engineering Technician II	16.97
30083 - Engineering Technician III	19.20
30084 - Engineering Technician IV	23.69
30085 - Engineering Technician V	29.02
30086 - Engineering Technician VI	34.82
30090 - Environmental Technician	22.61
30095 - Evidence Control Specialist	23.21
30210 - Laboratory Technician	23.96

30221 - Latent Fingerprint Technician I	25.70
30222 - Latent Fingerprint Technician II	28.39
30240 - Mathematical Technician	23.69
30361 - Paralegal/Legal Assistant I	15.46
30362 - Paralegal/Legal Assistant II	19.50
30363 - Paralegal/Legal Assistant III	23.87
30364 - Paralegal/Legal Assistant IV	28.84
30375 - Petroleum Supply Specialist	28.39
30390 - Photo-Optics Technician	23.69
30395 - Radiation Control Technician	28.39
30461 - Technical Writer I	22.85
30462 - Technical Writer II	27.93
30463 - Technical Writer III	33.79
30491 - Unexploded Ordnance (UXO) Technician I	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	27.95
30502 - Weather Forecaster II	34.00
30620 - Weather Observer Combined (see 2)	21.33
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	23.69
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	12.22
31030 - Bus Driver	16.78
31043 - Driver Courier	13.03
31260 - Parking and Lot Attendant	11.13
31290 - Shuttle Bus Driver	12.76
31310 - Taxi Driver	12.48
31361 - Truckdriver Light	13.99
31362 - Truckdriver Medium	15.23
31363 - Truckdriver Heavy	18.53
31364 - Truckdriver Tractor-Trailer	18.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.07
99050 - Desk Clerk	10.16
99095 - Embalmer	23.85

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	16.31
I	
99252 - Laboratory Animal Caretaker	17.51
II	
99260 - Marketing Analyst	29.10
99310 - Mortician	23.85
99410 - Pest Controller	19.05
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	16.27
99711 - Recycling Specialist	19.59
99730 - Refuse Collector	14.84
99810 - Sales Clerk	12.11
99820 - School Crossing Guard	13.15
99830 - Survey Party Chief	20.53
99831 - Surveying Aide	13.45
99832 - Surveying Technician	18.40
99840 - Vending Machine Attendant	17.36
99841 - Vending Machine Repairer	21.20
99842 - Vending Machine Repairer	17.36
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.: 2015-5723

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.: 2015-5723
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: Arkansas

Area: Arkansas Counties of Carroll Newton

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.03
01012 - Accounting Clerk II		16.35
01013 - Accounting Clerk III		17.67
01020 - Administrative Assistant		21.49
01035 - Court Reporter		15.05
01041 - Customer Service Representative I		12.69
01042 - Customer Service Representative II		14.27

01043 - Customer Service Representative III	15.57
01051 - Data Entry Operator I	11.56
01052 - Data Entry Operator II	12.61
01060 - Dispatcher Motor Vehicle	19.96
01070 - Document Preparation Clerk	11.98
01090 - Duplicating Machine Operator	11.98
01111 - General Clerk I	12.09
01112 - General Clerk II	13.20
01113 - General Clerk III	14.82
01120 - Housing Referral Assistant	16.78
01141 - Messenger Courier	12.63
01191 - Order Clerk I	14.17
01192 - Order Clerk II	15.46
01261 - Personnel Assistant (Employment) I	15.54
01262 - Personnel Assistant (Employment) II	17.39
01263 - Personnel Assistant (Employment) III	19.38
01270 - Production Control Clerk	22.19
01290 - Rental Clerk	12.03
01300 - Scheduler Maintenance	13.46
01311 - Secretary I	13.46
01312 - Secretary II	15.05
01313 - Secretary III	16.78
01320 - Service Order Dispatcher	17.85
01410 - Supply Technician	21.49
01420 - Survey Worker	12.27
01460 - Switchboard Operator/Receptionist	13.03
01531 - Travel Clerk I	12.82
01532 - Travel Clerk II	13.90
01533 - Travel Clerk III	14.68
01611 - Word Processor I	11.98
01612 - Word Processor II	13.46
01613 - Word Processor III	15.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	20.44
Fiberglass	
05010 - Automotive Electrician	16.16
05040 - Automotive Glass Installer	15.10
05070 - Automotive Worker	15.10
05110 - Mobile Equipment Servicer	13.04
05130 - Motor Equipment Metal	17.23
Mechanic	
05160 - Motor Equipment Metal Worker	15.10
05190 - Motor Vehicle Mechanic	17.23
05220 - Motor Vehicle Mechanic Helper	12.74

05250 - Motor Vehicle Upholstery Worker	14.07
05280 - Motor Vehicle Wrecker	15.10
05310 - Painter Automotive	16.16
05340 - Radiator Repair Specialist	15.10
05370 - Tire Repairer	15.19
05400 - Transmission Repair Specialist	17.23
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.25
07041 - Cook I	11.46
07042 - Cook II	13.04
07070 - Dishwasher	10.01
07130 - Food Service Worker	11.08
07210 - Meat Cutter	13.62
07260 - Waiter/Waitress	10.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.74
09040 - Furniture Handler	9.29
09080 - Furniture Refinisher	15.38
09090 - Furniture Refinisher Helper	11.41
09110 - Furniture Repairer Minor	13.37
09130 - Upholsterer	14.52
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.51
11060 - Elevator Operator	13.51
11090 - Gardener	16.45
11122 - Housekeeping Aide	11.58
11150 - Janitor	11.58
11210 - Laborer Grounds Maintenance	12.33
11240 - Maid or Houseman	10.15
11260 - Pruner	11.03
11270 - Tractor Operator	15.14
11330 - Trail Maintenance Worker	12.33
11360 - Window Cleaner	12.94
12000 - Health Occupations	
12010 - Ambulance Driver	17.35
12011 - Breath Alcohol Technician	18.35
12012 - Certified Occupational Therapist Assistant	29.56
12015 - Certified Physical Therapist Assistant	29.23
12020 - Dental Assistant	17.28
12025 - Dental Hygienist	35.97
12030 - EKG Technician	28.16
12035 - Electroneurodiagnostic Technologist	28.16

12040 - Emergency Medical Technician	17.35
12071 - Licensed Practical Nurse I	16.62
12072 - Licensed Practical Nurse II	18.58
12073 - Licensed Practical Nurse III	20.71
12100 - Medical Assistant	13.82
12130 - Medical Laboratory Technician	17.52
Technician	
12160 - Medical Record Clerk	15.64
12190 - Medical Record Technician	17.49
12195 - Medical Transcriptionist	16.50
12210 - Nuclear Medicine Technologist	40.83
Technologist	
12221 - Nursing Assistant I	11.78
12222 - Nursing Assistant II	13.24
12223 - Nursing Assistant III	14.44
12224 - Nursing Assistant IV	16.23
12235 - Optical Dispenser	15.94
12236 - Optical Technician	16.62
12250 - Pharmacy Technician	16.07
12280 - Phlebotomist	14.11
12305 - Radiologic Technologist	24.24
12311 - Registered Nurse I	23.01
12312 - Registered Nurse II	28.15
12313 - Registered Nurse II	28.15
Specialist	
12314 - Registered Nurse III	34.07
12315 - Registered Nurse III	34.07
Anesthetist	
12316 - Registered Nurse IV	40.82
12317 - Scheduler (Drug and Alcohol Testing)	22.73
Testing)	
12320 - Substance Abuse Treatment Counselor	29.90
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	17.24
13012 - Exhibits Specialist II	21.35
13013 - Exhibits Specialist III	26.11
13041 - Illustrator I	17.24
13042 - Illustrator II	21.35
13043 - Illustrator III	26.11
13047 - Librarian	23.64
13050 - Library Aide/Clerk	12.50
13054 - Library Information Technology Systems Administrator	21.35
Technology Systems Administrator	
13058 - Library Technician	15.13
13061 - Media Specialist I	15.40
13062 - Media Specialist II	17.24
13063 - Media Specialist III	19.21

13071 - Photographer I	15.46
13072 - Photographer II	17.29
13073 - Photographer III	21.42
13074 - Photographer IV	26.20
13075 - Photographer V	31.71
13090 - Technical Order Library	15.49
Clerk	
13110 - Video Teleconference	15.40
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	15.19
14042 - Computer Operator II	17.00
14043 - Computer Operator III	18.94
14044 - Computer Operator IV	21.05
14045 - Computer Operator V	23.32
14071 - Computer Programmer I	(see 1) 20.42
14072 - Computer Programmer II	(see 1) 24.35
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	15.19
Operator	
14160 - Personal Computer Support	21.05
Technician	
14170 - System Support Specialist	23.31
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.70
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	37.15
Instructor (Rated)	
15030 - Air Crew Training Devices	44.52
Instructor (Pilot)	
15050 - Computer Based Training	30.70
Specialist / Instructor	
15060 - Educational Technologist	27.26
15070 - Flight Instructor (Pilot)	44.52
15080 - Graphic Artist	15.86
15085 - Maintenance Test Pilot Fixed	44.52
Jet/Prop	
15086 - Maintenance Test Pilot	44.52
Rotary Wing	
15088 - Non-Maintenance Test/Co-	44.52
Pilot	
15090 - Technical Instructor	18.80
15095 - Technical Instructor/Course	23.00
Developer	
15110 - Test Proctor	15.17

15120 - Tutor	15.17
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	12.03
16030 - Counter Attendant	12.03
16040 - Dry Cleaner	13.74
16070 - Finisher Flatwork Machine	12.03
16090 - Presser Hand	12.03
16110 - Presser Machine Drycleaning	12.03
16130 - Presser Machine Shirts	12.03
16160 - Presser Machine Wearing	12.03
Apparel Laundry	
16190 - Sewing Machine Operator	14.31
16220 - Tailor	14.88
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.91
19040 - Tool And Die Maker	23.76
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.75
21030 - Material Coordinator	22.19
21040 - Material Expediter	22.19
21050 - Material Handling Laborer	12.94
21071 - Order Filler	12.11
21080 - Production Line Worker (Food Processing)	17.75
21110 - Shipping Packer	16.26
21130 - Shipping/Receiving Clerk	16.26
21140 - Store Worker I	11.66
21150 - Stock Clerk	16.30
21210 - Tools And Parts Attendant	17.75
21410 - Warehouse Specialist	17.75
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.66
23019 - Aircraft Logs and Records Technician	19.79
23021 - Aircraft Mechanic I	24.23
23022 - Aircraft Mechanic II	25.66
23023 - Aircraft Mechanic III	26.95
23040 - Aircraft Mechanic Helper	16.88
23050 - Aircraft Painter	21.80
23060 - Aircraft Servicer	19.79
23070 - Aircraft Survival Flight Equipment Technician	21.80
23080 - Aircraft Worker	21.24

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.24
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.23
23110 - Appliance Mechanic	19.82
23120 - Bicycle Repairer	15.81
23125 - Cable Splicer	36.54
23130 - Carpenter Maintenance	16.37
23140 - Carpet Layer	18.51
23160 - Electrician Maintenance	20.42
23181 - Electronics Technician Maintenance I	21.92
23182 - Electronics Technician Maintenance II	23.98
23183 - Electronics Technician Maintenance III	25.58
23260 - Fabric Worker	17.26
23290 - Fire Alarm System Mechanic	21.13
23310 - Fire Extinguisher Repairer	15.99
23311 - Fuel Distribution System Mechanic	28.11
23312 - Fuel Distribution System Operator	21.27
23370 - General Maintenance Worker	16.21
23380 - Ground Support Equipment Mechanic	24.23
23381 - Ground Support Equipment Servicer	19.79
23382 - Ground Support Equipment Worker	21.24
23391 - Gunsmith I	15.99
23392 - Gunsmith II	18.51
23393 - Gunsmith III	21.13
23410 - Heating Ventilation And Air- Conditioning Mechanic	16.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	17.95
23430 - Heavy Equipment Mechanic	21.86
23440 - Heavy Equipment Operator	18.63
23460 - Instrument Mechanic	21.13
23465 - Laboratory/Shelter Mechanic	19.82
23470 - Laborer	12.94
23510 - Locksmith	19.82
23530 - Machinery Maintenance Mechanic	22.96
23550 - Machinist Maintenance	20.03

23580 - Maintenance Trades Helper	16.10
23591 - Metrology Technician I	21.13
23592 - Metrology Technician II	22.37
23593 - Metrology Technician III	23.67
23640 - Millwright	21.13
23710 - Office Appliance Repairer	17.81
23760 - Painter Maintenance	16.27
23790 - Pipefitter Maintenance	19.52
23810 - Plumber Maintenance	18.30
23820 - Pneudraulic Systems Mechanic	21.13
23850 - Rigger	21.13
23870 - Scale Mechanic	18.51
23890 - Sheet-Metal Worker	20.92
Maintenance	
23910 - Small Engine Mechanic	18.43
23931 - Telecommunications Mechanic	26.17
I	
23932 - Telecommunications Mechanic	27.65
II	
23950 - Telephone Lineman	27.67
23960 - Welder Combination	16.79
Maintenance	
23965 - Well Driller	21.49
23970 - Woodcraft Worker	21.13
23980 - Woodworker	15.99
24000 - Personal Needs Occupations	
24550 - Case Manager	13.32
24570 - Child Care Attendant	10.07
24580 - Child Care Center Clerk	12.55
24610 - Chore Aide	10.87
24620 - Family Readiness And Support	13.32
Services	
Coordinator	
24630 - Homemaker	13.59
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	21.13
25040 - Sewage Plant Operator	15.95
25070 - Stationary Engineer	21.13
25190 - Ventilation Equipment Tender	14.74
25210 - Water Treatment Plant	15.95
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.97
27007 - Baggage Inspector	15.62
27008 - Corrections Officer	16.13
27010 - Court Security Officer	15.27
27030 - Detection Dog Handler	17.47
27040 - Detention Officer	16.13
27070 - Firefighter	15.17

27101 - Guard I	15.62
27102 - Guard II	17.47
27131 - Police Officer I	16.24
27132 - Police Officer II	18.04
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.40
28042 - Carnival Equipment Repairer	15.65
28043 - Carnival Worker	10.49
28210 - Gate Attendant/Gate Tender	12.76
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.27
28510 - Recreation Aide/Health	10.41
Facility Attendant	
28515 - Recreation Specialist	17.68
28630 - Sports Official	11.36
28690 - Swimming Pool Operator	18.18
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	18.30
29020 - Hatch Tender	18.30
29030 - Line Handler	18.30
29041 - Stevedore I	17.05
29042 - Stevedore II	19.61
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	15.70
30022 - Archeological Technician II	17.56
30023 - Archeological Technician III	21.75
30030 - Cartographic Technician	21.75
30040 - Civil Engineering Technician	21.75
30051 - Cryogenic Technician I	24.09
30052 - Cryogenic Technician II	26.61
30061 - Drafter/CAD Operator I	15.70
30062 - Drafter/CAD Operator II	17.56
30063 - Drafter/CAD Operator III	19.57
30064 - Drafter/CAD Operator IV	24.09
30081 - Engineering Technician I	13.98
30082 - Engineering Technician II	16.36
30083 - Engineering Technician III	18.18
30084 - Engineering Technician IV	22.89
30085 - Engineering Technician V	26.61
30086 - Engineering Technician VI	33.59
30090 - Environmental Technician	21.75
30095 - Evidence Control Specialist	21.75
30210 - Laboratory Technician	22.45

30221 - Latent Fingerprint Technician I	24.09
30222 - Latent Fingerprint Technician II	26.61
30240 - Mathematical Technician	21.75
30361 - Paralegal/Legal Assistant I	18.27
30362 - Paralegal/Legal Assistant II	22.64
30363 - Paralegal/Legal Assistant III	27.68
30364 - Paralegal/Legal Assistant IV	33.50
30375 - Petroleum Supply Specialist	26.61
30390 - Photo-Optics Technician	21.97
30395 - Radiation Control Technician	26.61
30461 - Technical Writer I	21.75
30462 - Technical Writer II	26.61
30463 - Technical Writer III	32.20
30491 - Unexploded Ordnance (UXO) Technician I	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	24.09
30502 - Weather Forecaster II	29.31
30620 - Weather Observer Combined (see 2)	19.57
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	21.75
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	12.12
31030 - Bus Driver	16.59
31043 - Driver Courier	12.80
31260 - Parking and Lot Attendant	11.08
31290 - Shuttle Bus Driver	13.30
31310 - Taxi Driver	12.22
31361 - Truckdriver Light	13.91
31362 - Truckdriver Medium	15.01
31363 - Truckdriver Heavy	18.95
31364 - Truckdriver Tractor-Trailer	18.95
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.70
99050 - Desk Clerk	10.03
99095 - Embalmer	26.66

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	11.56
I	
99252 - Laboratory Animal Caretaker	12.56
II	
99260 - Marketing Analyst	19.59
99310 - Mortician	26.66
99410 - Pest Controller	14.14
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.68
99711 - Recycling Specialist	19.22
99730 - Refuse Collector	14.03
99810 - Sales Clerk	11.78
99820 - School Crossing Guard	13.06
99830 - Survey Party Chief	17.09
99831 - Surveying Aide	11.30
99832 - Surveying Technician	15.53
99840 - Vending Machine Attendant	17.93
99841 - Vending Machine Repairer	22.55
99842 - Vending Machine Repairer	17.93
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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. 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.: 2015-5725

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.: 2015-5725
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: California

Area: California County of Marin

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.48
01012 - Accounting Clerk II		24.13
01013 - Accounting Clerk III		26.98
01020 - Administrative Assistant		40.02
01035 - Court Reporter		40.89
01041 - Customer Service Representative I		19.84
01042 - Customer Service Representative II		21.80

01043 - Customer Service Representative III	24.34
01051 - Data Entry Operator I	18.03
01052 - Data Entry Operator II	19.68
01060 - Dispatcher Motor Vehicle	29.13
01070 - Document Preparation Clerk	16.20
01090 - Duplicating Machine Operator	16.20
01111 - General Clerk I	18.33
01112 - General Clerk II	20.00
01113 - General Clerk III	22.47
01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	18.90
01191 - Order Clerk I	19.92
01192 - Order Clerk II	21.74
01261 - Personnel Assistant (Employment) I	21.28
01262 - Personnel Assistant (Employment) II	23.79
01263 - Personnel Assistant (Employment) III	26.52
01270 - Production Control Clerk	30.22
01290 - Rental Clerk	19.43
01300 - Scheduler Maintenance	23.12
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	28.67
01410 - Supply Technician	40.02
01420 - Survey Worker	27.28
01460 - Switchboard Operator/Receptionist	19.05
01531 - Travel Clerk I	21.01
01532 - Travel Clerk II	23.08
01533 - Travel Clerk III	25.99
01611 - Word Processor I	25.14
01612 - Word Processor II	28.22
01613 - Word Processor III	31.57
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	33.54
Fiberglass	
05010 - Automotive Electrician	27.23
05040 - Automotive Glass Installer	25.62
05070 - Automotive Worker	25.99
05110 - Mobile Equipment Servicer	22.91
05130 - Motor Equipment Metal	28.55
Mechanic	
05160 - Motor Equipment Metal Worker	25.99
05190 - Motor Vehicle Mechanic	28.55
05220 - Motor Vehicle Mechanic Helper	21.17

05250 - Motor Vehicle Upholstery Worker	24.50
05280 - Motor Vehicle Wrecker	25.99
05310 - Painter Automotive	27.23
05340 - Radiator Repair Specialist	25.99
05370 - Tire Repairer	18.44
05400 - Transmission Repair Specialist	28.55
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.26
07041 - Cook I	19.89
07042 - Cook II	22.57
07070 - Dishwasher	15.99
07130 - Food Service Worker	16.41
07210 - Meat Cutter	20.01
07260 - Waiter/Waitress	16.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	29.04
09040 - Furniture Handler	19.93
09080 - Furniture Refinisher	29.04
09090 - Furniture Refinisher Helper	23.72
09110 - Furniture Repairer Minor	25.78
09130 - Upholsterer	27.22
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	16.65
11060 - Elevator Operator	16.65
11090 - Gardener	25.51
11122 - Housekeeping Aide	18.41
11150 - Janitor	18.41
11210 - Laborer Grounds Maintenance	19.63
11240 - Maid or Houseman	18.74
11260 - Pruner	17.66
11270 - Tractor Operator	23.58
11330 - Trail Maintenance Worker	19.63
11360 - Window Cleaner	20.47
12000 - Health Occupations	
12010 - Ambulance Driver	26.91
12011 - Breath Alcohol Technician	32.03
12012 - Certified Occupational Therapist Assistant	37.63
12015 - Certified Physical Therapist Assistant	37.18
12020 - Dental Assistant	25.45
12025 - Dental Hygienist	57.24
12030 - EKG Technician	36.73
12035 - Electroneurodiagnostic Technologist	36.73

12040 - Emergency Medical Technician	26.91
12071 - Licensed Practical Nurse I	28.63
12072 - Licensed Practical Nurse II	32.03
12073 - Licensed Practical Nurse III	35.71
12100 - Medical Assistant	25.59
12130 - Medical Laboratory Technician	33.85
Technician	
12160 - Medical Record Clerk	25.65
12190 - Medical Record Technician	28.68
12195 - Medical Transcriptionist	24.05
12210 - Nuclear Medicine	66.07
Technologist	
12221 - Nursing Assistant I	15.90
12222 - Nursing Assistant II	17.88
12223 - Nursing Assistant III	19.51
12224 - Nursing Assistant IV	21.90
12235 - Optical Dispenser	27.20
12236 - Optical Technician	23.14
12250 - Pharmacy Technician	24.87
12280 - Phlebotomist	25.92
12305 - Radiologic Technologist	53.99
12311 - Registered Nurse I	43.85
12312 - Registered Nurse II	53.66
12313 - Registered Nurse II	53.66
Specialist	
12314 - Registered Nurse III	64.90
12315 - Registered Nurse III	64.90
Anesthetist	
12316 - Registered Nurse IV	77.80
12317 - Scheduler (Drug and Alcohol Testing)	39.68
Testing)	
12320 - Substance Abuse Treatment	27.69
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	25.67
13012 - Exhibits Specialist II	31.80
13013 - Exhibits Specialist III	38.86
13041 - Illustrator I	26.48
13042 - Illustrator II	32.79
13043 - Illustrator III	40.13
13047 - Librarian	41.29
13050 - Library Aide/Clerk	20.80
13054 - Library Information	37.28
Technology Systems	
Administrator	
13058 - Library Technician	28.80
13061 - Media Specialist I	26.90
13062 - Media Specialist II	30.10
13063 - Media Specialist III	33.54

13071 - Photographer I	22.43
13072 - Photographer II	25.09
13073 - Photographer III	31.05
13074 - Photographer IV	38.02
13075 - Photographer V	45.99
13090 - Technical Order Library	24.54
Clerk	
13110 - Video Teleconference	29.91
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	23.96
14042 - Computer Operator II	26.84
14043 - Computer Operator III	29.88
14044 - Computer Operator IV	33.19
14045 - Computer Operator V	36.77
14071 - Computer Programmer I	(see 1)
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	23.96
Operator	
14160 - Personal Computer Support	33.19
Technician	
14170 - System Support Specialist	41.30
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	41.35
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	50.04
Instructor (Rated)	
15030 - Air Crew Training Devices	59.97
Instructor (Pilot)	
15050 - Computer Based Training	41.35
Specialist / Instructor	
15060 - Educational Technologist	32.51
15070 - Flight Instructor (Pilot)	59.97
15080 - Graphic Artist	35.62
15085 - Maintenance Test Pilot Fixed	59.97
Jet/Prop	
15086 - Maintenance Test Pilot	59.97
Rotary Wing	
15088 - Non-Maintenance Test/Co-	59.97
Pilot	
15090 - Technical Instructor	33.21
15095 - Technical Instructor/Course	40.62
Developer	
15110 - Test Proctor	26.81

15120 - Tutor	26.81
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	18.63
16030 - Counter Attendant	18.63
16040 - Dry Cleaner	21.30
16070 - Finisher Flatwork Machine	18.63
16090 - Presser Hand	18.63
16110 - Presser Machine Drycleaning	18.63
16130 - Presser Machine Shirts	18.63
16160 - Presser Machine Wearing	18.63
Apparel Laundry	
16190 - Sewing Machine Operator	22.18
16220 - Tailor	23.07
16250 - Washer Machine	19.52
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	30.39
19040 - Tool And Die Maker	35.85
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	23.49
21030 - Material Coordinator	30.22
21040 - Material Expediter	30.22
21050 - Material Handling Laborer	18.84
21071 - Order Filler	16.87
21080 - Production Line Worker (Food Processing)	23.49
21110 - Shipping Packer	19.78
21130 - Shipping/Receiving Clerk	19.78
21140 - Store Worker I	17.74
21150 - Stock Clerk	23.28
21210 - Tools And Parts Attendant	23.49
21410 - Warehouse Specialist	23.49
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	41.22
23019 - Aircraft Logs and Records Technician	33.18
23021 - Aircraft Mechanic I	39.23
23022 - Aircraft Mechanic II	41.22
23023 - Aircraft Mechanic III	42.97
23040 - Aircraft Mechanic Helper	28.67
23050 - Aircraft Painter	37.20
23060 - Aircraft Servicer	33.18
23070 - Aircraft Survival Flight Equipment Technician	37.20
23080 - Aircraft Worker	35.21

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	35.21
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	39.23
23110 - Appliance Mechanic	30.42
23120 - Bicycle Repairer	22.47
23125 - Cable Splicer	48.54
23130 - Carpenter Maintenance	34.38
23140 - Carpet Layer	30.36
23160 - Electrician Maintenance	50.38
23181 - Electronics Technician Maintenance I	36.95
23182 - Electronics Technician Maintenance II	39.05
23183 - Electronics Technician Maintenance III	41.16
23260 - Fabric Worker	32.19
23290 - Fire Alarm System Mechanic	29.65
23310 - Fire Extinguisher Repairer	30.21
23311 - Fuel Distribution System Mechanic	40.12
23312 - Fuel Distribution System Operator	31.59
23370 - General Maintenance Worker	25.45
23380 - Ground Support Equipment Mechanic	39.23
23381 - Ground Support Equipment Servicer	33.18
23382 - Ground Support Equipment Worker	35.21
23391 - Gunsmith I	30.21
23392 - Gunsmith II	34.28
23393 - Gunsmith III	38.19
23410 - Heating Ventilation And Air- Conditioning Mechanic	34.63
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	36.40
23430 - Heavy Equipment Mechanic	36.73
23440 - Heavy Equipment Operator	45.30
23460 - Instrument Mechanic	43.36
23465 - Laboratory/Shelter Mechanic	36.22
23470 - Laborer	18.84
23510 - Locksmith	29.04
23530 - Machinery Maintenance Mechanic	37.37
23550 - Machinist Maintenance	33.01

23580 - Maintenance Trades Helper	19.98
23591 - Metrology Technician I	43.36
23592 - Metrology Technician II	45.57
23593 - Metrology Technician III	47.50
23640 - Millwright	43.22
23710 - Office Appliance Repairer	27.93
23760 - Painter Maintenance	30.71
23790 - Pipefitter Maintenance	41.14
23810 - Plumber Maintenance	39.02
23820 - Pneudraulic Systems Mechanic	38.19
23850 - Rigger	35.44
23870 - Scale Mechanic	34.28
23890 - Sheet-Metal Worker	36.47
Maintenance	
23910 - Small Engine Mechanic	28.23
23931 - Telecommunications Mechanic	37.42
I	
23932 - Telecommunications Mechanic	43.29
II	
23950 - Telephone Lineman	38.47
23960 - Welder Combination	30.88
Maintenance	
23965 - Well Driller	35.28
23970 - Woodcraft Worker	38.19
23980 - Woodworker	30.21
24000 - Personal Needs Occupations	
24550 - Case Manager	22.10
24570 - Child Care Attendant	17.96
24580 - Child Care Center Clerk	22.38
24610 - Chore Aide	15.21
24620 - Family Readiness And Support	22.10
Services	
Coordinator	
24630 - Homemaker	22.10
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	50.98
25040 - Sewage Plant Operator	49.65
25070 - Stationary Engineer	50.98
25190 - Ventilation Equipment Tender	37.27
25210 - Water Treatment Plant	49.65
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	42.10
27007 - Baggage Inspector	19.32
27008 - Corrections Officer	41.18
27010 - Court Security Officer	46.28
27030 - Detection Dog Handler	25.35
27040 - Detention Officer	41.18
27070 - Firefighter	51.38

27101 - Guard I	19.32
27102 - Guard II	25.35
27131 - Police Officer I	54.15
27132 - Police Officer II	60.19
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.89
28042 - Carnival Equipment Repairer	21.52
28043 - Carnival Worker	14.90
28210 - Gate Attendant/Gate Tender	19.84
28310 - Lifeguard	14.85
28350 - Park Attendant (Aide)	22.21
28510 - Recreation Aide/Health	16.20
Facility Attendant	
28515 - Recreation Specialist	27.50
28630 - Sports Official	17.68
28690 - Swimming Pool Operator	24.42
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	36.00
29020 - Hatch Tender	36.00
29030 - Line Handler	36.00
29041 - Stevedore I	33.94
29042 - Stevedore II	38.05
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	49.14
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	33.88
Specialist Station (HFO)	
30012 - Air Traffic Control	37.32
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	24.86
30022 - Archeological Technician II	27.80
30023 - Archeological Technician III	34.44
30030 - Cartographic Technician	34.44
30040 - Civil Engineering Technician	40.86
30051 - Cryogenic Technician I	35.81
30052 - Cryogenic Technician II	35.95
30061 - Drafter/CAD Operator I	24.86
30062 - Drafter/CAD Operator II	27.80
30063 - Drafter/CAD Operator III	30.99
30064 - Drafter/CAD Operator IV	38.15
30081 - Engineering Technician I	18.90
30082 - Engineering Technician II	23.34
30083 - Engineering Technician III	26.10
30084 - Engineering Technician IV	29.40
30085 - Engineering Technician V	35.98
30086 - Engineering Technician VI	43.51
30090 - Environmental Technician	28.19
30095 - Evidence Control Specialist	27.79
30210 - Laboratory Technician	27.28

30221 - Latent Fingerprint Technician I	45.41
30222 - Latent Fingerprint Technician II	50.16
30240 - Mathematical Technician	43.43
30361 - Paralegal/Legal Assistant I	23.52
30362 - Paralegal/Legal Assistant II	29.13
30363 - Paralegal/Legal Assistant III	35.65
30364 - Paralegal/Legal Assistant IV	43.11
30375 - Petroleum Supply Specialist	34.00
30390 - Photo-Optics Technician	35.89
30395 - Radiation Control Technician	34.00
30461 - Technical Writer I	34.64
30462 - Technical Writer II	43.96
30463 - Technical Writer III	53.16
30491 - Unexploded Ordnance (UXO) Technician I	31.23
30492 - Unexploded Ordnance (UXO) Technician II	37.79
30493 - Unexploded Ordnance (UXO) Technician III	45.29
30494 - Unexploded (UXO) Safety Escort	31.23
30495 - Unexploded (UXO) Sweep Personnel	31.23
30501 - Weather Forecaster I	38.15
30502 - Weather Forecaster II	46.39
30620 - Weather Observer Combined (see 2)	30.99
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	32.89
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	37.79
31020 - Bus Aide	21.07
31030 - Bus Driver	29.29
31043 - Driver Courier	21.54
31260 - Parking and Lot Attendant	15.35
31290 - Shuttle Bus Driver	21.19
31310 - Taxi Driver	18.68
31361 - Truckdriver Light	23.31
31362 - Truckdriver Medium	24.97
31363 - Truckdriver Heavy	26.84
31364 - Truckdriver Tractor-Trailer	26.84
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.42
99030 - Cashier	15.76
99050 - Desk Clerk	19.60
99095 - Embalmer	29.47

99130 - Flight Follower	31.23
99251 - Laboratory Animal Caretaker	18.61
I	
99252 - Laboratory Animal Caretaker	20.13
II	
99260 - Marketing Analyst	43.88
99310 - Mortician	29.47
99410 - Pest Controller	23.38
99510 - Photofinishing Worker	23.56
99710 - Recycling Laborer	33.85
99711 - Recycling Specialist	40.65
99730 - Refuse Collector	30.46
99810 - Sales Clerk	16.47
99820 - School Crossing Guard	20.13
99830 - Survey Party Chief	55.56
99831 - Surveying Aide	32.11
99832 - Surveying Technician	37.88
99840 - Vending Machine Attendant	20.76
99841 - Vending Machine Repairer	24.28
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 12 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and 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.: 2015-5727

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.: 2015-5727
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: Florida

Area: Florida County of Citrus

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.21
01012 - Accounting Clerk II		16.40
01013 - Accounting Clerk III		17.85
01020 - Administrative Assistant		19.83
01035 - Court Reporter		16.80
01041 - Customer Service Representative I		12.68
01042 - Customer Service Representative II		13.83

01043 - Customer Service Representative III	15.53
01051 - Data Entry Operator I	12.26
01052 - Data Entry Operator II	13.37
01060 - Dispatcher Motor Vehicle	15.73
01070 - Document Preparation Clerk	13.37
01090 - Duplicating Machine Operator	13.37
01111 - General Clerk I	12.43
01112 - General Clerk II	13.56
01113 - General Clerk III	15.22
01120 - Housing Referral Assistant	18.73
01141 - Messenger Courier	11.03
01191 - Order Clerk I	12.81
01192 - Order Clerk II	13.97
01261 - Personnel Assistant (Employment) I	15.01
01262 - Personnel Assistant (Employment) II	16.80
01263 - Personnel Assistant (Employment) III	18.73
01270 - Production Control Clerk	18.71
01290 - Rental Clerk	13.15
01300 - Scheduler Maintenance	15.01
01311 - Secretary I	15.01
01312 - Secretary II	16.80
01313 - Secretary III	18.73
01320 - Service Order Dispatcher	14.06
01410 - Supply Technician	19.83
01420 - Survey Worker	16.40
01460 - Switchboard Operator/Receptionist	12.35
01531 - Travel Clerk I	13.68
01532 - Travel Clerk II	14.84
01533 - Travel Clerk III	15.96
01611 - Word Processor I	13.37
01612 - Word Processor II	15.01
01613 - Word Processor III	16.80
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	20.06
Fiberglass	
05010 - Automotive Electrician	18.11
05040 - Automotive Glass Installer	16.84
05070 - Automotive Worker	16.84
05110 - Mobile Equipment Servicer	14.51
05130 - Motor Equipment Metal	19.23
Mechanic	
05160 - Motor Equipment Metal Worker	16.84
05190 - Motor Vehicle Mechanic	19.23
05220 - Motor Vehicle Mechanic Helper	13.35

05250 - Motor Vehicle Upholstery Worker	15.75
05280 - Motor Vehicle Wrecker	16.84
05310 - Painter Automotive	18.04
05340 - Radiator Repair Specialist	16.84
05370 - Tire Repairer	13.86
05400 - Transmission Repair Specialist	19.23
07000 - Food Preparation And Service Occupations	
07010 - Baker	19.26
07041 - Cook I	12.39
07042 - Cook II	14.38
07070 - Dishwasher	9.86
07130 - Food Service Worker	11.15
07210 - Meat Cutter	15.71
07260 - Waiter/Waitress	10.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.87
09040 - Furniture Handler	11.60
09080 - Furniture Refinisher	18.87
09090 - Furniture Refinisher Helper	13.96
09110 - Furniture Repairer Minor	16.41
09130 - Upholsterer	18.87
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.16
11060 - Elevator Operator	11.90
11090 - Gardener	16.36
11122 - Housekeeping Aide	11.90
11150 - Janitor	11.90
11210 - Laborer Grounds Maintenance	12.37
11240 - Maid or Houseman	10.28
11260 - Pruner	10.99
11270 - Tractor Operator	15.04
11330 - Trail Maintenance Worker	12.37
11360 - Window Cleaner	13.40
12000 - Health Occupations	
12010 - Ambulance Driver	19.68
12011 - Breath Alcohol Technician	19.68
12012 - Certified Occupational Therapist Assistant	32.00
12015 - Certified Physical Therapist Assistant	32.54
12020 - Dental Assistant	19.22
12025 - Dental Hygienist	36.17
12030 - EKG Technician	29.83
12035 - Electroneurodiagnostic Technologist	29.83

12040 - Emergency Medical Technician	19.68
12071 - Licensed Practical Nurse I	17.60
12072 - Licensed Practical Nurse II	19.68
12073 - Licensed Practical Nurse III	21.94
12100 - Medical Assistant	16.07
12130 - Medical Laboratory Technician	21.13
Technician	
12160 - Medical Record Clerk	16.32
12190 - Medical Record Technician	18.26
12195 - Medical Transcriptionist	17.03
12210 - Nuclear Medicine Technologist	43.26
Technologist	
12221 - Nursing Assistant I	11.88
12222 - Nursing Assistant II	13.35
12223 - Nursing Assistant III	14.57
12224 - Nursing Assistant IV	16.36
12235 - Optical Dispenser	19.68
12236 - Optical Technician	17.60
12250 - Pharmacy Technician	16.70
12280 - Phlebotomist	17.03
12305 - Radiologic Technologist	28.51
12311 - Registered Nurse I	25.10
12312 - Registered Nurse II	30.70
12313 - Registered Nurse II	30.70
Specialist	
12314 - Registered Nurse III	37.15
12315 - Registered Nurse III	37.15
Anesthetist	
12316 - Registered Nurse IV	44.53
12317 - Scheduler (Drug and Alcohol Testing)	24.39
Testing)	
12320 - Substance Abuse Treatment Counselor	24.39
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	19.37
13012 - Exhibits Specialist II	23.99
13013 - Exhibits Specialist III	29.35
13041 - Illustrator I	19.32
13042 - Illustrator II	23.99
13043 - Illustrator III	29.35
13047 - Librarian	26.57
13050 - Library Aide/Clerk	14.81
13054 - Library Information Technology Systems Administrator	23.99
Technology Systems Administrator	
13058 - Library Technician	16.36
13061 - Media Specialist I	14.41
13062 - Media Specialist II	16.36
13063 - Media Specialist III	18.24

13071 - Photographer I	14.95
13072 - Photographer II	16.73
13073 - Photographer III	20.72
13074 - Photographer IV	25.35
13075 - Photographer V	30.67
13090 - Technical Order Library	16.73
Clerk	
13110 - Video Teleconference	16.51
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	14.52
14042 - Computer Operator II	16.48
14043 - Computer Operator III	18.70
14044 - Computer Operator IV	20.77
14045 - Computer Operator V	23.01
14071 - Computer Programmer I	(see 1) 18.79
14072 - Computer Programmer II	(see 1) 23.27
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1) 26.51
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	14.52
Operator	
14160 - Personal Computer Support	20.77
Technician	
14170 - System Support Specialist	23.01
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	25.93
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	31.37
Instructor (Rated)	
15030 - Air Crew Training Devices	37.60
Instructor (Pilot)	
15050 - Computer Based Training	25.93
Specialist / Instructor	
15060 - Educational Technologist	26.09
15070 - Flight Instructor (Pilot)	37.60
15080 - Graphic Artist	21.85
15085 - Maintenance Test Pilot Fixed	39.50
Jet/Prop	
15086 - Maintenance Test Pilot	39.50
Rotary Wing	
15088 - Non-Maintenance Test/Co-	39.50
Pilot	
15090 - Technical Instructor	17.86
15095 - Technical Instructor/Course	21.85
Developer	
15110 - Test Proctor	14.41

15120 - Tutor	14.41
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.15
16030 - Counter Attendant	10.15
16040 - Dry Cleaner	12.95
16070 - Finisher Flatwork Machine	10.15
16090 - Presser Hand	10.15
16110 - Presser Machine Drycleaning	10.15
16130 - Presser Machine Shirts	10.15
16160 - Presser Machine Wearing	10.15
Apparel Laundry	
16190 - Sewing Machine Operator	13.81
16220 - Tailor	14.65
16250 - Washer Machine	11.05
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.07
19040 - Tool And Die Maker	24.05
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.22
21030 - Material Coordinator	17.01
21040 - Material Expediter	17.01
21050 - Material Handling Laborer	11.92
21071 - Order Filler	12.00
21080 - Production Line Worker (Food Processing)	13.22
21110 - Shipping Packer	13.61
21130 - Shipping/Receiving Clerk	13.61
21140 - Store Worker I	11.28
21150 - Stock Clerk	16.14
21210 - Tools And Parts Attendant	13.22
21410 - Warehouse Specialist	13.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.55
23019 - Aircraft Logs and Records Technician	16.59
23021 - Aircraft Mechanic I	20.33
23022 - Aircraft Mechanic II	21.55
23023 - Aircraft Mechanic III	22.80
23040 - Aircraft Mechanic Helper	14.11
23050 - Aircraft Painter	19.07
23060 - Aircraft Servicer	16.59
23070 - Aircraft Survival Flight Equipment Technician	19.07
23080 - Aircraft Worker	17.80

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	17.80
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	20.33
23110 - Appliance Mechanic	19.07
23120 - Bicycle Repairer	15.18
23125 - Cable Splicer	20.33
23130 - Carpenter Maintenance	17.37
23140 - Carpet Layer	17.80
23160 - Electrician Maintenance	21.69
23181 - Electronics Technician Maintenance I	17.80
23182 - Electronics Technician Maintenance II	21.14
23183 - Electronics Technician Maintenance III	22.67
23260 - Fabric Worker	16.59
23290 - Fire Alarm System Mechanic	20.22
23310 - Fire Extinguisher Repairer	15.34
23311 - Fuel Distribution System Mechanic	20.33
23312 - Fuel Distribution System Operator	15.34
23370 - General Maintenance Worker	14.32
23380 - Ground Support Equipment Mechanic	20.33
23381 - Ground Support Equipment Servicer	16.59
23382 - Ground Support Equipment Worker	17.80
23391 - Gunsmith I	15.34
23392 - Gunsmith II	17.80
23393 - Gunsmith III	20.33
23410 - Heating Ventilation And Air- Conditioning Mechanic	18.24
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	19.33
23430 - Heavy Equipment Mechanic	20.33
23440 - Heavy Equipment Operator	17.47
23460 - Instrument Mechanic	20.33
23465 - Laboratory/Shelter Mechanic	19.07
23470 - Laborer	11.92
23510 - Locksmith	19.07
23530 - Machinery Maintenance Mechanic	22.57
23550 - Machinist Maintenance	20.33

23580 - Maintenance Trades Helper	13.96
23591 - Metrology Technician I	20.33
23592 - Metrology Technician II	21.55
23593 - Metrology Technician III	22.80
23640 - Millwright	20.33
23710 - Office Appliance Repairer	19.07
23760 - Painter Maintenance	15.10
23790 - Pipefitter Maintenance	21.45
23810 - Plumber Maintenance	20.24
23820 - Pneudraulic Systems Mechanic	20.33
23850 - Rigger	20.33
23870 - Scale Mechanic	17.80
23890 - Sheet-Metal Worker	20.33
Maintenance	
23910 - Small Engine Mechanic	16.77
23931 - Telecommunications Mechanic	21.82
I	
23932 - Telecommunications Mechanic	23.13
II	
23950 - Telephone Lineman	21.52
23960 - Welder Combination	21.70
Maintenance	
23965 - Well Driller	20.33
23970 - Woodcraft Worker	20.33
23980 - Woodworker	15.34
24000 - Personal Needs Occupations	
24550 - Case Manager	15.51
24570 - Child Care Attendant	10.65
24580 - Child Care Center Clerk	13.96
24610 - Chore Aide	10.70
24620 - Family Readiness And Support	15.51
Services	
Coordinator	
24630 - Homemaker	15.51
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	20.33
25040 - Sewage Plant Operator	19.12
25070 - Stationary Engineer	20.33
25190 - Ventilation Equipment Tender	14.11
25210 - Water Treatment Plant	19.12
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.79
27007 - Baggage Inspector	14.51
27008 - Corrections Officer	18.93
27010 - Court Security Officer	18.84
27030 - Detection Dog Handler	16.79
27040 - Detention Officer	18.93
27070 - Firefighter	18.92

27101 - Guard I	14.51
27102 - Guard II	16.79
27131 - Police Officer I	18.01
27132 - Police Officer II	19.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.96
28042 - Carnival Equipment Repairer	14.09
28043 - Carnival Worker	9.47
28210 - Gate Attendant/Gate Tender	14.91
28310 - Lifeguard	13.09
28350 - Park Attendant (Aide)	16.67
28510 - Recreation Aide/Health	12.16
Facility Attendant	
28515 - Recreation Specialist	19.97
28630 - Sports Official	13.27
28690 - Swimming Pool Operator	16.36
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	17.80
29020 - Hatch Tender	17.80
29030 - Line Handler	17.80
29041 - Stevedore I	16.59
29042 - Stevedore II	19.07
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	16.94
30022 - Archeological Technician II	19.10
30023 - Archeological Technician III	23.67
30030 - Cartographic Technician	23.67
30040 - Civil Engineering Technician	20.97
30051 - Cryogenic Technician I	21.59
30052 - Cryogenic Technician II	23.85
30061 - Drafter/CAD Operator I	16.94
30062 - Drafter/CAD Operator II	19.10
30063 - Drafter/CAD Operator III	21.30
30064 - Drafter/CAD Operator IV	26.18
30081 - Engineering Technician I	14.12
30082 - Engineering Technician II	15.85
30083 - Engineering Technician III	18.18
30084 - Engineering Technician IV	22.52
30085 - Engineering Technician V	27.55
30086 - Engineering Technician VI	33.33
30090 - Environmental Technician	19.24
30095 - Evidence Control Specialist	19.49
30210 - Laboratory Technician	17.67

30221 - Latent Fingerprint Technician I	21.59
30222 - Latent Fingerprint Technician II	23.85
30240 - Mathematical Technician	23.18
30361 - Paralegal/Legal Assistant I	16.22
30362 - Paralegal/Legal Assistant II	20.09
30363 - Paralegal/Legal Assistant III	24.57
30364 - Paralegal/Legal Assistant IV	29.73
30375 - Petroleum Supply Specialist	23.85
30390 - Photo-Optics Technician	23.67
30395 - Radiation Control Technician	23.85
30461 - Technical Writer I	16.84
30462 - Technical Writer II	20.60
30463 - Technical Writer III	24.92
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	26.18
30502 - Weather Forecaster II	31.84
30620 - Weather Observer Combined (see 2)	21.30
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	23.67
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	11.21
31030 - Bus Driver	16.03
31043 - Driver Courier	12.25
31260 - Parking and Lot Attendant	9.57
31290 - Shuttle Bus Driver	13.03
31310 - Taxi Driver	14.40
31361 - Truckdriver Light	13.03
31362 - Truckdriver Medium	14.09
31363 - Truckdriver Heavy	17.89
31364 - Truckdriver Tractor-Trailer	17.89
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.12
99050 - Desk Clerk	10.60
99095 - Embalmer	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.35
I	
99252 - Laboratory Animal Caretaker	16.68
II	
99260 - Marketing Analyst	31.75
99310 - Mortician	25.60
99410 - Pest Controller	16.30
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.24
99711 - Recycling Specialist	22.18
99730 - Refuse Collector	16.20
99810 - Sales Clerk	12.28
99820 - School Crossing Guard	12.95
99830 - Survey Party Chief	19.85
99831 - Surveying Aide	12.34
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	17.73
99841 - Vending Machine Repairer	22.37
99842 - Vending Machine Repairer	17.73
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.: 2015-5729

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.: 2015-5729
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: Florida

Area: Florida County of Sumter

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.65
01012 - Accounting Clerk II		16.44
01013 - Accounting Clerk III		18.40
01020 - Administrative Assistant		23.99
01035 - Court Reporter		18.20
01041 - Customer Service Representative I		12.38
01042 - Customer Service Representative II		13.50

01043 - Customer Service Representative III	15.16
01051 - Data Entry Operator I	13.28
01052 - Data Entry Operator II	14.49
01060 - Dispatcher Motor Vehicle	17.69
01070 - Document Preparation Clerk	14.49
01090 - Duplicating Machine Operator	14.49
01111 - General Clerk I	12.93
01112 - General Clerk II	14.11
01113 - General Clerk III	15.84
01120 - Housing Referral Assistant	19.80
01141 - Messenger Courier	11.81
01191 - Order Clerk I	13.28
01192 - Order Clerk II	14.49
01261 - Personnel Assistant (Employment) I	16.26
01262 - Personnel Assistant (Employment) II	18.20
01263 - Personnel Assistant (Employment) III	20.28
01270 - Production Control Clerk	18.85
01290 - Rental Clerk	14.59
01300 - Scheduler Maintenance	16.26
01311 - Secretary I	16.26
01312 - Secretary II	17.69
01313 - Secretary III	19.80
01320 - Service Order Dispatcher	18.24
01410 - Supply Technician	18.81
01420 - Survey Worker	23.99
01460 - Switchboard Operator/Receptionist	13.68
01531 - Travel Clerk I	13.68
01532 - Travel Clerk II	14.84
01533 - Travel Clerk III	15.96
01611 - Word Processor I	14.49
01612 - Word Processor II	16.26
01613 - Word Processor III	18.20
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.44
Fiberglass	
05010 - Automotive Electrician	21.05
05040 - Automotive Glass Installer	19.66
05070 - Automotive Worker	19.66
05110 - Mobile Equipment Servicer	16.94
05130 - Motor Equipment Metal	22.44
Mechanic	
05160 - Motor Equipment Metal Worker	19.66
05190 - Motor Vehicle Mechanic	22.44
05220 - Motor Vehicle Mechanic Helper	15.58

05250 - Motor Vehicle Upholstery Worker	18.32
05280 - Motor Vehicle Wrecker	19.66
05310 - Painter Automotive	21.05
05340 - Radiator Repair Specialist	19.66
05370 - Tire Repairer	13.81
05400 - Transmission Repair Specialist	22.44
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.87
07041 - Cook I	13.93
07042 - Cook II	16.16
07070 - Dishwasher	10.19
07130 - Food Service Worker	13.04
07210 - Meat Cutter	18.14
07260 - Waiter/Waitress	9.75
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.77
09040 - Furniture Handler	12.64
09080 - Furniture Refinisher	20.77
09090 - Furniture Refinisher Helper	15.37
09110 - Furniture Repairer Minor	18.06
09130 - Upholsterer	20.77
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.04
11060 - Elevator Operator	12.51
11090 - Gardener	15.56
11122 - Housekeeping Aide	12.51
11150 - Janitor	12.51
11210 - Laborer Grounds Maintenance	11.77
11240 - Maid or Houseman	10.28
11260 - Pruner	10.46
11270 - Tractor Operator	14.31
11330 - Trail Maintenance Worker	11.77
11360 - Window Cleaner	14.08
12000 - Health Occupations	
12010 - Ambulance Driver	19.75
12011 - Breath Alcohol Technician	19.75
12012 - Certified Occupational Therapist Assistant	27.09
12015 - Certified Physical Therapist Assistant	33.50
12020 - Dental Assistant	21.08
12025 - Dental Hygienist	34.00
12030 - EKG Technician	29.92
12035 - Electroneurodiagnostic Technologist	29.92

12040 - Emergency Medical Technician	19.75
12071 - Licensed Practical Nurse I	17.66
12072 - Licensed Practical Nurse II	19.75
12073 - Licensed Practical Nurse III	22.01
12100 - Medical Assistant	14.80
12130 - Medical Laboratory Technician	21.86
Technician	
12160 - Medical Record Clerk	15.16
12190 - Medical Record Technician	23.08
12195 - Medical Transcriptionist	17.66
12210 - Nuclear Medicine Technologist	43.40
Technologist	
12221 - Nursing Assistant I	11.63
12222 - Nursing Assistant II	13.09
12223 - Nursing Assistant III	14.27
12224 - Nursing Assistant IV	16.02
12235 - Optical Dispenser	19.75
12236 - Optical Technician	17.66
12250 - Pharmacy Technician	14.79
12280 - Phlebotomist	15.97
12305 - Radiologic Technologist	27.47
12311 - Registered Nurse I	23.48
12312 - Registered Nurse II	28.72
12313 - Registered Nurse II	28.72
Specialist	
12314 - Registered Nurse III	34.74
12315 - Registered Nurse III	34.74
Anesthetist	
12316 - Registered Nurse IV	41.64
12317 - Scheduler (Drug and Alcohol Testing)	24.46
Testing)	
12320 - Substance Abuse Treatment Counselor	24.46
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	19.34
13012 - Exhibits Specialist II	23.96
13013 - Exhibits Specialist III	29.31
13041 - Illustrator I	17.56
13042 - Illustrator II	21.97
13043 - Illustrator III	27.74
13047 - Librarian	26.53
13050 - Library Aide/Clerk	13.46
13054 - Library Information Technology Systems Administrator	22.14
Technology Systems Administrator	
13058 - Library Technician	14.87
13061 - Media Specialist I	13.10
13062 - Media Specialist II	14.87
13063 - Media Specialist III	16.58

13071 - Photographer I	14.95
13072 - Photographer II	16.73
13073 - Photographer III	20.72
13074 - Photographer IV	25.35
13075 - Photographer V	30.67
13090 - Technical Order Library	16.73
Clerk	
13110 - Video Teleconference	15.01
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	15.97
14042 - Computer Operator II	18.13
14043 - Computer Operator III	20.57
14044 - Computer Operator IV	22.85
14045 - Computer Operator V	25.31
14071 - Computer Programmer I	(see 1) 17.10
14072 - Computer Programmer II	(see 1) 21.19
14073 - Computer Programmer III	(see 1) 25.92
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	15.97
Operator	
14160 - Personal Computer Support	22.85
Technician	
14170 - System Support Specialist	23.01
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	21.76
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	26.33
Instructor (Rated)	
15030 - Air Crew Training Devices	30.98
Instructor (Pilot)	
15050 - Computer Based Training	21.76
Specialist / Instructor	
15060 - Educational Technologist	23.72
15070 - Flight Instructor (Pilot)	30.98
15080 - Graphic Artist	21.85
15085 - Maintenance Test Pilot Fixed	30.98
Jet/Prop	
15086 - Maintenance Test Pilot	30.98
Rotary Wing	
15088 - Non-Maintenance Test/Co-	30.98
Pilot	
15090 - Technical Instructor	17.86
15095 - Technical Instructor/Course	21.85
Developer	
15110 - Test Proctor	14.41

15120 - Tutor	14.41
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.15
16030 - Counter Attendant	10.15
16040 - Dry Cleaner	12.95
16070 - Finisher Flatwork Machine	10.15
16090 - Presser Hand	10.15
16110 - Presser Machine Drycleaning	10.15
16130 - Presser Machine Shirts	10.15
16160 - Presser Machine Wearing	10.15
Apparel Laundry	
16190 - Sewing Machine Operator	13.81
16220 - Tailor	14.65
16250 - Washer Machine	11.05
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.77
19040 - Tool And Die Maker	26.18
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.87
21030 - Material Coordinator	17.48
21040 - Material Expediter	17.48
21050 - Material Handling Laborer	14.00
21071 - Order Filler	12.66
21080 - Production Line Worker (Food Processing)	14.87
21110 - Shipping Packer	19.47
21130 - Shipping/Receiving Clerk	19.47
21140 - Store Worker I	11.28
21150 - Stock Clerk	16.14
21210 - Tools And Parts Attendant	14.87
21410 - Warehouse Specialist	14.87
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.46
23019 - Aircraft Logs and Records Technician	18.06
23021 - Aircraft Mechanic I	22.14
23022 - Aircraft Mechanic II	23.46
23023 - Aircraft Mechanic III	24.83
23040 - Aircraft Mechanic Helper	15.37
23050 - Aircraft Painter	20.77
23060 - Aircraft Servicer	18.06
23070 - Aircraft Survival Flight Equipment Technician	20.77
23080 - Aircraft Worker	19.39

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	19.39
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22.14
23110 - Appliance Mechanic	20.77
23120 - Bicycle Repairer	15.77
23125 - Cable Splicer	30.64
23130 - Carpenter Maintenance	17.38
23140 - Carpet Layer	19.39
23160 - Electrician Maintenance	21.76
23181 - Electronics Technician Maintenance I	19.39
23182 - Electronics Technician Maintenance II	21.14
23183 - Electronics Technician Maintenance III	22.67
23260 - Fabric Worker	18.06
23290 - Fire Alarm System Mechanic	22.14
23310 - Fire Extinguisher Repairer	16.71
23311 - Fuel Distribution System Mechanic	22.14
23312 - Fuel Distribution System Operator	16.71
23370 - General Maintenance Worker	16.59
23380 - Ground Support Equipment Mechanic	22.14
23381 - Ground Support Equipment Servicer	18.06
23382 - Ground Support Equipment Worker	19.39
23391 - Gunsmith I	16.71
23392 - Gunsmith II	19.39
23393 - Gunsmith III	22.14
23410 - Heating Ventilation And Air- Conditioning Mechanic	17.63
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	18.69
23430 - Heavy Equipment Mechanic	20.07
23440 - Heavy Equipment Operator	19.15
23460 - Instrument Mechanic	22.14
23465 - Laboratory/Shelter Mechanic	20.77
23470 - Laborer	14.00
23510 - Locksmith	20.77
23530 - Machinery Maintenance Mechanic	21.96
23550 - Machinist Maintenance	22.14

23580 - Maintenance Trades Helper	14.65
23591 - Metrology Technician I	22.14
23592 - Metrology Technician II	23.46
23593 - Metrology Technician III	24.83
23640 - Millwright	22.14
23710 - Office Appliance Repairer	20.77
23760 - Painter Maintenance	20.77
23790 - Pipefitter Maintenance	24.46
23810 - Plumber Maintenance	22.95
23820 - Pneudraulic Systems Mechanic	22.14
23850 - Rigger	22.14
23870 - Scale Mechanic	19.39
23890 - Sheet-Metal Worker	20.00
Maintenance	
23910 - Small Engine Mechanic	19.15
23931 - Telecommunications Mechanic	22.14
I	
23932 - Telecommunications Mechanic	23.46
II	
23950 - Telephone Lineman	21.33
23960 - Welder Combination	22.14
Maintenance	
23965 - Well Driller	22.14
23970 - Woodcraft Worker	22.14
23980 - Woodworker	16.71
24000 - Personal Needs Occupations	
24550 - Case Manager	16.81
24570 - Child Care Attendant	10.79
24580 - Child Care Center Clerk	13.54
24610 - Chore Aide	12.03
24620 - Family Readiness And Support	16.81
Services	
Coordinator	
24630 - Homemaker	16.81
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	22.14
25040 - Sewage Plant Operator	21.03
25070 - Stationary Engineer	22.14
25190 - Ventilation Equipment Tender	15.37
25210 - Water Treatment Plant	21.03
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.79
27007 - Baggage Inspector	11.99
27008 - Corrections Officer	24.52
27010 - Court Security Officer	18.84
27030 - Detection Dog Handler	13.87
27040 - Detention Officer	24.52
27070 - Firefighter	23.89

27101 - Guard I	11.99
27102 - Guard II	13.87
27131 - Police Officer I	20.86
27132 - Police Officer II	23.17
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.11
28042 - Carnival Equipment Repairer	16.40
28043 - Carnival Worker	11.14
28210 - Gate Attendant/Gate Tender	16.03
28310 - Lifeguard	14.28
28350 - Park Attendant (Aide)	17.94
28510 - Recreation Aide/Health	13.09
Facility Attendant	
28515 - Recreation Specialist	21.51
28630 - Sports Official	14.28
28690 - Swimming Pool Operator	19.24
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	19.39
29020 - Hatch Tender	19.39
29030 - Line Handler	19.39
29041 - Stevedore I	18.06
29042 - Stevedore II	20.77
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	16.94
30022 - Archeological Technician II	19.10
30023 - Archeological Technician III	23.67
30030 - Cartographic Technician	23.67
30040 - Civil Engineering Technician	20.97
30051 - Cryogenic Technician I	24.05
30052 - Cryogenic Technician II	26.56
30061 - Drafter/CAD Operator I	16.94
30062 - Drafter/CAD Operator II	19.10
30063 - Drafter/CAD Operator III	21.30
30064 - Drafter/CAD Operator IV	26.18
30081 - Engineering Technician I	14.12
30082 - Engineering Technician II	15.85
30083 - Engineering Technician III	18.18
30084 - Engineering Technician IV	22.52
30085 - Engineering Technician V	27.55
30086 - Engineering Technician VI	33.33
30090 - Environmental Technician	19.86
30095 - Evidence Control Specialist	19.86
30210 - Laboratory Technician	17.88

30221 - Latent Fingerprint Technician I	24.05
30222 - Latent Fingerprint Technician II	26.56
30240 - Mathematical Technician	23.18
30361 - Paralegal/Legal Assistant I	19.28
30362 - Paralegal/Legal Assistant II	23.58
30363 - Paralegal/Legal Assistant III	28.86
30364 - Paralegal/Legal Assistant IV	34.91
30375 - Petroleum Supply Specialist	24.29
30390 - Photo-Optics Technician	23.67
30395 - Radiation Control Technician	24.29
30461 - Technical Writer I	19.86
30462 - Technical Writer II	24.29
30463 - Technical Writer III	29.40
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	26.18
30502 - Weather Forecaster II	31.84
30620 - Weather Observer Combined (see 2)	21.30
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	23.67
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.55
31030 - Bus Driver	18.76
31043 - Driver Courier	14.83
31260 - Parking and Lot Attendant	12.03
31290 - Shuttle Bus Driver	15.76
31310 - Taxi Driver	13.99
31361 - Truckdriver Light	15.76
31362 - Truckdriver Medium	17.05
31363 - Truckdriver Heavy	18.99
31364 - Truckdriver Tractor-Trailer	18.99
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.30
99050 - Desk Clerk	12.24
99095 - Embalmer	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	16.42
I	
99252 - Laboratory Animal Caretaker	17.25
II	
99260 - Marketing Analyst	26.24
99310 - Mortician	25.60
99410 - Pest Controller	19.02
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	14.58
99711 - Recycling Specialist	17.73
99730 - Refuse Collector	12.95
99810 - Sales Clerk	12.52
99820 - School Crossing Guard	12.95
99830 - Survey Party Chief	19.85
99831 - Surveying Aide	12.34
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	17.73
99841 - Vending Machine Repairer	22.37
99842 - Vending Machine Repairer	17.73
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.: 2015-5731

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.: 2015-5731
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: Florida

Area: Florida County of Walton

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.04
01012 - Accounting Clerk II		16.89
01013 - Accounting Clerk III		18.89
01020 - Administrative Assistant		23.01
01035 - Court Reporter		18.07
01041 - Customer Service Representative I		13.05
01042 - Customer Service Representative II		14.65

01043 - Customer Service Representative III	16.02
01051 - Data Entry Operator I	15.16
01052 - Data Entry Operator II	16.54
01060 - Dispatcher Motor Vehicle	15.56
01070 - Document Preparation Clerk	14.39
01090 - Duplicating Machine Operator	14.39
01111 - General Clerk I	13.38
01112 - General Clerk II	14.60
01113 - General Clerk III	16.40
01120 - Housing Referral Assistant	20.15
01141 - Messenger Courier	13.89
01191 - Order Clerk I	15.77
01192 - Order Clerk II	17.20
01261 - Personnel Assistant (Employment) I	16.54
01262 - Personnel Assistant (Employment) II	18.49
01263 - Personnel Assistant (Employment) III	20.61
01270 - Production Control Clerk	23.86
01290 - Rental Clerk	13.85
01300 - Scheduler Maintenance	16.16
01311 - Secretary I	16.16
01312 - Secretary II	18.07
01313 - Secretary III	20.15
01320 - Service Order Dispatcher	13.76
01410 - Supply Technician	23.01
01420 - Survey Worker	17.18
01460 - Switchboard Operator/Receptionist	14.52
01531 - Travel Clerk I	15.17
01532 - Travel Clerk II	16.24
01533 - Travel Clerk III	17.36
01611 - Word Processor I	14.39
01612 - Word Processor II	16.16
01613 - Word Processor III	18.07
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	19.89
Fiberglass	
05010 - Automotive Electrician	19.86
05040 - Automotive Glass Installer	19.43
05070 - Automotive Worker	18.50
05110 - Mobile Equipment Servicer	15.80
05130 - Motor Equipment Metal	21.18
Mechanic	
05160 - Motor Equipment Metal Worker	18.50
05190 - Motor Vehicle Mechanic	21.18
05220 - Motor Vehicle Mechanic Helper	14.65

05250 - Motor Vehicle Upholstery Worker	17.14
05280 - Motor Vehicle Wrecker	18.50
05310 - Painter Automotive	19.86
05340 - Radiator Repair Specialist	18.50
05370 - Tire Repairer	14.81
05400 - Transmission Repair Specialist	21.18
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.55
07041 - Cook I	12.63
07042 - Cook II	14.80
07070 - Dishwasher	11.57
07130 - Food Service Worker	13.37
07210 - Meat Cutter	15.53
07260 - Waiter/Waitress	9.89
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.35
09040 - Furniture Handler	13.23
09080 - Furniture Refinisher	22.35
09090 - Furniture Refinisher Helper	16.24
09110 - Furniture Repairer Minor	19.29
09130 - Upholsterer	22.35
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.67
11060 - Elevator Operator	12.52
11090 - Gardener	19.56
11122 - Housekeeping Aide	12.52
11150 - Janitor	12.52
11210 - Laborer Grounds Maintenance	14.55
11240 - Maid or Houseman	11.25
11260 - Pruner	12.83
11270 - Tractor Operator	17.87
11330 - Trail Maintenance Worker	14.55
11360 - Window Cleaner	14.20
12000 - Health Occupations	
12010 - Ambulance Driver	16.03
12011 - Breath Alcohol Technician	18.44
12012 - Certified Occupational Therapist Assistant	25.30
12015 - Certified Physical Therapist Assistant	29.39
12020 - Dental Assistant	22.58
12025 - Dental Hygienist	37.60
12030 - EKG Technician	27.94
12035 - Electroneurodiagnostic Technologist	27.94

12040 - Emergency Medical Technician	16.03
12071 - Licensed Practical Nurse I	16.49
12072 - Licensed Practical Nurse II	18.44
12073 - Licensed Practical Nurse III	20.55
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	23.83
Technician	
12160 - Medical Record Clerk	16.42
12190 - Medical Record Technician	18.36
12195 - Medical Transcriptionist	16.49
12210 - Nuclear Medicine	40.52
Technologist	
12221 - Nursing Assistant I	11.76
12222 - Nursing Assistant II	13.21
12223 - Nursing Assistant III	14.42
12224 - Nursing Assistant IV	16.19
12235 - Optical Dispenser	20.32
12236 - Optical Technician	16.49
12250 - Pharmacy Technician	16.73
12280 - Phlebotomist	15.86
12305 - Radiologic Technologist	24.22
12311 - Registered Nurse I	26.08
12312 - Registered Nurse II	31.91
12313 - Registered Nurse II	31.91
Specialist	
12314 - Registered Nurse III	35.53
12315 - Registered Nurse III	35.53
Anesthetist	
12316 - Registered Nurse IV	42.57
12317 - Scheduler (Drug and Alcohol Testing)	22.84
Testing)	
12320 - Substance Abuse Treatment	21.58
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	22.23
13012 - Exhibits Specialist II	27.53
13013 - Exhibits Specialist III	33.68
13041 - Illustrator I	22.23
13042 - Illustrator II	27.53
13043 - Illustrator III	33.68
13047 - Librarian	30.50
13050 - Library Aide/Clerk	14.44
13054 - Library Information	27.53
Technology Systems	
Administrator	
13058 - Library Technician	19.10
13061 - Media Specialist I	18.18
13062 - Media Specialist II	20.00
13063 - Media Specialist III	22.00

13071 - Photographer I	16.87
13072 - Photographer II	18.88
13073 - Photographer III	23.39
13074 - Photographer IV	28.61
13075 - Photographer V	34.62
13090 - Technical Order Library	18.14
Clerk	
13110 - Video Teleconference	18.04
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	15.68
14042 - Computer Operator II	17.54
14043 - Computer Operator III	19.56
14044 - Computer Operator IV	22.18
14045 - Computer Operator V	24.06
14071 - Computer Programmer I	(see 1) 21.46
14072 - Computer Programmer II	(see 1) 26.60
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
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	22.18
Technician	
14170 - System Support Specialist	26.58
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	32.68
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	39.61
Instructor (Rated)	
15030 - Air Crew Training Devices	47.42
Instructor (Pilot)	
15050 - Computer Based Training	32.68
Specialist / Instructor	
15060 - Educational Technologist	33.94
15070 - Flight Instructor (Pilot)	47.42
15080 - Graphic Artist	23.04
15085 - Maintenance Test Pilot Fixed	47.48
Jet/Prop	
15086 - Maintenance Test Pilot	47.48
Rotary Wing	
15088 - Non-Maintenance Test/Co-	47.48
Pilot	
15090 - Technical Instructor	27.97
15095 - Technical Instructor/Course	34.22
Developer	
15110 - Test Proctor	22.58

15120 - Tutor	22.58
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.15
16030 - Counter Attendant	10.15
16040 - Dry Cleaner	11.71
16070 - Finisher Flatwork Machine	10.15
16090 - Presser Hand	10.15
16110 - Presser Machine Drycleaning	10.15
16130 - Presser Machine Shirts	10.15
16160 - Presser Machine Wearing	10.15
Apparel Laundry	
16190 - Sewing Machine Operator	12.21
16220 - Tailor	12.73
16250 - Washer Machine	10.62
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.35
19040 - Tool And Die Maker	27.59
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.19
21030 - Material Coordinator	23.86
21040 - Material Expediter	23.86
21050 - Material Handling Laborer	13.24
21071 - Order Filler	13.50
21080 - Production Line Worker (Food Processing)	15.19
21110 - Shipping Packer	17.04
21130 - Shipping/Receiving Clerk	17.04
21140 - Store Worker I	12.41
21150 - Stock Clerk	18.22
21210 - Tools And Parts Attendant	15.19
21410 - Warehouse Specialist	15.19
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.09
23019 - Aircraft Logs and Records Technician	24.75
23021 - Aircraft Mechanic I	30.50
23022 - Aircraft Mechanic II	32.09
23023 - Aircraft Mechanic III	33.70
23040 - Aircraft Mechanic Helper	21.25
23050 - Aircraft Painter	28.60
23060 - Aircraft Servicer	24.75
23070 - Aircraft Survival Flight Equipment Technician	28.60
23080 - Aircraft Worker	26.66

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.66
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.50
23110 - Appliance Mechanic	22.35
23120 - Bicycle Repairer	17.78
23125 - Cable Splicer	25.49
23130 - Carpenter Maintenance	18.88
23140 - Carpet Layer	20.83
23160 - Electrician Maintenance	23.51
23181 - Electronics Technician Maintenance I	25.07
23182 - Electronics Technician Maintenance II	26.90
23183 - Electronics Technician Maintenance III	28.69
23260 - Fabric Worker	19.29
23290 - Fire Alarm System Mechanic	19.53
23310 - Fire Extinguisher Repairer	17.78
23311 - Fuel Distribution System Mechanic	23.84
23312 - Fuel Distribution System Operator	17.78
23370 - General Maintenance Worker	17.78
23380 - Ground Support Equipment Mechanic	30.50
23381 - Ground Support Equipment Servicer	24.75
23382 - Ground Support Equipment Worker	26.66
23391 - Gunsmith I	17.78
23392 - Gunsmith II	20.83
23393 - Gunsmith III	23.84
23410 - Heating Ventilation And Air- Conditioning Mechanic	21.99
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.14
23430 - Heavy Equipment Mechanic	28.72
23440 - Heavy Equipment Operator	19.81
23460 - Instrument Mechanic	23.84
23465 - Laboratory/Shelter Mechanic	22.35
23470 - Laborer	13.24
23510 - Locksmith	21.12
23530 - Machinery Maintenance Mechanic	29.50
23550 - Machinist Maintenance	23.46

23580 - Maintenance Trades Helper	15.42
23591 - Metrology Technician I	23.84
23592 - Metrology Technician II	25.08
23593 - Metrology Technician III	26.34
23640 - Millwright	23.84
23710 - Office Appliance Repairer	21.27
23760 - Painter Maintenance	17.54
23790 - Pipefitter Maintenance	22.41
23810 - Plumber Maintenance	21.01
23820 - Pneudraulic Systems Mechanic	23.84
23850 - Rigger	23.84
23870 - Scale Mechanic	20.83
23890 - Sheet-Metal Worker	26.11
Maintenance	
23910 - Small Engine Mechanic	19.60
23931 - Telecommunications Mechanic	25.94
I	
23932 - Telecommunications Mechanic	27.29
II	
23950 - Telephone Lineman	27.27
23960 - Welder Combination	20.87
Maintenance	
23965 - Well Driller	23.84
23970 - Woodcraft Worker	23.84
23980 - Woodworker	17.78
24000 - Personal Needs Occupations	
24550 - Case Manager	17.54
24570 - Child Care Attendant	10.18
24580 - Child Care Center Clerk	12.69
24610 - Chore Aide	11.34
24620 - Family Readiness And Support	17.54
Services	
Coordinator	
24630 - Homemaker	17.54
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	23.84
25040 - Sewage Plant Operator	22.99
25070 - Stationary Engineer	23.84
25190 - Ventilation Equipment Tender	16.17
25210 - Water Treatment Plant	22.99
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.17
27007 - Baggage Inspector	14.67
27008 - Corrections Officer	19.80
27010 - Court Security Officer	21.00
27030 - Detection Dog Handler	16.40
27040 - Detention Officer	19.80
27070 - Firefighter	20.44

27101 - Guard I	14.67
27102 - Guard II	16.40
27131 - Police Officer I	22.92
27132 - Police Officer II	25.47
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.49
28042 - Carnival Equipment Repairer	16.96
28043 - Carnival Worker	11.23
28210 - Gate Attendant/Gate Tender	18.21
28310 - Lifeguard	14.96
28350 - Park Attendant (Aide)	20.37
28510 - Recreation Aide/Health	14.87
Facility Attendant	
28515 - Recreation Specialist	25.23
28630 - Sports Official	16.22
28690 - Swimming Pool Operator	20.03
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	20.83
29020 - Hatch Tender	20.83
29030 - Line Handler	20.83
29041 - Stevedore I	19.29
29042 - Stevedore II	22.35
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	17.40
30022 - Archeological Technician II	19.47
30023 - Archeological Technician III	24.12
30030 - Cartographic Technician	24.12
30040 - Civil Engineering Technician	23.47
30051 - Cryogenic Technician I	26.72
30052 - Cryogenic Technician II	29.51
30061 - Drafter/CAD Operator I	17.40
30062 - Drafter/CAD Operator II	19.47
30063 - Drafter/CAD Operator III	21.71
30064 - Drafter/CAD Operator IV	26.72
30081 - Engineering Technician I	15.40
30082 - Engineering Technician II	17.30
30083 - Engineering Technician III	19.35
30084 - Engineering Technician IV	23.97
30085 - Engineering Technician V	29.32
30086 - Engineering Technician VI	35.48
30090 - Environmental Technician	23.42
30095 - Evidence Control Specialist	24.12
30210 - Laboratory Technician	21.63

30221 - Latent Fingerprint Technician I	26.72
30222 - Latent Fingerprint Technician II	29.51
30240 - Mathematical Technician	24.12
30361 - Paralegal/Legal Assistant I	18.83
30362 - Paralegal/Legal Assistant II	23.32
30363 - Paralegal/Legal Assistant III	28.53
30364 - Paralegal/Legal Assistant IV	34.52
30375 - Petroleum Supply Specialist	29.51
30390 - Photo-Optics Technician	23.42
30395 - Radiation Control Technician	29.51
30461 - Technical Writer I	24.12
30462 - Technical Writer II	29.51
30463 - Technical Writer III	35.70
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	26.72
30502 - Weather Forecaster II	32.50
30620 - Weather Observer Combined (see 2)	21.71
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	24.12
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.39
31030 - Bus Driver	17.74
31043 - Driver Courier	16.45
31260 - Parking and Lot Attendant	10.49
31290 - Shuttle Bus Driver	16.36
31310 - Taxi Driver	13.65
31361 - Truckdriver Light	18.00
31362 - Truckdriver Medium	19.51
31363 - Truckdriver Heavy	17.50
31364 - Truckdriver Tractor-Trailer	17.50
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.07
99050 - Desk Clerk	10.96
99095 - Embalmer	26.11

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.74
I	
99252 - Laboratory Animal Caretaker	16.52
II	
99260 - Marketing Analyst	22.63
99310 - Mortician	26.11
99410 - Pest Controller	18.20
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	16.91
99711 - Recycling Specialist	20.77
99730 - Refuse Collector	14.91
99810 - Sales Clerk	12.62
99820 - School Crossing Guard	14.44
99830 - Survey Party Chief	21.09
99831 - Surveying Aide	11.45
99832 - Surveying Technician	19.17
99840 - Vending Machine Attendant	20.11
99841 - Vending Machine Repairer	25.17
99842 - Vending Machine Repairer	20.11
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 7 years and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. 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.: 2015-5735

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.: 2015-5735
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: Florida

Area: Florida County of Highlands

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.94
01012 - Accounting Clerk II		16.79
01013 - Accounting Clerk III		18.77
01020 - Administrative Assistant		21.10
01035 - Court Reporter		18.36
01041 - Customer Service Representative I		12.39
01042 - Customer Service Representative II		13.52

01043 - Customer Service Representative III	15.19
01051 - Data Entry Operator I	12.94
01052 - Data Entry Operator II	14.11
01060 - Dispatcher Motor Vehicle	17.12
01070 - Document Preparation Clerk	12.55
01090 - Duplicating Machine Operator	12.55
01111 - General Clerk I	12.84
01112 - General Clerk II	14.01
01113 - General Clerk III	15.72
01120 - Housing Referral Assistant	19.46
01141 - Messenger Courier	11.26
01191 - Order Clerk I	12.42
01192 - Order Clerk II	13.94
01261 - Personnel Assistant (Employment) I	14.67
01262 - Personnel Assistant (Employment) II	18.22
01263 - Personnel Assistant (Employment) III	18.84
01270 - Production Control Clerk	19.92
01290 - Rental Clerk	14.73
01300 - Scheduler Maintenance	15.31
01311 - Secretary I	15.31
01312 - Secretary II	17.12
01313 - Secretary III	19.41
01320 - Service Order Dispatcher	15.31
01410 - Supply Technician	21.10
01420 - Survey Worker	15.74
01460 - Switchboard Operator/Receptionist	12.59
01531 - Travel Clerk I	14.37
01532 - Travel Clerk II	15.61
01533 - Travel Clerk III	16.71
01611 - Word Processor I	13.15
01612 - Word Processor II	14.76
01613 - Word Processor III	16.48
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.30
Fiberglass	
05010 - Automotive Electrician	20.79
05040 - Automotive Glass Installer	19.87
05070 - Automotive Worker	19.87
05110 - Mobile Equipment Servicer	18.02
05130 - Motor Equipment Metal	21.75
Mechanic	
05160 - Motor Equipment Metal Worker	19.87
05190 - Motor Vehicle Mechanic	20.88
05220 - Motor Vehicle Mechanic Helper	17.00

05250 - Motor Vehicle Upholstery Worker	18.94
05280 - Motor Vehicle Wrecker	19.87
05310 - Painter Automotive	20.79
05340 - Radiator Repair Specialist	19.87
05370 - Tire Repairer	13.90
05400 - Transmission Repair Specialist	21.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.23
07041 - Cook I	12.75
07042 - Cook II	14.62
07070 - Dishwasher	10.68
07130 - Food Service Worker	11.16
07210 - Meat Cutter	15.47
07260 - Waiter/Waitress	9.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.28
09040 - Furniture Handler	12.13
09080 - Furniture Refinisher	17.92
09090 - Furniture Refinisher Helper	13.08
09110 - Furniture Repairer Minor	15.79
09130 - Upholsterer	18.28
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.46
11060 - Elevator Operator	12.50
11090 - Gardener	17.70
11122 - Housekeeping Aide	11.73
11150 - Janitor	11.73
11210 - Laborer Grounds Maintenance	12.73
11240 - Maid or Houseman	10.83
11260 - Pruner	11.08
11270 - Tractor Operator	16.04
11330 - Trail Maintenance Worker	12.73
11360 - Window Cleaner	13.48
12000 - Health Occupations	
12010 - Ambulance Driver	18.08
12011 - Breath Alcohol Technician	18.08
12012 - Certified Occupational Therapist Assistant	26.35
12015 - Certified Physical Therapist Assistant	34.15
12020 - Dental Assistant	18.83
12025 - Dental Hygienist	34.58
12030 - EKG Technician	27.40
12035 - Electroneurodiagnostic Technologist	27.40

12040 - Emergency Medical Technician	18.08
12071 - Licensed Practical Nurse I	17.44
12072 - Licensed Practical Nurse II	19.51
12073 - Licensed Practical Nurse III	21.75
12100 - Medical Assistant	15.97
12130 - Medical Laboratory Technician	22.23
Technician	
12160 - Medical Record Clerk	16.17
12190 - Medical Record Technician	22.52
12195 - Medical Transcriptionist	16.17
12210 - Nuclear Medicine	39.73
Technologist	
12221 - Nursing Assistant I	11.75
12222 - Nursing Assistant II	13.20
12223 - Nursing Assistant III	14.40
12224 - Nursing Assistant IV	16.18
12235 - Optical Dispenser	19.04
12236 - Optical Technician	16.17
12250 - Pharmacy Technician	16.16
12280 - Phlebotomist	16.17
12305 - Radiologic Technologist	27.47
12311 - Registered Nurse I	23.88
12312 - Registered Nurse II	27.55
12313 - Registered Nurse II	27.55
Specialist	
12314 - Registered Nurse III	33.08
12315 - Registered Nurse III	33.08
Anesthetist	
12316 - Registered Nurse IV	39.89
12317 - Scheduler (Drug and Alcohol Testing)	22.40
Testing)	
12320 - Substance Abuse Treatment	22.40
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	21.45
13012 - Exhibits Specialist II	26.22
13013 - Exhibits Specialist III	30.49
13041 - Illustrator I	18.88
13042 - Illustrator II	23.39
13043 - Illustrator III	28.61
13047 - Librarian	27.59
13050 - Library Aide/Clerk	10.78
13054 - Library Information	24.65
Technology Systems	
Administrator	
13058 - Library Technician	13.74
13061 - Media Specialist I	17.98
13062 - Media Specialist II	20.11
13063 - Media Specialist III	22.43

13071 - Photographer I	18.09
13072 - Photographer II	20.23
13073 - Photographer III	25.08
13074 - Photographer IV	29.18
13075 - Photographer V	35.30
13090 - Technical Order Library	16.73
Clerk	
13110 - Video Teleconference	18.18
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	15.66
14042 - Computer Operator II	17.71
14043 - Computer Operator III	19.54
14044 - Computer Operator IV	21.70
14045 - Computer Operator V	23.54
14071 - Computer Programmer I	(see 1) 22.92
14072 - Computer Programmer II	(see 1) 27.56
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	15.66
Operator	
14160 - Personal Computer Support	21.70
Technician	
14170 - System Support Specialist	23.54
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	28.58
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	34.55
Instructor (Rated)	
15030 - Air Crew Training Devices	40.18
Instructor (Pilot)	
15050 - Computer Based Training	29.03
Specialist / Instructor	
15060 - Educational Technologist	29.96
15070 - Flight Instructor (Pilot)	40.18
15080 - Graphic Artist	25.39
15085 - Maintenance Test Pilot Fixed	40.18
Jet/Prop	
15086 - Maintenance Test Pilot	40.18
Rotary Wing	
15088 - Non-Maintenance Test/Co-	40.18
Pilot	
15090 - Technical Instructor	19.47
15095 - Technical Instructor/Course	25.39
Developer	
15110 - Test Proctor	16.75

15120 - Tutor	16.75
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.61
16030 - Counter Attendant	10.61
16040 - Dry Cleaner	13.19
16070 - Finisher Flatwork Machine	10.61
16090 - Presser Hand	10.61
16110 - Presser Machine Drycleaning	10.61
16130 - Presser Machine Shirts	10.61
16160 - Presser Machine Wearing	10.61
Apparel Laundry	
16190 - Sewing Machine Operator	14.02
16220 - Tailor	14.87
16250 - Washer Machine	11.48
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.28
19040 - Tool And Die Maker	23.27
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.62
21030 - Material Coordinator	18.02
21040 - Material Expediter	18.02
21050 - Material Handling Laborer	14.03
21071 - Order Filler	12.52
21080 - Production Line Worker (Food Processing)	16.62
21110 - Shipping Packer	15.76
21130 - Shipping/Receiving Clerk	15.76
21140 - Store Worker I	10.67
21150 - Stock Clerk	16.28
21210 - Tools And Parts Attendant	16.62
21410 - Warehouse Specialist	16.62
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.29
23019 - Aircraft Logs and Records Technician	21.80
23021 - Aircraft Mechanic I	25.04
23022 - Aircraft Mechanic II	26.29
23023 - Aircraft Mechanic III	27.60
23040 - Aircraft Mechanic Helper	19.58
23050 - Aircraft Painter	18.32
23060 - Aircraft Servicer	21.80
23070 - Aircraft Survival Flight Equipment Technician	18.32
23080 - Aircraft Worker	22.87

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.87
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.04
23110 - Appliance Mechanic	18.28
23120 - Bicycle Repairer	14.44
23125 - Cable Splicer	22.88
23130 - Carpenter Maintenance	18.91
23140 - Carpet Layer	17.06
23160 - Electrician Maintenance	20.31
23181 - Electronics Technician Maintenance I	18.96
23182 - Electronics Technician Maintenance II	20.76
23183 - Electronics Technician Maintenance III	24.93
23260 - Fabric Worker	15.79
23290 - Fire Alarm System Mechanic	19.64
23310 - Fire Extinguisher Repairer	14.44
23311 - Fuel Distribution System Mechanic	19.64
23312 - Fuel Distribution System Operator	15.87
23370 - General Maintenance Worker	17.25
23380 - Ground Support Equipment Mechanic	25.04
23381 - Ground Support Equipment Servicer	21.80
23382 - Ground Support Equipment Worker	22.87
23391 - Gunsmith I	14.96
23392 - Gunsmith II	17.39
23393 - Gunsmith III	19.64
23410 - Heating Ventilation And Air- Conditioning Mechanic	18.49
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	19.71
23430 - Heavy Equipment Mechanic	19.76
23440 - Heavy Equipment Operator	17.24
23460 - Instrument Mechanic	19.79
23465 - Laboratory/Shelter Mechanic	18.32
23470 - Laborer	14.03
23510 - Locksmith	18.28
23530 - Machinery Maintenance Mechanic	26.45
23550 - Machinist Maintenance	19.64

23580 - Maintenance Trades Helper	14.98
23591 - Metrology Technician I	19.79
23592 - Metrology Technician II	20.93
23593 - Metrology Technician III	22.23
23640 - Millwright	19.64
23710 - Office Appliance Repairer	18.68
23760 - Painter Maintenance	17.92
23790 - Pipefitter Maintenance	19.73
23810 - Plumber Maintenance	18.62
23820 - Pneudraulic Systems Mechanic	19.64
23850 - Rigger	19.64
23870 - Scale Mechanic	17.06
23890 - Sheet-Metal Worker	19.64
Maintenance	
23910 - Small Engine Mechanic	17.06
23931 - Telecommunications Mechanic	22.88
I	
23932 - Telecommunications Mechanic	24.38
II	
23950 - Telephone Lineman	23.50
23960 - Welder Combination	19.64
Maintenance	
23965 - Well Driller	19.64
23970 - Woodcraft Worker	19.64
23980 - Woodworker	14.44
24000 - Personal Needs Occupations	
24550 - Case Manager	15.84
24570 - Child Care Attendant	10.44
24580 - Child Care Center Clerk	14.10
24610 - Chore Aide	11.23
24620 - Family Readiness And Support	15.84
Services	
Coordinator	
24630 - Homemaker	17.33
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	20.86
25040 - Sewage Plant Operator	19.33
25070 - Stationary Engineer	20.86
25190 - Ventilation Equipment Tender	14.64
25210 - Water Treatment Plant	19.33
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.49
27007 - Baggage Inspector	11.74
27008 - Corrections Officer	22.81
27010 - Court Security Officer	21.45
27030 - Detection Dog Handler	16.69
27040 - Detention Officer	22.81
27070 - Firefighter	19.59

27101 - Guard I	11.74
27102 - Guard II	16.29
27131 - Police Officer I	24.05
27132 - Police Officer II	26.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.70
28042 - Carnival Equipment Repairer	17.33
28043 - Carnival Worker	10.85
28210 - Gate Attendant/Gate Tender	15.83
28310 - Lifeguard	14.10
28350 - Park Attendant (Aide)	17.72
28510 - Recreation Aide/Health	12.65
Facility Attendant	
28515 - Recreation Specialist	21.46
28630 - Sports Official	14.10
28690 - Swimming Pool Operator	20.47
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	18.40
29020 - Hatch Tender	18.40
29030 - Line Handler	18.40
29041 - Stevedore I	16.51
29042 - Stevedore II	20.12
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	15.80
30022 - Archeological Technician II	18.16
30023 - Archeological Technician III	22.52
30030 - Cartographic Technician	24.49
30040 - Civil Engineering Technician	22.98
30051 - Cryogenic Technician I	21.59
30052 - Cryogenic Technician II	23.85
30061 - Drafter/CAD Operator I	14.36
30062 - Drafter/CAD Operator II	18.16
30063 - Drafter/CAD Operator III	18.41
30064 - Drafter/CAD Operator IV	24.93
30081 - Engineering Technician I	16.69
30082 - Engineering Technician II	18.74
30083 - Engineering Technician III	21.23
30084 - Engineering Technician IV	24.45
30085 - Engineering Technician V	26.10
30086 - Engineering Technician VI	29.43
30090 - Environmental Technician	18.16
30095 - Evidence Control Specialist	19.49
30210 - Laboratory Technician	17.50

30221 - Latent Fingerprint Technician I	21.59
30222 - Latent Fingerprint Technician II	23.85
30240 - Mathematical Technician	21.76
30361 - Paralegal/Legal Assistant I	18.01
30362 - Paralegal/Legal Assistant II	22.31
30363 - Paralegal/Legal Assistant III	27.29
30364 - Paralegal/Legal Assistant IV	33.02
30375 - Petroleum Supply Specialist	23.85
30390 - Photo-Optics Technician	22.93
30395 - Radiation Control Technician	23.85
30461 - Technical Writer I	18.74
30462 - Technical Writer II	22.95
30463 - Technical Writer III	27.73
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	21.59
30502 - Weather Forecaster II	26.26
30620 - Weather Observer Combined (see 2)	18.41
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	19.10
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	10.86
31030 - Bus Driver	15.62
31043 - Driver Courier	11.93
31260 - Parking and Lot Attendant	9.69
31290 - Shuttle Bus Driver	13.93
31310 - Taxi Driver	12.28
31361 - Truckdriver Light	13.12
31362 - Truckdriver Medium	14.85
31363 - Truckdriver Heavy	16.96
31364 - Truckdriver Tractor-Trailer	16.96
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.65
99050 - Desk Clerk	11.04
99095 - Embalmer	26.58

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	17.68
I	
99252 - Laboratory Animal Caretaker	19.22
II	
99260 - Marketing Analyst	23.85
99310 - Mortician	26.58
99410 - Pest Controller	17.30
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.06
99711 - Recycling Specialist	18.98
99730 - Refuse Collector	13.11
99810 - Sales Clerk	12.49
99820 - School Crossing Guard	12.53
99830 - Survey Party Chief	18.00
99831 - Surveying Aide	11.07
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	18.13
99841 - Vending Machine Repairer	23.64
99842 - Vending Machine Repairer	18.13
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; and 3 weeks after 5 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and 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.: 2015-5737

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.: 2015-5737
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: South Carolina

Area: South Carolina County of Jasper

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.12
01012 - Accounting Clerk II		15.86
01013 - Accounting Clerk III		17.74
01020 - Administrative Assistant		25.63
01035 - Court Reporter		17.05
01041 - Customer Service Representative I		12.69
01042 - Customer Service Representative II		14.27

01043 - Customer Service Representative III	15.57
01051 - Data Entry Operator I	16.82
01052 - Data Entry Operator II	18.36
01060 - Dispatcher Motor Vehicle	18.34
01070 - Document Preparation Clerk	13.58
01090 - Duplicating Machine Operator	13.58
01111 - General Clerk I	13.31
01112 - General Clerk II	14.53
01113 - General Clerk III	16.32
01120 - Housing Referral Assistant	19.01
01141 - Messenger Courier	14.18
01191 - Order Clerk I	12.45
01192 - Order Clerk II	13.58
01261 - Personnel Assistant (Employment) I	17.24
01262 - Personnel Assistant (Employment) II	20.67
01263 - Personnel Assistant (Employment) III	24.58
01270 - Production Control Clerk	23.11
01290 - Rental Clerk	13.60
01300 - Scheduler Maintenance	15.24
01311 - Secretary I	15.24
01312 - Secretary II	17.05
01313 - Secretary III	19.01
01320 - Service Order Dispatcher	16.08
01410 - Supply Technician	25.63
01420 - Survey Worker	17.00
01460 - Switchboard Operator/Receptionist	14.25
01531 - Travel Clerk I	13.73
01532 - Travel Clerk II	14.74
01533 - Travel Clerk III	15.85
01611 - Word Processor I	13.58
01612 - Word Processor II	15.24
01613 - Word Processor III	17.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.68
Fiberglass	
05010 - Automotive Electrician	21.52
05040 - Automotive Glass Installer	20.36
05070 - Automotive Worker	20.36
05110 - Mobile Equipment Servicer	17.53
05130 - Motor Equipment Metal	22.75
Mechanic	
05160 - Motor Equipment Metal Worker	20.36
05190 - Motor Vehicle Mechanic	22.75
05220 - Motor Vehicle Mechanic Helper	16.30

05250 - Motor Vehicle Upholstery Worker	18.88
05280 - Motor Vehicle Wrecker	20.36
05310 - Painter Automotive	21.52
05340 - Radiator Repair Specialist	20.36
05370 - Tire Repairer	15.88
05400 - Transmission Repair Specialist	22.75
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.84
07041 - Cook I	14.45
07042 - Cook II	16.79
07070 - Dishwasher	11.29
07130 - Food Service Worker	12.66
07210 - Meat Cutter	17.94
07260 - Waiter/Waitress	9.39
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.34
09040 - Furniture Handler	13.64
09080 - Furniture Refinisher	21.35
09090 - Furniture Refinisher Helper	16.28
09110 - Furniture Repairer Minor	18.73
09130 - Upholsterer	21.35
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.20
11060 - Elevator Operator	14.14
11090 - Gardener	19.19
11122 - Housekeeping Aide	14.14
11150 - Janitor	14.14
11210 - Laborer Grounds Maintenance	14.80
11240 - Maid or Houseman	11.84
11260 - Pruner	13.54
11270 - Tractor Operator	17.84
11330 - Trail Maintenance Worker	14.80
11360 - Window Cleaner	15.62
12000 - Health Occupations	
12010 - Ambulance Driver	17.24
12011 - Breath Alcohol Technician	18.00
12012 - Certified Occupational Therapist Assistant	24.70
12015 - Certified Physical Therapist Assistant	25.02
12020 - Dental Assistant	19.25
12025 - Dental Hygienist	39.73
12030 - EKG Technician	29.32
12035 - Electroneurodiagnostic Technologist	29.32

12040 - Emergency Medical Technician	17.24
12071 - Licensed Practical Nurse I	16.09
12072 - Licensed Practical Nurse II	18.00
12073 - Licensed Practical Nurse III	20.07
12100 - Medical Assistant	16.49
12130 - Medical Laboratory Technician	20.98
Technician	
12160 - Medical Record Clerk	18.48
12190 - Medical Record Technician	20.67
12195 - Medical Transcriptionist	16.94
12210 - Nuclear Medicine Technologist	39.56
Technologist	
12221 - Nursing Assistant I	11.37
12222 - Nursing Assistant II	12.77
12223 - Nursing Assistant III	13.94
12224 - Nursing Assistant IV	15.66
12235 - Optical Dispenser	19.75
12236 - Optical Technician	16.09
12250 - Pharmacy Technician	17.94
12280 - Phlebotomist	16.60
12305 - Radiologic Technologist	26.34
12311 - Registered Nurse I	22.88
12312 - Registered Nurse II	27.99
12313 - Registered Nurse II	27.99
Specialist	
12314 - Registered Nurse III	33.87
12315 - Registered Nurse III	34.62
Anesthetist	
12316 - Registered Nurse IV	40.60
12317 - Scheduler (Drug and Alcohol Testing)	22.30
Testing)	
12320 - Substance Abuse Treatment Counselor	21.84
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	21.38
13012 - Exhibits Specialist II	26.48
13013 - Exhibits Specialist III	32.39
13041 - Illustrator I	21.38
13042 - Illustrator II	26.48
13043 - Illustrator III	32.39
13047 - Librarian	29.33
13050 - Library Aide/Clerk	17.02
13054 - Library Information Technology Systems Administrator	26.48
Technology Systems Administrator	
13058 - Library Technician	19.29
13061 - Media Specialist I	19.11
13062 - Media Specialist II	21.38
13063 - Media Specialist III	23.82

13071 - Photographer I	19.11
13072 - Photographer II	21.37
13073 - Photographer III	26.47
13074 - Photographer IV	32.39
13075 - Photographer V	39.18
13090 - Technical Order Library	19.66
Clerk	
13110 - Video Teleconference	19.11
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	15.48
14042 - Computer Operator II	17.25
14043 - Computer Operator III	21.23
14044 - Computer Operator IV	23.62
14045 - Computer Operator V	26.13
14071 - Computer Programmer I	(see 1) 20.15
14072 - Computer Programmer II	(see 1) 26.57
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	15.48
Operator	
14160 - Personal Computer Support	23.62
Technician	
14170 - System Support Specialist	26.13
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	28.92
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	34.99
Instructor (Rated)	
15030 - Air Crew Training Devices	41.11
Instructor (Pilot)	
15050 - Computer Based Training	28.92
Specialist / Instructor	
15060 - Educational Technologist	29.25
15070 - Flight Instructor (Pilot)	41.11
15080 - Graphic Artist	24.84
15085 - Maintenance Test Pilot Fixed	40.41
Jet/Prop	
15086 - Maintenance Test Pilot	40.41
Rotary Wing	
15088 - Non-Maintenance Test/Co-	40.41
Pilot	
15090 - Technical Instructor	24.32
15095 - Technical Instructor/Course	29.75
Developer	
15110 - Test Proctor	19.63

15120 - Tutor	19.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.04
16030 - Counter Attendant	10.04
16040 - Dry Cleaner	12.18
16070 - Finisher Flatwork Machine	10.04
16090 - Presser Hand	10.04
16110 - Presser Machine Drycleaning	10.04
16130 - Presser Machine Shirts	10.04
16160 - Presser Machine Wearing	10.04
Apparel Laundry	
16190 - Sewing Machine Operator	12.94
16220 - Tailor	13.72
16250 - Washer Machine	10.66
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.35
19040 - Tool And Die Maker	25.87
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.30
21030 - Material Coordinator	23.11
21040 - Material Expediter	23.11
21050 - Material Handling Laborer	14.26
21071 - Order Filler	13.32
21080 - Production Line Worker (Food Processing)	15.30
21110 - Shipping Packer	16.33
21130 - Shipping/Receiving Clerk	16.33
21140 - Store Worker I	13.34
21150 - Stock Clerk	18.10
21210 - Tools And Parts Attendant	15.30
21410 - Warehouse Specialist	15.30
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.04
23019 - Aircraft Logs and Records Technician	25.89
23021 - Aircraft Mechanic I	30.50
23022 - Aircraft Mechanic II	32.04
23023 - Aircraft Mechanic III	33.64
23040 - Aircraft Mechanic Helper	22.85
23050 - Aircraft Painter	28.95
23060 - Aircraft Servicer	25.89
23070 - Aircraft Survival Flight Equipment Technician	28.95
23080 - Aircraft Worker	27.37

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.37
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.50
23110 - Appliance Mechanic	21.35
23120 - Bicycle Repairer	17.38
23125 - Cable Splicer	26.05
23130 - Carpenter Maintenance	21.11
23140 - Carpet Layer	20.19
23160 - Electrician Maintenance	23.09
23181 - Electronics Technician Maintenance I	21.54
23182 - Electronics Technician Maintenance II	22.76
23183 - Electronics Technician Maintenance III	24.04
23260 - Fabric Worker	18.73
23290 - Fire Alarm System Mechanic	22.57
23310 - Fire Extinguisher Repairer	17.39
23311 - Fuel Distribution System Mechanic	22.57
23312 - Fuel Distribution System Operator	17.39
23370 - General Maintenance Worker	17.96
23380 - Ground Support Equipment Mechanic	30.50
23381 - Ground Support Equipment Servicer	25.89
23382 - Ground Support Equipment Worker	27.37
23391 - Gunsmith I	17.39
23392 - Gunsmith II	20.20
23393 - Gunsmith III	22.57
23410 - Heating Ventilation And Air- Conditioning Mechanic	23.61
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.80
23430 - Heavy Equipment Mechanic	22.78
23440 - Heavy Equipment Operator	21.58
23460 - Instrument Mechanic	22.57
23465 - Laboratory/Shelter Mechanic	21.35
23470 - Laborer	14.26
23510 - Locksmith	21.35
23530 - Machinery Maintenance Mechanic	23.45
23550 - Machinist Maintenance	22.57

23580 - Maintenance Trades Helper	16.28
23591 - Metrology Technician I	22.57
23592 - Metrology Technician II	23.71
23593 - Metrology Technician III	24.84
23640 - Millwright	22.57
23710 - Office Appliance Repairer	21.35
23760 - Painter Maintenance	18.60
23790 - Pipefitter Maintenance	21.17
23810 - Plumber Maintenance	20.03
23820 - Pneudraulic Systems Mechanic	22.57
23850 - Rigger	22.57
23870 - Scale Mechanic	20.20
23890 - Sheet-Metal Worker	22.61
Maintenance	
23910 - Small Engine Mechanic	20.56
23931 - Telecommunications Mechanic	25.60
I	
23932 - Telecommunications Mechanic	26.89
II	
23950 - Telephone Lineman	22.57
23960 - Welder Combination	18.96
Maintenance	
23965 - Well Driller	22.57
23970 - Woodcraft Worker	22.57
23980 - Woodworker	17.39
24000 - Personal Needs Occupations	
24550 - Case Manager	18.42
24570 - Child Care Attendant	10.98
24580 - Child Care Center Clerk	13.81
24610 - Chore Aide	11.64
24620 - Family Readiness And Support	18.42
Services	
Coordinator	
24630 - Homemaker	18.42
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	22.57
25040 - Sewage Plant Operator	27.38
25070 - Stationary Engineer	22.57
25190 - Ventilation Equipment Tender	17.91
25210 - Water Treatment Plant	27.38
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.57
27007 - Baggage Inspector	13.58
27008 - Corrections Officer	17.70
27010 - Court Security Officer	19.41
27030 - Detection Dog Handler	15.19
27040 - Detention Officer	17.70
27070 - Firefighter	21.48

27101 - Guard I	13.58
27102 - Guard II	15.19
27131 - Police Officer I	21.29
27132 - Police Officer II	23.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.11
28042 - Carnival Equipment Repairer	14.01
28043 - Carnival Worker	10.05
28210 - Gate Attendant/Gate Tender	17.55
28310 - Lifeguard	14.03
28350 - Park Attendant (Aide)	19.64
28510 - Recreation Aide/Health	14.33
Facility Attendant	
28515 - Recreation Specialist	23.87
28630 - Sports Official	15.63
28690 - Swimming Pool Operator	16.42
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	20.20
29020 - Hatch Tender	20.20
29030 - Line Handler	20.20
29041 - Stevedore I	18.73
29042 - Stevedore II	21.35
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	18.92
30022 - Archeological Technician II	21.16
30023 - Archeological Technician III	26.21
30030 - Cartographic Technician	26.21
30040 - Civil Engineering Technician	25.78
30051 - Cryogenic Technician I	27.16
30052 - Cryogenic Technician II	30.00
30061 - Drafter/CAD Operator I	18.92
30062 - Drafter/CAD Operator II	21.16
30063 - Drafter/CAD Operator III	23.58
30064 - Drafter/CAD Operator IV	29.04
30081 - Engineering Technician I	15.32
30082 - Engineering Technician II	17.20
30083 - Engineering Technician III	19.24
30084 - Engineering Technician IV	23.83
30085 - Engineering Technician V	29.16
30086 - Engineering Technician VI	32.44
30090 - Environmental Technician	26.21
30095 - Evidence Control Specialist	24.52
30210 - Laboratory Technician	23.58

30221 - Latent Fingerprint Technician I	27.16
30222 - Latent Fingerprint Technician II	30.00
30240 - Mathematical Technician	26.21
30361 - Paralegal/Legal Assistant I	20.04
30362 - Paralegal/Legal Assistant II	24.82
30363 - Paralegal/Legal Assistant III	30.36
30364 - Paralegal/Legal Assistant IV	36.73
30375 - Petroleum Supply Specialist	30.00
30390 - Photo-Optics Technician	26.21
30395 - Radiation Control Technician	30.00
30461 - Technical Writer I	26.21
30462 - Technical Writer II	32.08
30463 - Technical Writer III	38.80
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	29.04
30502 - Weather Forecaster II	35.31
30620 - Weather Observer Combined (see 2)	23.58
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	26.21
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	12.86
31030 - Bus Driver	17.80
31043 - Driver Courier	15.47
31260 - Parking and Lot Attendant	11.62
31290 - Shuttle Bus Driver	16.53
31310 - Taxi Driver	13.15
31361 - Truckdriver Light	16.53
31362 - Truckdriver Medium	17.80
31363 - Truckdriver Heavy	18.85
31364 - Truckdriver Tractor-Trailer	18.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.93
99050 - Desk Clerk	12.76
99095 - Embalmer	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	16.34
I	
99252 - Laboratory Animal Caretaker	17.16
II	
99260 - Marketing Analyst	27.12
99310 - Mortician	25.60
99410 - Pest Controller	17.42
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	16.52
99711 - Recycling Specialist	19.57
99730 - Refuse Collector	15.18
99810 - Sales Clerk	12.88
99820 - School Crossing Guard	14.93
99830 - Survey Party Chief	21.46
99831 - Surveying Aide	13.41
99832 - Surveying Technician	18.38
99840 - Vending Machine Attendant	19.88
99841 - Vending Machine Repairer	24.70
99842 - Vending Machine Repairer	19.88
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 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.: 2015-5739

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.: 2015-5739
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: Hawaii

Area: Hawaii Counties of Kalawao Maui
OCCUPATION NOTE:

STEVEDORING AND LONGSHOREMEN: Wage rates and fringe benefits can be found on Wage Determination 2000-0085

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.34
01012 - Accounting Clerk II		18.35
01013 - Accounting Clerk III		20.52
01020 - Administrative Assistant		29.62
01035 - Court Reporter		19.44

01041 - Customer Service Representative I	15.24
01042 - Customer Service Representative II	17.12
01043 - Customer Service Representative III	18.68
01051 - Data Entry Operator I	14.18
01052 - Data Entry Operator II	15.48
01060 - Dispatcher Motor Vehicle	21.50
01070 - Document Preparation Clerk	15.48
01090 - Duplicating Machine Operator	15.48
01111 - General Clerk I	13.93
01112 - General Clerk II	15.21
01113 - General Clerk III	17.08
01120 - Housing Referral Assistant	23.77
01141 - Messenger Courier	12.62
01191 - Order Clerk I	14.18
01192 - Order Clerk II	15.48
01261 - Personnel Assistant (Employment) I	17.41
01262 - Personnel Assistant (Employment) II	19.47
01263 - Personnel Assistant (Employment) III	21.70
01270 - Production Control Clerk	25.23
01290 - Rental Clerk	17.21
01300 - Scheduler Maintenance	19.05
01311 - Secretary I	19.05
01312 - Secretary II	21.31
01313 - Secretary III	23.77
01320 - Service Order Dispatcher	19.23
01410 - Supply Technician	29.62
01420 - Survey Worker	19.44
01460 - Switchboard Operator/Receptionist	17.02
01531 - Travel Clerk I	17.71
01532 - Travel Clerk II	19.14
01533 - Travel Clerk III	20.62
01611 - Word Processor I	15.48
01612 - Word Processor II	17.39
01613 - Word Processor III	19.44
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.98
Fiberglass	
05010 - Automotive Electrician	25.07
05040 - Automotive Glass Installer	23.45
05070 - Automotive Worker	23.45
05110 - Mobile Equipment Servicer	20.11
05130 - Motor Equipment Metal Mechanic	26.69

05160 - Motor Equipment Metal Worker	23.45
05190 - Motor Vehicle Mechanic	26.69
05220 - Motor Vehicle Mechanic	18.41
Helper	
05250 - Motor Vehicle Upholstery	21.82
Worker	
05280 - Motor Vehicle Wrecker	23.45
05310 - Painter Automotive	25.07
05340 - Radiator Repair Specialist	23.45
05370 - Tire Repairer	19.93
05400 - Transmission Repair	26.69
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	20.12
07041 - Cook I	22.81
07042 - Cook II	26.60
07070 - Dishwasher	15.12
07130 - Food Service Worker	17.73
07210 - Meat Cutter	22.04
07260 - Waiter/Waitress	19.34
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	29.64
09040 - Furniture Handler	17.97
09080 - Furniture Refinisher	29.64
09090 - Furniture Refinisher Helper	21.77
09110 - Furniture Repairer Minor	25.80
09130 - Upholsterer	29.64
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.66
11060 - Elevator Operator	18.40
11090 - Gardener	23.52
11122 - Housekeeping Aide	18.40
11150 - Janitor	18.40
11210 - Laborer Grounds Maintenance	17.77
11240 - Maid or Houseman	19.15
11260 - Pruner	15.90
11270 - Tractor Operator	21.53
11330 - Trail Maintenance Worker	17.77
11360 - Window Cleaner	20.56
12000 - Health Occupations	
12010 - Ambulance Driver	22.19
12011 - Breath Alcohol Technician	21.89
12012 - Certified Occupational	30.03
Therapist Assistant	
12015 - Certified Physical Therapist	30.03
Assistant	
12020 - Dental Assistant	20.44

12025 - Dental Hygienist	38.50
12030 - EKG Technician	33.17
12035 - Electroneurodiagnostic Technologist	33.17
12040 - Emergency Medical Technician	22.19
12071 - Licensed Practical Nurse I	19.58
12072 - Licensed Practical Nurse II	21.89
12073 - Licensed Practical Nurse III	24.40
12100 - Medical Assistant	19.01
12130 - Medical Laboratory Technician	26.27
12160 - Medical Record Clerk	19.16
12190 - Medical Record Technician	21.92
12195 - Medical Transcriptionist	19.74
12210 - Nuclear Medicine Technologist	48.11
12221 - Nursing Assistant I	12.99
12222 - Nursing Assistant II	14.60
12223 - Nursing Assistant III	15.93
12224 - Nursing Assistant IV	17.89
12235 - Optical Dispenser	25.45
12236 - Optical Technician	19.58
12250 - Pharmacy Technician	19.70
12280 - Phlebotomist	19.58
12305 - Radiologic Technologist	38.03
12311 - Registered Nurse I	29.36
12312 - Registered Nurse II	35.91
12313 - Registered Nurse II Specialist	35.91
12314 - Registered Nurse III	43.46
12315 - Registered Nurse III Anesthetist	43.46
12316 - Registered Nurse IV	52.08
12317 - Scheduler (Drug and Alcohol Testing)	27.12
12320 - Substance Abuse Treatment Counselor	26.20
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.26
13012 - Exhibits Specialist II	27.57
13013 - Exhibits Specialist III	33.73
13041 - Illustrator I	22.27
13042 - Illustrator II	27.59
13043 - Illustrator III	33.74
13047 - Librarian	30.55
13050 - Library Aide/Clerk	17.72
13054 - Library Information Technology Systems Administrator	26.49

13058 - Library Technician	22.26
13061 - Media Specialist I	19.89
13062 - Media Specialist II	22.26
13063 - Media Specialist III	24.81
13071 - Photographer I	18.08
13072 - Photographer II	20.24
13073 - Photographer III	25.06
13074 - Photographer IV	30.66
13075 - Photographer V	37.09
13090 - Technical Order Library Clerk	21.94
13110 - Video Teleconference	23.86
Technician	
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.41
14042 - Computer Operator II	20.59
14043 - Computer Operator III	22.96
14044 - Computer Operator IV	25.51
14045 - Computer Operator V	28.26
14071 - Computer Programmer I	(see 1)
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	18.41
Operator	
14160 - Personal Computer Support	25.51
Technician	
14170 - System Support Specialist	28.26
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.83
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	37.30
Instructor (Rated)	
15030 - Air Crew Training Devices	43.09
Instructor (Pilot)	
15050 - Computer Based Training	30.83
Specialist / Instructor	
15060 - Educational Technologist	37.33
15070 - Flight Instructor (Pilot)	43.09
15080 - Graphic Artist	25.76
15085 - Maintenance Test Pilot Fixed	42.64
Jet/Prop	
15086 - Maintenance Test Pilot	42.64
Rotary Wing	
15088 - Non-Maintenance Test/Co-Pilot	42.64

15090 - Technical Instructor	19.66
15095 - Technical Instructor/Course Developer	24.05
15110 - Test Proctor	19.47
15120 - Tutor	19.47
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.34
16030 - Counter Attendant	13.34
16040 - Dry Cleaner	16.51
16070 - Finisher Flatwork Machine	13.34
16090 - Presser Hand	13.34
16110 - Presser Machine Drycleaning	13.34
16130 - Presser Machine Shirts	13.34
16160 - Presser Machine Wearing Apparel Laundry	13.34
16190 - Sewing Machine Operator	17.57
16220 - Tailor	18.51
16250 - Washer Machine	14.41
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	30.36
19040 - Tool And Die Maker	38.16
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.93
21030 - Material Coordinator	25.23
21040 - Material Expediter	25.23
21050 - Material Handling Laborer	20.25
21071 - Order Filler	16.32
21080 - Production Line Worker (Food Processing)	21.93
21110 - Shipping Packer	20.27
21130 - Shipping/Receiving Clerk	20.27
21140 - Store Worker I	15.22
21150 - Stock Clerk	21.40
21210 - Tools And Parts Attendant	21.93
21410 - Warehouse Specialist	21.93
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.48
23019 - Aircraft Logs and Records Technician	24.97
23021 - Aircraft Mechanic I	30.55
23022 - Aircraft Mechanic II	32.48
23023 - Aircraft Mechanic III	34.40
23040 - Aircraft Mechanic Helper	21.10
23050 - Aircraft Painter	28.69
23060 - Aircraft Servicer	24.97

23070 - Aircraft Survival Flight Equipment Technician	28.69
23080 - Aircraft Worker	26.83
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	26.83
I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	30.55
II	
23110 - Appliance Mechanic	30.36
23120 - Bicycle Repairer	22.21
23125 - Cable Splicer	32.33
23130 - Carpenter Maintenance	32.27
23140 - Carpet Layer	28.40
23160 - Electrician Maintenance	34.73
23181 - Electronics Technician	28.40
Maintenance I	
23182 - Electronics Technician	30.36
Maintenance II	
23183 - Electronics Technician	32.33
Maintenance III	
23260 - Fabric Worker	26.42
23290 - Fire Alarm System Mechanic	31.56
23310 - Fire Extinguisher Repairer	24.39
23311 - Fuel Distribution System Mechanic	32.33
23312 - Fuel Distribution System Operator	24.39
23370 - General Maintenance Worker	24.51
23380 - Ground Support Equipment Mechanic	30.55
23381 - Ground Support Equipment Servicer	24.97
23382 - Ground Support Equipment Worker	26.83
23391 - Gunsmith I	24.39
23392 - Gunsmith II	28.40
23393 - Gunsmith III	32.33
23410 - Heating Ventilation And Air- Conditioning Mechanic	34.51
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	36.70
23430 - Heavy Equipment Mechanic	30.45
23440 - Heavy Equipment Operator	37.52
23460 - Instrument Mechanic	32.33
23465 - Laboratory/Shelter Mechanic	30.36
23470 - Laborer	20.25
23510 - Locksmith	30.36

23530 - Machinery Maintenance	30.40
Mechanic	
23550 - Machinist Maintenance	32.33
23580 - Maintenance Trades Helper	23.11
23591 - Metrology Technician I	32.33
23592 - Metrology Technician II	34.38
23593 - Metrology Technician III	36.40
23640 - Millwright	32.33
23710 - Office Appliance Repairer	30.36
23760 - Painter Maintenance	28.48
23790 - Pipefitter Maintenance	30.44
23810 - Plumber Maintenance	28.59
23820 - Pneudraulic Systems Mechanic	32.33
23850 - Rigger	32.33
23870 - Scale Mechanic	28.40
23890 - Sheet-Metal Worker	34.37
Maintenance	
23910 - Small Engine Mechanic	27.19
23931 - Telecommunications Mechanic	40.05
I	
23932 - Telecommunications Mechanic	42.59
II	
23950 - Telephone Lineman	35.56
23960 - Welder Combination	33.32
Maintenance	
23965 - Well Driller	32.33
23970 - Woodcraft Worker	32.33
23980 - Woodworker	24.39
24000 - Personal Needs Occupations	
24550 - Case Manager	18.41
24570 - Child Care Attendant	12.20
24580 - Child Care Center Clerk	15.21
24610 - Chore Aide	14.36
24620 - Family Readiness And Support	18.41
Services	
Coordinator	
24630 - Homemaker	20.11
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	32.33
25040 - Sewage Plant Operator	26.98
25070 - Stationary Engineer	32.33
25190 - Ventilation Equipment Tender	22.33
25210 - Water Treatment Plant	26.98
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.83
27007 - Baggage Inspector	16.83
27008 - Corrections Officer	21.67
27010 - Court Security Officer	23.28

27030 - Detection Dog Handler	18.83
27040 - Detention Officer	21.67
27070 - Firefighter	23.69
27101 - Guard I	16.83
27102 - Guard II	18.83
27131 - Police Officer I	32.55
27132 - Police Officer II	36.18
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	20.33
28042 - Carnival Equipment Repairer	22.21
28043 - Carnival Worker	15.96
28210 - Gate Attendant/Gate Tender	25.79
28310 - Lifeguard	23.80
28350 - Park Attendant (Aide)	28.84
28510 - Recreation Aide/Health	20.91
Facility Attendant	
28515 - Recreation Specialist	35.51
28630 - Sports Official	22.82
28690 - Swimming Pool Operator	27.41
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	
29020 - Hatch Tender	
29030 - Line Handler	
29041 - Stevedore I	
29042 - Stevedore II	
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	41.54
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	28.64
Specialist Station (HFO)	
30012 - Air Traffic Control	31.54
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	18.19
30022 - Archeological Technician II	20.24
30023 - Archeological Technician III	25.20
30030 - Cartographic Technician	25.20
30040 - Civil Engineering Technician	25.20
30051 - Cryogenic Technician I	27.91
30052 - Cryogenic Technician II	30.83
30061 - Drafter/CAD Operator I	18.19
30062 - Drafter/CAD Operator II	20.34
30063 - Drafter/CAD Operator III	22.67
30064 - Drafter/CAD Operator IV	27.91
30081 - Engineering Technician I	16.20
30082 - Engineering Technician II	18.64
30083 - Engineering Technician III	22.50
30084 - Engineering Technician IV	29.74
30085 - Engineering Technician V	32.60
30086 - Engineering Technician VI	39.41

30090 - Environmental Technician	25.20
30095 - Evidence Control Specialist	25.20
30210 - Laboratory Technician	23.01
30221 - Latent Fingerprint	27.91
Technician I	
30222 - Latent Fingerprint	30.83
Technician II	
30240 - Mathematical Technician	25.78
30361 - Paralegal/Legal Assistant I	19.53
30362 - Paralegal/Legal Assistant II	24.19
30363 - Paralegal/Legal Assistant	29.60
III	
30364 - Paralegal/Legal Assistant IV	35.82
30375 - Petroleum Supply Specialist	30.83
30390 - Photo-Optics Technician	25.78
30395 - Radiation Control Technician	30.83
30461 - Technical Writer I	25.20
30462 - Technical Writer II	30.83
30463 - Technical Writer III	37.31
30491 - Unexploded Ordnance (UXO)	26.40
Technician I	
30492 - Unexploded Ordnance (UXO)	31.94
Technician II	
30493 - Unexploded Ordnance (UXO)	38.29
Technician III	
30494 - Unexploded (UXO) Safety	26.40
Escort	
30495 - Unexploded (UXO) Sweep	26.40
Personnel	
30501 - Weather Forecaster I	27.91
30502 - Weather Forecaster II	33.96
30620 - Weather Observer Combined (see 2)	22.67
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.20
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	31.94
31020 - Bus Aide	16.01
31030 - Bus Driver	22.99
31043 - Driver Courier	17.23
31260 - Parking and Lot Attendant	12.25
31290 - Shuttle Bus Driver	18.82
31310 - Taxi Driver	15.68
31361 - Truckdriver Light	18.82
31362 - Truckdriver Medium	20.38
31363 - Truckdriver Heavy	25.53
31364 - Truckdriver Tractor-Trailer	25.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.57

99030 - Cashier	14.54
99050 - Desk Clerk	21.90
99095 - Embalmer	26.40
99130 - Flight Follower	26.40
99251 - Laboratory Animal Caretaker	21.99
I	
99252 - Laboratory Animal Caretaker	25.54
II	
99260 - Marketing Analyst	25.37
99310 - Mortician	26.40
99410 - Pest Controller	18.68
99510 - Photofinishing Worker	13.87
99710 - Recycling Laborer	27.19
99711 - Recycling Specialist	32.95
99730 - Refuse Collector	24.33
99810 - Sales Clerk	15.19
99820 - School Crossing Guard	17.27
99830 - Survey Party Chief	26.41
99831 - Surveying Aide	14.44
99832 - Surveying Technician	19.79
99840 - Vending Machine Attendant	22.39
99841 - Vending Machine Repairer	26.70
99842 - Vending Machine Repairer	22.39
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: ((Hawaii): \$1.94 per hour up to 40 hours per week or \$77.60 per week or \$336.27 per month for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act the new health and welfare benefit rate will be \$4.60 per hour up to 40 hours per week.

HEALTH & WELFARE (Hawaii) EO 13706: \$1.63 per hour up to 40 hours per week or \$65.20 per week or \$282.53 per month for all employees on whose behalf the contractor

provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act the new health and welfare benefit rate will be \$4.23 per hour up to 40 hours per week. *

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

When preparing a conformance request the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. 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.: 2015-5741

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.: 2015-5741
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: Illinois

Area: Illinois Counties of De Kalb Kane

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		29.91
01035 - Court Reporter		24.51
01041 - Customer Service Representative I		15.18
01042 - Customer Service Representative II		16.57

01043 - Customer Service Representative III	18.61
01051 - Data Entry Operator I	17.39
01052 - Data Entry Operator II	18.98
01060 - Dispatcher Motor Vehicle	25.22
01070 - Document Preparation Clerk	18.54
01090 - Duplicating Machine Operator	18.54
01111 - General Clerk I	14.39
01112 - General Clerk II	15.70
01113 - General Clerk III	17.64
01120 - Housing Referral Assistant	22.12
01141 - Messenger Courier	13.74
01191 - Order Clerk I	16.00
01192 - Order Clerk II	17.58
01261 - Personnel Assistant (Employment) I	17.84
01262 - Personnel Assistant (Employment) II	19.95
01263 - Personnel Assistant (Employment) III	22.24
01270 - Production Control Clerk	24.79
01290 - Rental Clerk	17.41
01300 - Scheduler Maintenance	18.36
01311 - Secretary I	18.36
01312 - Secretary II	19.84
01313 - Secretary III	22.12
01320 - Service Order Dispatcher	22.94
01410 - Supply Technician	29.91
01420 - Survey Worker	19.19
01460 - Switchboard Operator/Receptionist	15.41
01531 - Travel Clerk I	17.93
01532 - Travel Clerk II	19.39
01533 - Travel Clerk III	20.98
01611 - Word Processor I	17.05
01612 - Word Processor II	19.15
01613 - Word Processor III	21.42
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	24.08
Fiberglass	
05010 - Automotive Electrician	24.16
05040 - Automotive Glass Installer	23.05
05070 - Automotive Worker	23.05
05110 - Mobile Equipment Servicer	20.85
05130 - Motor Equipment Metal	27.79
Mechanic	
05160 - Motor Equipment Metal Worker	23.05
05190 - Motor Vehicle Mechanic	27.79
05220 - Motor Vehicle Mechanic Helper	19.73

05250 - Motor Vehicle Upholstery Worker	21.96
05280 - Motor Vehicle Wrecker	23.09
05310 - Painter Automotive	24.16
05340 - Radiator Repair Specialist	23.05
05370 - Tire Repairer	15.92
05400 - Transmission Repair Specialist	27.79
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.76
07041 - Cook I	14.29
07042 - Cook II	16.13
07070 - Dishwasher	12.63
07130 - Food Service Worker	13.54
07210 - Meat Cutter	15.72
07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.06
09040 - Furniture Handler	14.52
09080 - Furniture Refinisher	20.06
09090 - Furniture Refinisher Helper	16.37
09110 - Furniture Repairer Minor	18.23
09130 - Upholsterer	20.05
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.77
11060 - Elevator Operator	14.91
11090 - Gardener	20.62
11122 - Housekeeping Aide	14.91
11150 - Janitor	14.91
11210 - Laborer Grounds Maintenance	16.39
11240 - Maid or Houseman	13.33
11260 - Pruner	15.01
11270 - Tractor Operator	19.26
11330 - Trail Maintenance Worker	16.39
11360 - Window Cleaner	16.28
12000 - Health Occupations	
12010 - Ambulance Driver	23.14
12011 - Breath Alcohol Technician	24.98
12012 - Certified Occupational Therapist Assistant	31.95
12015 - Certified Physical Therapist Assistant	30.38
12020 - Dental Assistant	20.22
12025 - Dental Hygienist	38.65
12030 - EKG Technician	32.72
12035 - Electroneurodiagnostic Technologist	32.72

12040 - Emergency Medical Technician	23.14
12071 - Licensed Practical Nurse I	22.34
12072 - Licensed Practical Nurse II	24.98
12073 - Licensed Practical Nurse III	27.84
12100 - Medical Assistant	18.04
12130 - Medical Laboratory Technician	27.14
Technician	
12160 - Medical Record Clerk	20.77
12190 - Medical Record Technician	23.27
12195 - Medical Transcriptionist	20.53
12210 - Nuclear Medicine Technologist	41.72
Technologist	
12221 - Nursing Assistant I	12.54
12222 - Nursing Assistant II	14.10
12223 - Nursing Assistant III	15.39
12224 - Nursing Assistant IV	17.28
12235 - Optical Dispenser	17.00
12236 - Optical Technician	19.77
12250 - Pharmacy Technician	17.14
12280 - Phlebotomist	17.63
12305 - Radiologic Technologist	32.46
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57
12313 - Registered Nurse II	32.57
Specialist	
12314 - Registered Nurse III	38.43
12315 - Registered Nurse III	38.43
Anesthetist	
12316 - Registered Nurse IV	46.07
12317 - Scheduler (Drug and Alcohol Testing)	30.94
Testing)	
12320 - Substance Abuse Treatment Counselor	23.22
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	21.92
13012 - Exhibits Specialist II	27.16
13013 - Exhibits Specialist III	33.22
13041 - Illustrator I	21.63
13042 - Illustrator II	26.80
13043 - Illustrator III	32.77
13047 - Librarian	35.08
13050 - Library Aide/Clerk	15.05
13054 - Library Information Technology Systems Administrator	29.01
Technology Systems Administrator	
13058 - Library Technician	17.38
13061 - Media Specialist I	21.16
13062 - Media Specialist II	23.66
13063 - Media Specialist III	26.39

13071 - Photographer I	18.68
13072 - Photographer II	20.89
13073 - Photographer III	25.88
13074 - Photographer IV	31.66
13075 - Photographer V	38.31
13090 - Technical Order Library	18.91
Clerk	
13110 - Video Teleconference	20.49
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	19.92
14042 - Computer Operator II	22.28
14043 - Computer Operator III	24.84
14044 - Computer Operator IV	27.60
14045 - Computer Operator V	30.57
14071 - Computer Programmer I	(see 1) 26.76
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	19.92
Operator	
14160 - Personal Computer Support	27.60
Technician	
14170 - System Support Specialist	30.83
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	36.22
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	41.82
Instructor (Rated)	
15030 - Air Crew Training Devices	46.94
Instructor (Pilot)	
15050 - Computer Based Training	36.22
Specialist / Instructor	
15060 - Educational Technologist	35.45
15070 - Flight Instructor (Pilot)	46.94
15080 - Graphic Artist	27.69
15085 - Maintenance Test Pilot Fixed	44.98
Jet/Prop	
15086 - Maintenance Test Pilot	44.98
Rotary Wing	
15088 - Non-Maintenance Test/Co-	44.98
Pilot	
15090 - Technical Instructor	27.45
15095 - Technical Instructor/Course	32.88
Developer	
15110 - Test Proctor	21.70

15120 - Tutor	21.70
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)	23.40
19040 - Tool And Die Maker	28.57
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.38
21030 - Material Coordinator	24.79
21040 - Material Expediter	24.79
21050 - Material Handling Laborer	18.12
21071 - Order Filler	15.18
21080 - Production Line Worker (Food Processing)	18.38
21110 - Shipping Packer	17.72
21130 - Shipping/Receiving Clerk	17.72
21140 - Store Worker I	15.84
21150 - Stock Clerk	20.76
21210 - Tools And Parts Attendant	18.38
21410 - Warehouse Specialist	18.38
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	38.81
23019 - Aircraft Logs and Records Technician	31.33
23021 - Aircraft Mechanic I	36.92
23022 - Aircraft Mechanic II	38.81
23023 - Aircraft Mechanic III	40.34
23040 - Aircraft Mechanic Helper	27.48
23050 - Aircraft Painter	35.06
23060 - Aircraft Servicer	31.33
23070 - Aircraft Survival Flight Equipment Technician	35.06
23080 - Aircraft Worker	33.20

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	33.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	36.92
23110 - Appliance Mechanic	28.79
23120 - Bicycle Repairer	21.19
23125 - Cable Splicer	44.61
23130 - Carpenter Maintenance	40.43
23140 - Carpet Layer	32.44
23160 - Electrician Maintenance	42.13
23181 - Electronics Technician Maintenance I	28.93
23182 - Electronics Technician Maintenance II	30.53
23183 - Electronics Technician Maintenance III	32.16
23260 - Fabric Worker	28.42
23290 - Fire Alarm System Mechanic	29.12
23310 - Fire Extinguisher Repairer	26.69
23311 - Fuel Distribution System Mechanic	38.14
23312 - Fuel Distribution System Operator	30.45
23370 - General Maintenance Worker	23.74
23380 - Ground Support Equipment Mechanic	36.92
23381 - Ground Support Equipment Servicer	31.33
23382 - Ground Support Equipment Worker	33.20
23391 - Gunsmith I	26.69
23392 - Gunsmith II	30.13
23393 - Gunsmith III	33.50
23410 - Heating Ventilation And Air- Conditioning Mechanic	33.40
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	35.09
23430 - Heavy Equipment Mechanic	33.32
23440 - Heavy Equipment Operator	42.62
23460 - Instrument Mechanic	31.91
23465 - Laboratory/Shelter Mechanic	31.80
23470 - Laborer	14.76
23510 - Locksmith	28.62
23530 - Machinery Maintenance Mechanic	30.33
23550 - Machinist Maintenance	27.46

23580 - Maintenance Trades Helper	16.14
23591 - Metrology Technician I	31.91
23592 - Metrology Technician II	33.54
23593 - Metrology Technician III	34.86
23640 - Millwright	31.74
23710 - Office Appliance Repairer	23.17
23760 - Painter Maintenance	28.08
23790 - Pipefitter Maintenance	46.59
23810 - Plumber Maintenance	44.24
23820 - Pneudraulic Systems Mechanic	33.50
23850 - Rigger	34.76
23870 - Scale Mechanic	30.13
23890 - Sheet-Metal Worker	41.97
Maintenance	
23910 - Small Engine Mechanic	23.14
23931 - Telecommunications Mechanic	33.01
I	
23932 - Telecommunications Mechanic	34.69
II	
23950 - Telephone Lineman	33.50
23960 - Welder Combination	20.97
Maintenance	
23965 - Well Driller	33.50
23970 - Woodcraft Worker	33.50
23980 - Woodworker	26.69
24000 - Personal Needs Occupations	
24550 - Case Manager	18.32
24570 - Child Care Attendant	12.41
24580 - Child Care Center Clerk	15.47
24610 - Chore Aide	13.24
24620 - Family Readiness And Support	18.32
Services	
Coordinator	
24630 - Homemaker	18.32
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	45.15
25040 - Sewage Plant Operator	30.98
25070 - Stationary Engineer	45.15
25190 - Ventilation Equipment Tender	33.60
25210 - Water Treatment Plant	30.98
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.43
27007 - Baggage Inspector	15.37
27008 - Corrections Officer	35.82
27010 - Court Security Officer	31.83
27030 - Detection Dog Handler	17.20
27040 - Detention Officer	35.82
27070 - Firefighter	31.42

27101 - Guard I	15.37
27102 - Guard II	17.20
27131 - Police Officer I	38.41
27132 - Police Officer II	42.68
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.71
28042 - Carnival Equipment Repairer	15.74
28043 - Carnival Worker	11.02
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.37
28510 - Recreation Aide/Health	12.62
Facility Attendant	
28515 - Recreation Specialist	21.43
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	20.03
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	27.28
29020 - Hatch Tender	27.28
29030 - Line Handler	27.28
29041 - Stevedore I	25.73
29042 - Stevedore II	28.79
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	44.68
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	30.81
Specialist Station (HFO)	
30012 - Air Traffic Control	33.93
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	20.03
30022 - Archeological Technician II	22.41
30023 - Archeological Technician III	27.76
30030 - Cartographic Technician	27.76
30040 - Civil Engineering Technician	32.45
30051 - Cryogenic Technician I	30.74
30052 - Cryogenic Technician II	33.95
30061 - Drafter/CAD Operator I	20.03
30062 - Drafter/CAD Operator II	22.41
30063 - Drafter/CAD Operator III	24.98
30064 - Drafter/CAD Operator IV	30.74
30081 - Engineering Technician I	18.16
30082 - Engineering Technician II	20.39
30083 - Engineering Technician III	22.81
30084 - Engineering Technician IV	28.26
30085 - Engineering Technician V	34.56
30086 - Engineering Technician VI	45.66
30090 - Environmental Technician	27.06
30095 - Evidence Control Specialist	27.76
30210 - Laboratory Technician	24.34

30221 - Latent Fingerprint Technician I	37.71
30222 - Latent Fingerprint Technician II	41.65
30240 - Mathematical Technician	30.54
30361 - Paralegal/Legal Assistant I	22.52
30362 - Paralegal/Legal Assistant II	27.90
30363 - Paralegal/Legal Assistant III	34.13
30364 - Paralegal/Legal Assistant IV	41.29
30375 - Petroleum Supply Specialist	33.95
30390 - Photo-Optics Technician	27.76
30395 - Radiation Control Technician	33.95
30461 - Technical Writer I	26.76
30462 - Technical Writer II	32.65
30463 - Technical Writer III	39.34
30491 - Unexploded Ordnance (UXO) Technician I	28.39
30492 - Unexploded Ordnance (UXO) Technician II	34.35
30493 - Unexploded Ordnance (UXO) Technician III	41.18
30494 - Unexploded (UXO) Safety Escort	28.39
30495 - Unexploded (UXO) Sweep Personnel	28.39
30501 - Weather Forecaster I	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)	27.76
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.35
31020 - Bus Aide	20.90
31030 - Bus Driver	27.74
31043 - Driver Courier	21.38
31260 - Parking and Lot Attendant	13.39
31290 - Shuttle Bus Driver	21.43
31310 - Taxi Driver	17.88
31361 - Truckdriver Light	22.89
31362 - Truckdriver Medium	24.38
31363 - Truckdriver Heavy	25.69
31364 - Truckdriver Tractor-Trailer	25.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.75
99030 - Cashier	12.18
99050 - Desk Clerk	12.53
99095 - Embalmer	35.46

99130 - Flight Follower	28.39
99251 - Laboratory Animal Caretaker	16.97
I	
99252 - Laboratory Animal Caretaker	18.67
II	
99260 - Marketing Analyst	31.34
99310 - Mortician	35.46
99410 - Pest Controller	23.36
99510 - Photofinishing Worker	19.20
99710 - Recycling Laborer	31.05
99711 - Recycling Specialist	36.38
99730 - Refuse Collector	28.44
99810 - Sales Clerk	13.81
99820 - School Crossing Guard	15.68
99830 - Survey Party Chief	27.41
99831 - Surveying Aide	17.20
99832 - Surveying Technician	23.57
99840 - Vending Machine Attendant	17.70
99841 - Vending Machine Repairer	20.32
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 and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and 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.: 2015-5747

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.: 2015-5747
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: Tennessee

Area: Tennessee County of Stewart

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.88
01012 - Accounting Clerk II		16.71
01013 - Accounting Clerk III		18.68
01020 - Administrative Assistant		23.48
01035 - Court Reporter		18.77
01041 - Customer Service Representative I		13.53
01042 - Customer Service Representative II		15.11

01043 - Customer Service Representative III	16.61
01051 - Data Entry Operator I	12.67
01052 - Data Entry Operator II	13.83
01060 - Dispatcher Motor Vehicle	17.35
01070 - Document Preparation Clerk	14.95
01090 - Duplicating Machine Operator	14.95
01111 - General Clerk I	13.53
01112 - General Clerk II	14.76
01113 - General Clerk III	16.57
01120 - Housing Referral Assistant	20.93
01141 - Messenger Courier	12.41
01191 - Order Clerk I	13.43
01192 - Order Clerk II	14.92
01261 - Personnel Assistant (Employment) I	16.05
01262 - Personnel Assistant (Employment) II	17.95
01263 - Personnel Assistant (Employment) III	20.01
01270 - Production Control Clerk	21.88
01290 - Rental Clerk	10.90
01300 - Scheduler Maintenance	16.79
01311 - Secretary I	16.79
01312 - Secretary II	18.77
01313 - Secretary III	20.93
01320 - Service Order Dispatcher	15.79
01410 - Supply Technician	23.48
01420 - Survey Worker	13.19
01460 - Switchboard Operator/Receptionist	12.56
01531 - Travel Clerk I	14.02
01532 - Travel Clerk II	15.00
01533 - Travel Clerk III	16.08
01611 - Word Processor I	14.95
01612 - Word Processor II	16.79
01613 - Word Processor III	18.77
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	18.81
Fiberglass	
05010 - Automotive Electrician	17.11
05040 - Automotive Glass Installer	16.28
05070 - Automotive Worker	16.28
05110 - Mobile Equipment Servicer	14.59
05130 - Motor Equipment Metal	17.96
Mechanic	
05160 - Motor Equipment Metal Worker	16.28
05190 - Motor Vehicle Mechanic	17.96
05220 - Motor Vehicle Mechanic Helper	13.73

05250 - Motor Vehicle Upholstery Worker	15.45
05280 - Motor Vehicle Wrecker	16.28
05310 - Painter Automotive	17.11
05340 - Radiator Repair Specialist	16.28
05370 - Tire Repairer	13.79
05400 - Transmission Repair Specialist	17.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.33
07041 - Cook I	10.90
07042 - Cook II	12.34
07070 - Dishwasher	9.70
07130 - Food Service Worker	9.23
07210 - Meat Cutter	13.78
07260 - Waiter/Waitress	8.97
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.89
09040 - Furniture Handler	12.83
09080 - Furniture Refinisher	18.89
09090 - Furniture Refinisher Helper	15.20
09110 - Furniture Repairer Minor	17.05
09130 - Upholsterer	18.89
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.17
11060 - Elevator Operator	12.83
11090 - Gardener	18.30
11122 - Housekeeping Aide	10.60
11150 - Janitor	10.60
11210 - Laborer Grounds Maintenance	14.10
11240 - Maid or Houseman	9.52
11260 - Pruner	12.67
11270 - Tractor Operator	16.96
11330 - Trail Maintenance Worker	14.10
11360 - Window Cleaner	11.80
12000 - Health Occupations	
12010 - Ambulance Driver	17.71
12011 - Breath Alcohol Technician	17.71
12012 - Certified Occupational Therapist Assistant	31.53
12015 - Certified Physical Therapist Assistant	29.85
12020 - Dental Assistant	21.19
12025 - Dental Hygienist	33.80
12030 - EKG Technician	28.02
12035 - Electroneurodiagnostic Technologist	28.02

12040 - Emergency Medical Technician	17.71
12071 - Licensed Practical Nurse I	16.54
12072 - Licensed Practical Nurse II	18.49
12073 - Licensed Practical Nurse III	20.61
12100 - Medical Assistant	13.76
12130 - Medical Laboratory Technician	22.01
Technician	
12160 - Medical Record Clerk	13.49
12190 - Medical Record Technician	16.59
12195 - Medical Transcriptionist	16.54
12210 - Nuclear Medicine Technologist	40.63
Technologist	
12221 - Nursing Assistant I	11.48
12222 - Nursing Assistant II	12.90
12223 - Nursing Assistant III	14.08
12224 - Nursing Assistant IV	15.81
12235 - Optical Dispenser	16.90
12236 - Optical Technician	16.54
12250 - Pharmacy Technician	15.65
12280 - Phlebotomist	13.98
12305 - Radiologic Technologist	22.49
12311 - Registered Nurse I	22.71
12312 - Registered Nurse II	27.78
12313 - Registered Nurse II	27.78
Specialist	
12314 - Registered Nurse III	33.62
12315 - Registered Nurse III	33.62
Anesthetist	
12316 - Registered Nurse IV	40.29
12317 - Scheduler (Drug and Alcohol Testing)	21.94
Testing)	
12320 - Substance Abuse Treatment Counselor	19.27
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	16.88
13012 - Exhibits Specialist II	20.92
13013 - Exhibits Specialist III	25.91
13041 - Illustrator I	16.88
13042 - Illustrator II	20.92
13043 - Illustrator III	25.91
13047 - Librarian	23.16
13050 - Library Aide/Clerk	11.66
13054 - Library Information Technology Systems Administrator	20.92
Technology Systems Administrator	
13058 - Library Technician	13.35
13061 - Media Specialist I	15.09
13062 - Media Specialist II	16.88
13063 - Media Specialist III	18.83

13071 - Photographer I	14.95
13072 - Photographer II	16.73
13073 - Photographer III	20.72
13074 - Photographer IV	25.35
13075 - Photographer V	30.67
13090 - Technical Order Library	15.49
Clerk	
13110 - Video Teleconference	15.09
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	15.86
14042 - Computer Operator II	17.75
14043 - Computer Operator III	19.79
14044 - Computer Operator IV	21.99
14045 - Computer Operator V	24.35
14071 - Computer Programmer I	(see 1) 20.94
14072 - Computer Programmer II	(see 1) 25.96
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	15.86
Operator	
14160 - Personal Computer Support	21.99
Technician	
14170 - System Support Specialist	24.35
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.95
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	36.23
Instructor (Rated)	
15030 - Air Crew Training Devices	40.47
Instructor (Pilot)	
15050 - Computer Based Training	29.95
Specialist / Instructor	
15060 - Educational Technologist	33.05
15070 - Flight Instructor (Pilot)	40.47
15080 - Graphic Artist	19.39
15085 - Maintenance Test Pilot Fixed	40.47
Jet/Prop	
15086 - Maintenance Test Pilot	40.47
Rotary Wing	
15088 - Non-Maintenance Test/Co-	40.47
Pilot	
15090 - Technical Instructor	21.84
15095 - Technical Instructor/Course	26.71
Developer	
15110 - Test Proctor	17.63

15120 - Tutor	17.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.27
16030 - Counter Attendant	11.27
16040 - Dry Cleaner	13.53
16070 - Finisher Flatwork Machine	11.27
16090 - Presser Hand	11.27
16110 - Presser Machine Drycleaning	11.27
16130 - Presser Machine Shirts	11.27
16160 - Presser Machine Wearing	11.27
Apparel Laundry	
16190 - Sewing Machine Operator	14.48
16220 - Tailor	15.43
16250 - Washer Machine	11.81
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.92
19040 - Tool And Die Maker	23.55
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.65
21030 - Material Coordinator	21.88
21040 - Material Expediter	21.88
21050 - Material Handling Laborer	13.64
21071 - Order Filler	12.87
21080 - Production Line Worker (Food Processing)	17.65
21110 - Shipping Packer	16.25
21130 - Shipping/Receiving Clerk	16.25
21140 - Store Worker I	12.45
21150 - Stock Clerk	17.23
21210 - Tools And Parts Attendant	17.65
21410 - Warehouse Specialist	17.65
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.78
23019 - Aircraft Logs and Records Technician	17.89
23021 - Aircraft Mechanic I	21.55
23022 - Aircraft Mechanic II	22.78
23023 - Aircraft Mechanic III	24.07
23040 - Aircraft Mechanic Helper	15.70
23050 - Aircraft Painter	20.35
23060 - Aircraft Servicer	17.89
23070 - Aircraft Survival Flight Equipment Technician	20.35
23080 - Aircraft Worker	19.17

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	19.17
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	21.55
23110 - Appliance Mechanic	20.35
23120 - Bicycle Repairer	16.65
23125 - Cable Splicer	30.35
23130 - Carpenter Maintenance	18.16
23140 - Carpet Layer	19.17
23160 - Electrician Maintenance	23.73
23181 - Electronics Technician Maintenance I	23.15
23182 - Electronics Technician Maintenance II	24.56
23183 - Electronics Technician Maintenance III	26.91
23260 - Fabric Worker	17.89
23290 - Fire Alarm System Mechanic	21.55
23310 - Fire Extinguisher Repairer	16.65
23311 - Fuel Distribution System Mechanic	23.55
23312 - Fuel Distribution System Operator	19.33
23370 - General Maintenance Worker	18.14
23380 - Ground Support Equipment Mechanic	21.55
23381 - Ground Support Equipment Servicer	17.89
23382 - Ground Support Equipment Worker	19.17
23391 - Gunsmith I	16.65
23392 - Gunsmith II	19.17
23393 - Gunsmith III	21.55
23410 - Heating Ventilation And Air- Conditioning Mechanic	19.70
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.83
23430 - Heavy Equipment Mechanic	19.67
23440 - Heavy Equipment Operator	20.35
23460 - Instrument Mechanic	22.75
23465 - Laboratory/Shelter Mechanic	20.35
23470 - Laborer	13.64
23510 - Locksmith	20.35
23530 - Machinery Maintenance Mechanic	22.93
23550 - Machinist Maintenance	21.29

23580 - Maintenance Trades Helper	16.72
23591 - Metrology Technician I	22.75
23592 - Metrology Technician II	23.79
23593 - Metrology Technician III	24.89
23640 - Millwright	25.82
23710 - Office Appliance Repairer	20.35
23760 - Painter Maintenance	16.03
23790 - Pipefitter Maintenance	23.88
23810 - Plumber Maintenance	22.54
23820 - Pneudraulic Systems Mechanic	21.55
23850 - Rigger	21.55
23870 - Scale Mechanic	19.17
23890 - Sheet-Metal Worker	19.63
Maintenance	
23910 - Small Engine Mechanic	19.03
23931 - Telecommunications Mechanic	26.81
I	
23932 - Telecommunications Mechanic	28.27
II	
23950 - Telephone Lineman	27.45
23960 - Welder Combination	18.36
Maintenance	
23965 - Well Driller	21.55
23970 - Woodcraft Worker	21.55
23980 - Woodworker	16.65
24000 - Personal Needs Occupations	
24550 - Case Manager	14.05
24570 - Child Care Attendant	9.41
24580 - Child Care Center Clerk	12.43
24610 - Chore Aide	10.86
24620 - Family Readiness And Support	14.05
Services	
Coordinator	
24630 - Homemaker	14.05
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	21.55
25040 - Sewage Plant Operator	18.72
25070 - Stationary Engineer	21.55
25190 - Ventilation Equipment Tender	15.43
25210 - Water Treatment Plant	18.72
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.21
27007 - Baggage Inspector	13.27
27008 - Corrections Officer	16.73
27010 - Court Security Officer	16.68
27030 - Detection Dog Handler	14.84
27040 - Detention Officer	16.73
27070 - Firefighter	18.17

27101 - Guard I	13.27
27102 - Guard II	14.84
27131 - Police Officer I	18.79
27132 - Police Officer II	20.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.33
28042 - Carnival Equipment Repairer	14.17
28043 - Carnival Worker	9.87
28210 - Gate Attendant/Gate Tender	12.85
28310 - Lifeguard	11.74
28350 - Park Attendant (Aide)	14.38
28510 - Recreation Aide/Health	10.49
Facility Attendant	
28515 - Recreation Specialist	17.12
28630 - Sports Official	11.45
28690 - Swimming Pool Operator	16.81
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	29.91
29020 - Hatch Tender	29.91
29030 - Line Handler	29.91
29041 - Stevedore I	28.12
29042 - Stevedore II	31.61
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	17.90
30022 - Archeological Technician II	20.03
30023 - Archeological Technician III	24.81
30030 - Cartographic Technician	24.48
30040 - Civil Engineering Technician	24.86
30051 - Cryogenic Technician I	27.48
30052 - Cryogenic Technician II	30.35
30061 - Drafter/CAD Operator I	17.90
30062 - Drafter/CAD Operator II	20.03
30063 - Drafter/CAD Operator III	22.32
30064 - Drafter/CAD Operator IV	27.48
30081 - Engineering Technician I	15.94
30082 - Engineering Technician II	17.90
30083 - Engineering Technician III	20.03
30084 - Engineering Technician IV	24.81
30085 - Engineering Technician V	30.35
30086 - Engineering Technician VI	36.71
30090 - Environmental Technician	26.06
30095 - Evidence Control Specialist	24.81
30210 - Laboratory Technician	22.32

30221 - Latent Fingerprint Technician I	27.48
30222 - Latent Fingerprint Technician II	30.35
30240 - Mathematical Technician	24.81
30361 - Paralegal/Legal Assistant I	18.06
30362 - Paralegal/Legal Assistant II	22.37
30363 - Paralegal/Legal Assistant III	27.36
30364 - Paralegal/Legal Assistant IV	33.10
30375 - Petroleum Supply Specialist	30.35
30390 - Photo-Optics Technician	24.81
30395 - Radiation Control Technician	30.35
30461 - Technical Writer I	24.81
30462 - Technical Writer II	30.35
30463 - Technical Writer III	36.71
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	27.48
30502 - Weather Forecaster II	33.41
30620 - Weather Observer Combined (see 2)	22.32
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	24.81
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	12.40
31030 - Bus Driver	17.27
31043 - Driver Courier	14.65
31260 - Parking and Lot Attendant	11.13
31290 - Shuttle Bus Driver	15.30
31310 - Taxi Driver	13.95
31361 - Truckdriver Light	15.81
31362 - Truckdriver Medium	16.98
31363 - Truckdriver Heavy	20.35
31364 - Truckdriver Tractor-Trailer	20.35
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.98
99050 - Desk Clerk	10.28
99095 - Embalmer	26.97

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	12.11
I	
99252 - Laboratory Animal Caretaker	13.07
II	
99260 - Marketing Analyst	24.66
99310 - Mortician	27.09
99410 - Pest Controller	15.49
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.85
99711 - Recycling Specialist	19.07
99730 - Refuse Collector	14.25
99810 - Sales Clerk	10.75
99820 - School Crossing Guard	14.04
99830 - Survey Party Chief	24.24
99831 - Surveying Aide	14.41
99832 - Surveying Technician	22.04
99840 - Vending Machine Attendant	18.79
99841 - Vending Machine Repairer	22.71
99842 - Vending Machine Repairer	18.79
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.: 2015-5749

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.: 2015-5749
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: Kansas

Area: Kansas Counties of Coffey Lyon

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.18
01012 - Accounting Clerk II		15.93
01013 - Accounting Clerk III		17.81
01020 - Administrative Assistant		20.89
01035 - Court Reporter		21.48
01041 - Customer Service Representative I		12.90
01042 - Customer Service Representative II		14.50

01043 - Customer Service Representative III	15.83
01051 - Data Entry Operator I	13.01
01052 - Data Entry Operator II	14.20
01060 - Dispatcher Motor Vehicle	16.78
01070 - Document Preparation Clerk	14.75
01090 - Duplicating Machine Operator	14.75
01111 - General Clerk I	13.02
01112 - General Clerk II	14.21
01113 - General Clerk III	15.95
01120 - Housing Referral Assistant	19.36
01141 - Messenger Courier	12.27
01191 - Order Clerk I	16.15
01192 - Order Clerk II	17.62
01261 - Personnel Assistant (Employment) I	16.86
01262 - Personnel Assistant (Employment) II	18.85
01263 - Personnel Assistant (Employment) III	21.01
01270 - Production Control Clerk	21.17
01290 - Rental Clerk	15.98
01300 - Scheduler Maintenance	15.53
01311 - Secretary I	15.53
01312 - Secretary II	17.37
01313 - Secretary III	19.36
01320 - Service Order Dispatcher	15.01
01410 - Supply Technician	20.89
01420 - Survey Worker	13.41
01460 - Switchboard Operator/Receptionist	13.57
01531 - Travel Clerk I	12.73
01532 - Travel Clerk II	13.41
01533 - Travel Clerk III	14.44
01611 - Word Processor I	13.90
01612 - Word Processor II	15.61
01613 - Word Processor III	17.45
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	19.18
Fiberglass	
05010 - Automotive Electrician	17.36
05040 - Automotive Glass Installer	16.62
05070 - Automotive Worker	16.62
05110 - Mobile Equipment Servicer	15.23
05130 - Motor Equipment Metal	18.03
Mechanic	
05160 - Motor Equipment Metal Worker	16.62
05190 - Motor Vehicle Mechanic	18.03
05220 - Motor Vehicle Mechanic Helper	14.59

05250 - Motor Vehicle Upholstery Worker	15.96
05280 - Motor Vehicle Wrecker	16.62
05310 - Painter Automotive	17.36
05340 - Radiator Repair Specialist	16.62
05370 - Tire Repairer	17.59
05400 - Transmission Repair Specialist	18.03
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.42
07041 - Cook I	11.61
07042 - Cook II	13.27
07070 - Dishwasher	9.14
07130 - Food Service Worker	11.05
07210 - Meat Cutter	14.11
07260 - Waiter/Waitress	9.13
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.00
09040 - Furniture Handler	12.56
09080 - Furniture Refinisher	18.00
09090 - Furniture Refinisher Helper	13.93
09110 - Furniture Repairer Minor	16.07
09130 - Upholsterer	18.00
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.84
11060 - Elevator Operator	12.84
11090 - Gardener	17.20
11122 - Housekeeping Aide	13.11
11150 - Janitor	13.11
11210 - Laborer Grounds Maintenance	13.44
11240 - Maid or Houseman	10.32
11260 - Pruner	12.21
11270 - Tractor Operator	15.94
11330 - Trail Maintenance Worker	13.44
11360 - Window Cleaner	14.44
12000 - Health Occupations	
12010 - Ambulance Driver	14.82
12011 - Breath Alcohol Technician	18.53
12012 - Certified Occupational Therapist Assistant	29.80
12015 - Certified Physical Therapist Assistant	28.02
12020 - Dental Assistant	19.35
12025 - Dental Hygienist	36.09
12030 - EKG Technician	26.48
12035 - Electroneurodiagnostic Technologist	26.48

12040 - Emergency Medical Technician	14.82
12071 - Licensed Practical Nurse I	16.57
12072 - Licensed Practical Nurse II	18.53
12073 - Licensed Practical Nurse III	20.65
12100 - Medical Assistant	14.23
12130 - Medical Laboratory Technician	21.97
Technician	
12160 - Medical Record Clerk	15.42
12190 - Medical Record Technician	17.24
12195 - Medical Transcriptionist	15.68
12210 - Nuclear Medicine	36.50
Technologist	
12221 - Nursing Assistant I	11.79
12222 - Nursing Assistant II	13.25
12223 - Nursing Assistant III	14.46
12224 - Nursing Assistant IV	16.24
12235 - Optical Dispenser	15.70
12236 - Optical Technician	16.57
12250 - Pharmacy Technician	15.79
12280 - Phlebotomist	13.35
12305 - Radiologic Technologist	25.24
12311 - Registered Nurse I	22.98
12312 - Registered Nurse II	28.11
12313 - Registered Nurse II	28.11
Specialist	
12314 - Registered Nurse III	34.02
12315 - Registered Nurse III	34.02
Anesthetist	
12316 - Registered Nurse IV	40.76
12317 - Scheduler (Drug and Alcohol Testing)	22.95
Testing)	
12320 - Substance Abuse Treatment	22.00
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	18.03
13012 - Exhibits Specialist II	22.33
13013 - Exhibits Specialist III	27.34
13041 - Illustrator I	18.03
13042 - Illustrator II	22.33
13043 - Illustrator III	27.34
13047 - Librarian	24.76
13050 - Library Aide/Clerk	11.56
13054 - Library Information	22.33
Technology Systems	
Administrator	
13058 - Library Technician	18.52
13061 - Media Specialist I	16.12
13062 - Media Specialist II	18.03
13063 - Media Specialist III	20.11

13071 - Photographer I	14.78
13072 - Photographer II	16.56
13073 - Photographer III	20.49
13074 - Photographer IV	25.06
13075 - Photographer V	30.32
13090 - Technical Order Library	15.49
Clerk	
13110 - Video Teleconference	15.10
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	16.19
14042 - Computer Operator II	18.55
14043 - Computer Operator III	19.71
14044 - Computer Operator IV	22.51
14045 - Computer Operator V	24.93
14071 - Computer Programmer I	(see 1) 22.89
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	16.19
Operator	
14160 - Personal Computer Support	22.51
Technician	
14170 - System Support Specialist	25.81
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.81
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	37.28
Instructor (Rated)	
15030 - Air Crew Training Devices	44.68
Instructor (Pilot)	
15050 - Computer Based Training	30.81
Specialist / Instructor	
15060 - Educational Technologist	26.43
15070 - Flight Instructor (Pilot)	44.68
15080 - Graphic Artist	21.89
15085 - Maintenance Test Pilot Fixed	44.68
Jet/Prop	
15086 - Maintenance Test Pilot	44.68
Rotary Wing	
15088 - Non-Maintenance Test/Co-	44.68
Pilot	
15090 - Technical Instructor	19.66
15095 - Technical Instructor/Course	24.05
Developer	
15110 - Test Proctor	15.87

15120 - Tutor	15.87
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.06
16030 - Counter Attendant	10.06
16040 - Dry Cleaner	12.71
16070 - Finisher Flatwork Machine	10.06
16090 - Presser Hand	10.06
16110 - Presser Machine Drycleaning	10.06
16130 - Presser Machine Shirts	10.06
16160 - Presser Machine Wearing	10.06
Apparel Laundry	
16190 - Sewing Machine Operator	13.51
16220 - Tailor	14.32
16250 - Washer Machine	10.94
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.87
19040 - Tool And Die Maker	23.38
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.64
21030 - Material Coordinator	21.17
21040 - Material Expediter	21.17
21050 - Material Handling Laborer	16.57
21071 - Order Filler	13.16
21080 - Production Line Worker (Food Processing)	19.64
21110 - Shipping Packer	16.31
21130 - Shipping/Receiving Clerk	16.31
21140 - Store Worker I	14.40
21150 - Stock Clerk	19.29
21210 - Tools And Parts Attendant	19.64
21410 - Warehouse Specialist	19.64
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.16
23019 - Aircraft Logs and Records Technician	23.71
23021 - Aircraft Mechanic I	27.91
23022 - Aircraft Mechanic II	29.16
23023 - Aircraft Mechanic III	30.13
23040 - Aircraft Mechanic Helper	20.85
23050 - Aircraft Painter	26.51
23060 - Aircraft Servicer	23.71
23070 - Aircraft Survival Flight Equipment Technician	26.51
23080 - Aircraft Worker	24.66

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.66
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.91
23110 - Appliance Mechanic	23.25
23120 - Bicycle Repairer	18.48
23125 - Cable Splicer	38.95
23130 - Carpenter Maintenance	19.62
23140 - Carpet Layer	20.58
23160 - Electrician Maintenance	25.01
23181 - Electronics Technician Maintenance I	25.60
23182 - Electronics Technician Maintenance II	27.11
23183 - Electronics Technician Maintenance III	29.00
23260 - Fabric Worker	19.85
23290 - Fire Alarm System Mechanic	22.85
23310 - Fire Extinguisher Repairer	18.48
23311 - Fuel Distribution System Mechanic	29.33
23312 - Fuel Distribution System Operator	23.11
23370 - General Maintenance Worker	17.73
23380 - Ground Support Equipment Mechanic	27.91
23381 - Ground Support Equipment Servicer	23.71
23382 - Ground Support Equipment Worker	24.66
23391 - Gunsmith I	18.48
23392 - Gunsmith II	21.12
23393 - Gunsmith III	23.47
23410 - Heating Ventilation And Air- Conditioning Mechanic	23.21
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.28
23430 - Heavy Equipment Mechanic	22.51
23440 - Heavy Equipment Operator	18.63
23460 - Instrument Mechanic	23.47
23465 - Laboratory/Shelter Mechanic	22.37
23470 - Laborer	16.57
23510 - Locksmith	22.37
23530 - Machinery Maintenance Mechanic	24.32
23550 - Machinist Maintenance	20.56

23580 - Maintenance Trades Helper	14.63
23591 - Metrology Technician I	23.81
23592 - Metrology Technician II	24.55
23593 - Metrology Technician III	25.51
23640 - Millwright	23.27
23710 - Office Appliance Repairer	19.78
23760 - Painter Maintenance	19.02
23790 - Pipefitter Maintenance	25.50
23810 - Plumber Maintenance	24.55
23820 - Pneudraulic Systems Mechanic	23.47
23850 - Rigger	23.47
23870 - Scale Mechanic	21.12
23890 - Sheet-Metal Worker	23.81
Maintenance	
23910 - Small Engine Mechanic	19.62
23931 - Telecommunications Mechanic	29.32
I	
23932 - Telecommunications Mechanic	30.67
II	
23950 - Telephone Lineman	28.26
23960 - Welder Combination	19.18
Maintenance	
23965 - Well Driller	25.14
23970 - Woodcraft Worker	23.47
23980 - Woodworker	18.48
24000 - Personal Needs Occupations	
24550 - Case Manager	15.57
24570 - Child Care Attendant	10.42
24580 - Child Care Center Clerk	15.05
24610 - Chore Aide	12.03
24620 - Family Readiness And Support	15.57
Services	
Coordinator	
24630 - Homemaker	17.66
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.80
25040 - Sewage Plant Operator	19.87
25070 - Stationary Engineer	25.80
25190 - Ventilation Equipment Tender	18.85
25210 - Water Treatment Plant	19.87
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.43
27007 - Baggage Inspector	15.42
27008 - Corrections Officer	18.58
27010 - Court Security Officer	17.84
27030 - Detection Dog Handler	17.25
27040 - Detention Officer	18.58
27070 - Firefighter	17.84

27101 - Guard I	15.42
27102 - Guard II	17.25
27131 - Police Officer I	19.49
27132 - Police Officer II	21.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.17
28042 - Carnival Equipment Repairer	13.02
28043 - Carnival Worker	9.72
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health	11.96
Facility Attendant	
28515 - Recreation Specialist	18.35
28630 - Sports Official	13.06
28690 - Swimming Pool Operator	16.85
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	23.88
29020 - Hatch Tender	23.88
29030 - Line Handler	23.88
29041 - Stevedore I	22.43
29042 - Stevedore II	25.29
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	40.70
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	28.07
Specialist Station (HFO)	
30012 - Air Traffic Control	30.90
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	17.78
30022 - Archeological Technician II	19.88
30023 - Archeological Technician III	24.63
30030 - Cartographic Technician	24.63
30040 - Civil Engineering Technician	20.62
30051 - Cryogenic Technician I	26.05
30052 - Cryogenic Technician II	28.78
30061 - Drafter/CAD Operator I	17.78
30062 - Drafter/CAD Operator II	19.88
30063 - Drafter/CAD Operator III	22.16
30064 - Drafter/CAD Operator IV	27.28
30081 - Engineering Technician I	16.89
30082 - Engineering Technician II	17.92
30083 - Engineering Technician III	20.05
30084 - Engineering Technician IV	24.85
30085 - Engineering Technician V	30.39
30086 - Engineering Technician VI	36.79
30090 - Environmental Technician	27.84
30095 - Evidence Control Specialist	23.52
30210 - Laboratory Technician	23.53

30221 - Latent Fingerprint Technician I	26.05
30222 - Latent Fingerprint Technician II	28.78
30240 - Mathematical Technician	24.63
30361 - Paralegal/Legal Assistant I	18.97
30362 - Paralegal/Legal Assistant II	23.52
30363 - Paralegal/Legal Assistant III	28.76
30364 - Paralegal/Legal Assistant IV	34.79
30375 - Petroleum Supply Specialist	28.78
30390 - Photo-Optics Technician	24.63
30395 - Radiation Control Technician	28.78
30461 - Technical Writer I	25.31
30462 - Technical Writer II	30.95
30463 - Technical Writer III	37.45
30491 - Unexploded Ordnance (UXO) Technician I	25.86
30492 - Unexploded Ordnance (UXO) Technician II	31.29
30493 - Unexploded Ordnance (UXO) Technician III	37.51
30494 - Unexploded (UXO) Safety Escort	25.86
30495 - Unexploded (UXO) Sweep Personnel	25.86
30501 - Weather Forecaster I	27.28
30502 - Weather Forecaster II	33.19
30620 - Weather Observer Combined (see 2)	22.16
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	24.63
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.29
31020 - Bus Aide	12.14
31030 - Bus Driver	16.67
31043 - Driver Courier	14.75
31260 - Parking and Lot Attendant	12.04
31290 - Shuttle Bus Driver	15.82
31310 - Taxi Driver	13.86
31361 - Truckdriver Light	15.82
31362 - Truckdriver Medium	16.58
31363 - Truckdriver Heavy	19.79
31364 - Truckdriver Tractor-Trailer	19.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.26
99030 - Cashier	10.27
99050 - Desk Clerk	9.94
99095 - Embalmer	30.15

99130 - Flight Follower	25.86
99251 - Laboratory Animal Caretaker	13.77
I	
99252 - Laboratory Animal Caretaker	14.86
II	
99260 - Marketing Analyst	24.46
99310 - Mortician	30.15
99410 - Pest Controller	15.30
99510 - Photofinishing Worker	16.40
99710 - Recycling Laborer	15.82
99711 - Recycling Specialist	18.77
99730 - Refuse Collector	14.37
99810 - Sales Clerk	11.92
99820 - School Crossing Guard	13.92
99830 - Survey Party Chief	25.49
99831 - Surveying Aide	15.95
99832 - Surveying Technician	19.92
99840 - Vending Machine Attendant	17.57
99841 - Vending Machine Repairer	20.71
99842 - Vending Machine Repairer	17.57
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 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.: 2015-5751

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.: 2015-5751
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: Kansas

Area: Kansas Counties of Barton Cheyenne Decatur Ellis Gove Graham
Greeley Lane Logan Ness Norton Osborne Phillips Rawlins Rooks Rush
Russell Scott Sheridan Sherman Smith Thomas Trego Wallace Wichita

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.18
01012 - Accounting Clerk II		15.93
01013 - Accounting Clerk III		17.81
01020 - Administrative Assistant		20.89
01035 - Court Reporter		28.68
01041 - Customer Service Representative I		12.90

01042 - Customer Service Representative II	14.50
01043 - Customer Service Representative III	15.83
01051 - Data Entry Operator I	14.26
01052 - Data Entry Operator II	15.56
01060 - Dispatcher Motor Vehicle	16.78
01070 - Document Preparation Clerk	14.75
01090 - Duplicating Machine Operator	14.75
01111 - General Clerk I	12.97
01112 - General Clerk II	14.16
01113 - General Clerk III	15.89
01120 - Housing Referral Assistant	19.36
01141 - Messenger Courier	12.89
01191 - Order Clerk I	16.15
01192 - Order Clerk II	17.62
01261 - Personnel Assistant (Employment) I	16.86
01262 - Personnel Assistant (Employment) II	18.85
01263 - Personnel Assistant (Employment) III	21.01
01270 - Production Control Clerk	21.11
01290 - Rental Clerk	15.98
01300 - Scheduler Maintenance	15.53
01311 - Secretary I	15.53
01312 - Secretary II	17.37
01313 - Secretary III	19.36
01320 - Service Order Dispatcher	15.01
01410 - Supply Technician	20.89
01420 - Survey Worker	13.46
01460 - Switchboard Operator/Receptionist	13.57
01531 - Travel Clerk I	12.73
01532 - Travel Clerk II	13.41
01533 - Travel Clerk III	14.44
01611 - Word Processor I	13.90
01612 - Word Processor II	15.61
01613 - Word Processor III	17.45
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.18
Fiberglass	
05010 - Automotive Electrician	19.91
05040 - Automotive Glass Installer	19.06
05070 - Automotive Worker	19.06
05110 - Mobile Equipment Servicer	16.98
05130 - Motor Equipment Metal	20.95
Mechanic	
05160 - Motor Equipment Metal Worker	19.06
05190 - Motor Vehicle Mechanic	21.18

05220 - Motor Vehicle Mechanic Helper	15.92
05250 - Motor Vehicle Upholstery Worker	18.02
05280 - Motor Vehicle Wrecker	19.06
05310 - Painter Automotive	19.91
05340 - Radiator Repair Specialist	19.06
05370 - Tire Repairer	17.59
05400 - Transmission Repair Specialist	20.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.01
07041 - Cook I	11.61
07042 - Cook II	13.27
07070 - Dishwasher	9.14
07130 - Food Service Worker	11.05
07210 - Meat Cutter	13.67
07260 - Waiter/Waitress	9.13
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.62
09040 - Furniture Handler	13.76
09080 - Furniture Refinisher	19.62
09090 - Furniture Refinisher Helper	15.66
09110 - Furniture Repairer Minor	17.54
09130 - Upholsterer	19.62
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.13
11060 - Elevator Operator	13.13
11090 - Gardener	17.20
11122 - Housekeeping Aide	13.11
11150 - Janitor	13.11
11210 - Laborer Grounds Maintenance	13.44
11240 - Maid or Houseman	10.32
11260 - Pruner	12.21
11270 - Tractor Operator	15.94
11330 - Trail Maintenance Worker	13.44
11360 - Window Cleaner	14.44
12000 - Health Occupations	
12010 - Ambulance Driver	16.19
12011 - Breath Alcohol Technician	18.53
12012 - Certified Occupational Therapist Assistant	29.80
12015 - Certified Physical Therapist Assistant	28.02
12020 - Dental Assistant	19.35
12025 - Dental Hygienist	35.68
12030 - EKG Technician	26.48

12035 - Electroneurodiagnostic Technologist	26.48
12040 - Emergency Medical Technician	16.19
12071 - Licensed Practical Nurse I	16.57
12072 - Licensed Practical Nurse II	18.53
12073 - Licensed Practical Nurse III	20.65
12100 - Medical Assistant	14.23
12130 - Medical Laboratory Technician	23.98
12160 - Medical Record Clerk	15.42
12190 - Medical Record Technician	17.24
12195 - Medical Transcriptionist	15.09
12210 - Nuclear Medicine Technologist	36.50
12221 - Nursing Assistant I	11.79
12222 - Nursing Assistant II	13.25
12223 - Nursing Assistant III	14.46
12224 - Nursing Assistant IV	16.24
12235 - Optical Dispenser	15.29
12236 - Optical Technician	16.57
12250 - Pharmacy Technician	15.79
12280 - Phlebotomist	13.37
12305 - Radiologic Technologist	25.24
12311 - Registered Nurse I	22.98
12312 - Registered Nurse II	28.11
12313 - Registered Nurse II	28.11
12314 - Registered Nurse III	34.02
12315 - Registered Nurse III	34.02
12316 - Registered Nurse IV	40.76
12317 - Scheduler (Drug and Alcohol Testing)	22.95
12320 - Substance Abuse Treatment Counselor	22.00
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.44
13012 - Exhibits Specialist II	21.59
13013 - Exhibits Specialist III	26.42
13041 - Illustrator I	17.44
13042 - Illustrator II	21.59
13043 - Illustrator III	26.42
13047 - Librarian	23.91
13050 - Library Aide/Clerk	12.63
13054 - Library Information Technology Systems Administrator	19.64
13058 - Library Technician	18.11
13061 - Media Specialist I	16.19

13062 - Media Specialist II	18.05
13063 - Media Specialist III	20.13
13071 - Photographer I	14.77
13072 - Photographer II	16.52
13073 - Photographer III	20.46
13074 - Photographer IV	25.04
13075 - Photographer V	30.29
13090 - Technical Order Library	15.74
Clerk	
13110 - Video Teleconference	15.59
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	17.92
14042 - Computer Operator II	18.74
14043 - Computer Operator III	21.46
14044 - Computer Operator IV	23.21
14045 - Computer Operator V	25.71
14071 - Computer Programmer I	(see 1) 22.75
14072 - Computer Programmer II	(see 1) 25.78
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	17.92
Operator	
14160 - Personal Computer Support	24.04
Technician	
14170 - System Support Specialist	25.81
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.81
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	37.28
Instructor (Rated)	
15030 - Air Crew Training Devices	44.68
Instructor (Pilot)	
15050 - Computer Based Training	30.81
Specialist / Instructor	
15060 - Educational Technologist	26.43
15070 - Flight Instructor (Pilot)	44.68
15080 - Graphic Artist	21.75
15085 - Maintenance Test Pilot Fixed	44.68
Jet/Prop	
15086 - Maintenance Test Pilot	44.68
Rotary Wing	
15088 - Non-Maintenance Test/Co-	44.68
Pilot	
15090 - Technical Instructor	19.66

15095 - Technical Instructor/Course Developer	24.05
15110 - Test Proctor	15.87
15120 - Tutor	15.87
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.06
16030 - Counter Attendant	10.06
16040 - Dry Cleaner	12.71
16070 - Finisher Flatwork Machine	10.06
16090 - Presser Hand	10.06
16110 - Presser Machine Drycleaning	10.06
16130 - Presser Machine Shirts	10.06
16160 - Presser Machine Wearing Apparel Laundry	10.06
16190 - Sewing Machine Operator	13.51
16220 - Tailor	14.32
16250 - Washer Machine	10.94
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.95
19040 - Tool And Die Maker	29.95
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.64
21030 - Material Coordinator	21.11
21040 - Material Expediter	21.11
21050 - Material Handling Laborer	16.57
21071 - Order Filler	12.57
21080 - Production Line Worker (Food Processing)	19.64
21110 - Shipping Packer	16.54
21130 - Shipping/Receiving Clerk	16.54
21140 - Store Worker I	14.77
21150 - Stock Clerk	19.29
21210 - Tools And Parts Attendant	19.64
21410 - Warehouse Specialist	19.64
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.50
23019 - Aircraft Logs and Records Technician	23.05
23021 - Aircraft Mechanic I	27.25
23022 - Aircraft Mechanic II	28.50
23023 - Aircraft Mechanic III	29.62
23040 - Aircraft Mechanic Helper	19.89
23050 - Aircraft Painter	25.98
23060 - Aircraft Servicer	23.05

23070 - Aircraft Survival Flight Equipment Technician	25.98
23080 - Aircraft Worker	24.53
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.53
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.25
23110 - Appliance Mechanic	23.25
23120 - Bicycle Repairer	19.20
23125 - Cable Splicer	38.95
23130 - Carpenter Maintenance	19.62
23140 - Carpet Layer	21.70
23160 - Electrician Maintenance	25.01
23181 - Electronics Technician	26.10
Maintenance I	
23182 - Electronics Technician	27.64
Maintenance II	
23183 - Electronics Technician	30.71
Maintenance III	
23260 - Fabric Worker	20.50
23290 - Fire Alarm System Mechanic	23.98
23310 - Fire Extinguisher Repairer	19.20
23311 - Fuel Distribution System Mechanic	31.05
23312 - Fuel Distribution System Operator	25.53
23370 - General Maintenance Worker	18.69
23380 - Ground Support Equipment Mechanic	27.25
23381 - Ground Support Equipment Servicer	23.05
23382 - Ground Support Equipment Worker	24.53
23391 - Gunsmith I	19.20
23392 - Gunsmith II	21.70
23393 - Gunsmith III	23.98
23410 - Heating Ventilation And Air- Conditioning Mechanic	22.89
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.94
23430 - Heavy Equipment Mechanic	22.51
23440 - Heavy Equipment Operator	20.58
23460 - Instrument Mechanic	23.98
23465 - Laboratory/Shelter Mechanic	22.88
23470 - Laborer	16.57
23510 - Locksmith	22.88

23530 - Machinery Maintenance	24.32
Mechanic	
23550 - Machinist Maintenance	20.58
23580 - Maintenance Trades Helper	15.77
23591 - Metrology Technician I	23.98
23592 - Metrology Technician II	25.13
23593 - Metrology Technician III	26.12
23640 - Millwright	23.98
23710 - Office Appliance Repairer	21.10
23760 - Painter Maintenance	22.88
23790 - Pipefitter Maintenance	24.81
23810 - Plumber Maintenance	23.67
23820 - Pneudraulic Systems Mechanic	23.98
23850 - Rigger	23.98
23870 - Scale Mechanic	21.70
23890 - Sheet-Metal Worker	23.98
Maintenance	
23910 - Small Engine Mechanic	21.70
23931 - Telecommunications Mechanic	29.32
I	
23932 - Telecommunications Mechanic	30.67
II	
23950 - Telephone Lineman	28.26
23960 - Welder Combination	19.95
Maintenance	
23965 - Well Driller	26.38
23970 - Woodcraft Worker	23.98
23980 - Woodworker	19.20
24000 - Personal Needs Occupations	
24550 - Case Manager	15.57
24570 - Child Care Attendant	10.20
24580 - Child Care Center Clerk	12.75
24610 - Chore Aide	10.71
24620 - Family Readiness And Support	15.57
Services	
Coordinator	
24630 - Homemaker	16.25
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	26.38
25040 - Sewage Plant Operator	23.96
25070 - Stationary Engineer	27.74
25190 - Ventilation Equipment Tender	19.78
25210 - Water Treatment Plant	20.86
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.74
27007 - Baggage Inspector	15.68
27008 - Corrections Officer	18.58
27010 - Court Security Officer	17.02

27030 - Detection Dog Handler	18.23
27040 - Detention Officer	18.58
27070 - Firefighter	17.61
27101 - Guard I	15.68
27102 - Guard II	18.23
27131 - Police Officer I	19.49
27132 - Police Officer II	21.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.48
28042 - Carnival Equipment Repairer	13.33
28043 - Carnival Worker	9.82
28210 - Gate Attendant/Gate Tender	14.73
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	16.48
28510 - Recreation Aide/Health	12.02
Facility Attendant	
28515 - Recreation Specialist	20.41
28630 - Sports Official	13.12
28690 - Swimming Pool Operator	17.39
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	23.88
29020 - Hatch Tender	23.88
29030 - Line Handler	23.88
29041 - Stevedore I	22.43
29042 - Stevedore II	25.29
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	40.70
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	28.07
Specialist Station (HFO)	
30012 - Air Traffic Control	30.90
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	17.78
30022 - Archeological Technician II	19.88
30023 - Archeological Technician III	24.63
30030 - Cartographic Technician	24.63
30040 - Civil Engineering Technician	19.93
30051 - Cryogenic Technician I	26.05
30052 - Cryogenic Technician II	28.78
30061 - Drafter/CAD Operator I	17.78
30062 - Drafter/CAD Operator II	19.88
30063 - Drafter/CAD Operator III	22.16
30064 - Drafter/CAD Operator IV	27.28
30081 - Engineering Technician I	16.25
30082 - Engineering Technician II	18.25
30083 - Engineering Technician III	22.54
30084 - Engineering Technician IV	24.66
30085 - Engineering Technician V	33.08
30086 - Engineering Technician VI	40.00

30090 - Environmental Technician	27.14
30095 - Evidence Control Specialist	23.52
30210 - Laboratory Technician	23.21
30221 - Latent Fingerprint Technician I	26.05
30222 - Latent Fingerprint Technician II	28.78
30240 - Mathematical Technician	24.63
30361 - Paralegal/Legal Assistant I	18.18
30362 - Paralegal/Legal Assistant II	23.48
30363 - Paralegal/Legal Assistant III	28.72
30364 - Paralegal/Legal Assistant IV	33.95
30375 - Petroleum Supply Specialist	28.78
30390 - Photo-Optics Technician	24.63
30395 - Radiation Control Technician	28.78
30461 - Technical Writer I	24.17
30462 - Technical Writer II	29.57
30463 - Technical Writer III	35.77
30491 - Unexploded Ordnance (UXO) Technician I	25.86
30492 - Unexploded Ordnance (UXO) Technician II	31.29
30493 - Unexploded Ordnance (UXO) Technician III	37.51
30494 - Unexploded (UXO) Safety Escort	25.86
30495 - Unexploded (UXO) Sweep Personnel	25.86
30501 - Weather Forecaster I	27.28
30502 - Weather Forecaster II	33.19
30620 - Weather Observer Combined (see 2)	22.16
30621 - Weather Observer Senior (see 2)	24.63
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.29
31020 - Bus Aide	13.13
31030 - Bus Driver	17.25
31043 - Driver Courier	13.94
31260 - Parking and Lot Attendant	12.04
31290 - Shuttle Bus Driver	14.34
31310 - Taxi Driver	13.65
31361 - Truckdriver Light	15.04
31362 - Truckdriver Medium	16.15
31363 - Truckdriver Heavy	19.79
31364 - Truckdriver Tractor-Trailer	19.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.26

99030 - Cashier	10.27
99050 - Desk Clerk	10.20
99095 - Embalmer	30.14
99130 - Flight Follower	25.86
99251 - Laboratory Animal Caretaker	13.77
I	
99252 - Laboratory Animal Caretaker	14.86
II	
99260 - Marketing Analyst	26.58
99310 - Mortician	30.14
99410 - Pest Controller	18.68
99510 - Photofinishing Worker	16.38
99710 - Recycling Laborer	16.42
99711 - Recycling Specialist	19.08
99730 - Refuse Collector	15.01
99810 - Sales Clerk	11.90
99820 - School Crossing Guard	13.75
99830 - Survey Party Chief	23.88
99831 - Surveying Aide	14.72
99832 - Surveying Technician	20.20
99840 - Vending Machine Attendant	17.71
99841 - Vending Machine Repairer	21.04
99842 - Vending Machine Repairer	17.71
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 and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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**

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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.: 2015-5753

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.: 2015-5753
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: Kansas

Area: Kansas Counties of Ellsworth Jewell Lincoln Marion McPherson
Mitchell Reno Rice

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.18
01012 - Accounting Clerk II		15.93
01013 - Accounting Clerk III		17.81
01020 - Administrative Assistant		20.89
01035 - Court Reporter		28.68
01041 - Customer Service Representative I		12.90
01042 - Customer Service Representative II		14.50

01043 - Customer Service Representative III	15.83
01051 - Data Entry Operator I	13.80
01052 - Data Entry Operator II	15.07
01060 - Dispatcher Motor Vehicle	17.43
01070 - Document Preparation Clerk	14.75
01090 - Duplicating Machine Operator	14.75
01111 - General Clerk I	13.02
01112 - General Clerk II	14.21
01113 - General Clerk III	15.95
01120 - Housing Referral Assistant	19.36
01141 - Messenger Courier	12.89
01191 - Order Clerk I	16.15
01192 - Order Clerk II	17.62
01261 - Personnel Assistant (Employment) I	16.86
01262 - Personnel Assistant (Employment) II	18.85
01263 - Personnel Assistant (Employment) III	21.01
01270 - Production Control Clerk	22.29
01290 - Rental Clerk	15.98
01300 - Scheduler Maintenance	15.53
01311 - Secretary I	15.53
01312 - Secretary II	17.37
01313 - Secretary III	19.36
01320 - Service Order Dispatcher	15.58
01410 - Supply Technician	20.89
01420 - Survey Worker	14.71
01460 - Switchboard Operator/Receptionist	13.57
01531 - Travel Clerk I	13.06
01532 - Travel Clerk II	13.76
01533 - Travel Clerk III	14.82
01611 - Word Processor I	13.90
01612 - Word Processor II	15.61
01613 - Word Processor III	17.45
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	20.95
Fiberglass	
05010 - Automotive Electrician	19.91
05040 - Automotive Glass Installer	19.06
05070 - Automotive Worker	19.06
05110 - Mobile Equipment Servicer	16.98
05130 - Motor Equipment Metal	20.95
Mechanic	
05160 - Motor Equipment Metal Worker	19.06
05190 - Motor Vehicle Mechanic	21.18
05220 - Motor Vehicle Mechanic Helper	15.92

05250 - Motor Vehicle Upholstery Worker	18.02
05280 - Motor Vehicle Wrecker	19.06
05310 - Painter Automotive	19.91
05340 - Radiator Repair Specialist	19.06
05370 - Tire Repairer	17.59
05400 - Transmission Repair Specialist	20.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.71
07041 - Cook I	11.61
07042 - Cook II	13.27
07070 - Dishwasher	9.14
07130 - Food Service Worker	11.05
07210 - Meat Cutter	13.67
07260 - Waiter/Waitress	9.13
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.62
09040 - Furniture Handler	13.76
09080 - Furniture Refinisher	19.62
09090 - Furniture Refinisher Helper	15.66
09110 - Furniture Repairer Minor	17.54
09130 - Upholsterer	19.62
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.84
11060 - Elevator Operator	12.84
11090 - Gardener	17.20
11122 - Housekeeping Aide	13.11
11150 - Janitor	13.11
11210 - Laborer Grounds Maintenance	13.44
11240 - Maid or Houseman	10.49
11260 - Pruner	12.21
11270 - Tractor Operator	15.94
11330 - Trail Maintenance Worker	13.44
11360 - Window Cleaner	14.44
12000 - Health Occupations	
12010 - Ambulance Driver	16.19
12011 - Breath Alcohol Technician	18.53
12012 - Certified Occupational Therapist Assistant	29.80
12015 - Certified Physical Therapist Assistant	28.02
12020 - Dental Assistant	19.35
12025 - Dental Hygienist	35.68
12030 - EKG Technician	26.48
12035 - Electroneurodiagnostic Technologist	26.48

12040 - Emergency Medical Technician	16.19
12071 - Licensed Practical Nurse I	16.57
12072 - Licensed Practical Nurse II	18.53
12073 - Licensed Practical Nurse III	20.65
12100 - Medical Assistant	14.23
12130 - Medical Laboratory Technician	23.98
Technician	
12160 - Medical Record Clerk	15.42
12190 - Medical Record Technician	17.24
12195 - Medical Transcriptionist	15.89
12210 - Nuclear Medicine	36.66
Technologist	
12221 - Nursing Assistant I	11.79
12222 - Nursing Assistant II	13.25
12223 - Nursing Assistant III	14.46
12224 - Nursing Assistant IV	16.24
12235 - Optical Dispenser	15.29
12236 - Optical Technician	16.57
12250 - Pharmacy Technician	15.80
12280 - Phlebotomist	13.37
12305 - Radiologic Technologist	25.24
12311 - Registered Nurse I	22.98
12312 - Registered Nurse II	28.11
12313 - Registered Nurse II	28.11
Specialist	
12314 - Registered Nurse III	34.02
12315 - Registered Nurse III	34.02
Anesthetist	
12316 - Registered Nurse IV	40.76
12317 - Scheduler (Drug and Alcohol Testing)	22.95
Testing)	
12320 - Substance Abuse Treatment	22.00
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	18.36
13012 - Exhibits Specialist II	22.75
13013 - Exhibits Specialist III	27.82
13041 - Illustrator I	18.36
13042 - Illustrator II	22.75
13043 - Illustrator III	27.82
13047 - Librarian	25.19
13050 - Library Aide/Clerk	12.63
13054 - Library Information	21.60
Technology Systems	
Administrator	
13058 - Library Technician	17.58
13061 - Media Specialist I	16.41
13062 - Media Specialist II	18.36
13063 - Media Specialist III	20.47

13071 - Photographer I	16.41
13072 - Photographer II	18.36
13073 - Photographer III	22.75
13074 - Photographer IV	27.82
13075 - Photographer V	33.66
13090 - Technical Order Library	15.50
Clerk	
13110 - Video Teleconference	16.41
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	17.92
14042 - Computer Operator II	18.74
14043 - Computer Operator III	21.46
14044 - Computer Operator IV	23.21
14045 - Computer Operator V	25.71
14071 - Computer Programmer I	(see 1) 22.75
14072 - Computer Programmer II	(see 1) 25.78
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	17.92
Operator	
14160 - Personal Computer Support	24.04
Technician	
14170 - System Support Specialist	25.81
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.81
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	37.28
Instructor (Rated)	
15030 - Air Crew Training Devices	44.68
Instructor (Pilot)	
15050 - Computer Based Training	30.81
Specialist / Instructor	
15060 - Educational Technologist	26.43
15070 - Flight Instructor (Pilot)	44.68
15080 - Graphic Artist	21.75
15085 - Maintenance Test Pilot Fixed	44.68
Jet/Prop	
15086 - Maintenance Test Pilot	44.68
Rotary Wing	
15088 - Non-Maintenance Test/Co-	44.68
Pilot	
15090 - Technical Instructor	19.66
15095 - Technical Instructor/Course	24.05
Developer	
15110 - Test Proctor	15.87

15120 - Tutor	15.87
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.06
16030 - Counter Attendant	10.06
16040 - Dry Cleaner	12.71
16070 - Finisher Flatwork Machine	10.06
16090 - Presser Hand	10.06
16110 - Presser Machine Drycleaning	10.06
16130 - Presser Machine Shirts	10.06
16160 - Presser Machine Wearing	10.06
Apparel Laundry	
16190 - Sewing Machine Operator	13.51
16220 - Tailor	14.32
16250 - Washer Machine	10.94
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.95
19040 - Tool And Die Maker	29.95
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.64
21030 - Material Coordinator	22.29
21040 - Material Expediter	22.29
21050 - Material Handling Laborer	16.57
21071 - Order Filler	12.57
21080 - Production Line Worker (Food Processing)	19.64
21110 - Shipping Packer	16.69
21130 - Shipping/Receiving Clerk	16.69
21140 - Store Worker I	14.77
21150 - Stock Clerk	19.29
21210 - Tools And Parts Attendant	19.64
21410 - Warehouse Specialist	19.64
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.78
23019 - Aircraft Logs and Records Technician	24.24
23021 - Aircraft Mechanic I	28.49
23022 - Aircraft Mechanic II	29.78
23023 - Aircraft Mechanic III	30.93
23040 - Aircraft Mechanic Helper	21.06
23050 - Aircraft Painter	27.22
23060 - Aircraft Servicer	24.24
23070 - Aircraft Survival Flight Equipment Technician	27.22
23080 - Aircraft Worker	25.77

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.77
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.49
23110 - Appliance Mechanic	23.25
23120 - Bicycle Repairer	18.48
23125 - Cable Splicer	38.95
23130 - Carpenter Maintenance	21.09
23140 - Carpet Layer	20.40
23160 - Electrician Maintenance	25.01
23181 - Electronics Technician Maintenance I	26.10
23182 - Electronics Technician Maintenance II	27.64
23183 - Electronics Technician Maintenance III	30.71
23260 - Fabric Worker	19.85
23290 - Fire Alarm System Mechanic	22.55
23310 - Fire Extinguisher Repairer	18.48
23311 - Fuel Distribution System Mechanic	28.82
23312 - Fuel Distribution System Operator	22.70
23370 - General Maintenance Worker	18.69
23380 - Ground Support Equipment Mechanic	28.49
23381 - Ground Support Equipment Servicer	24.24
23382 - Ground Support Equipment Worker	25.77
23391 - Gunsmith I	18.48
23392 - Gunsmith II	21.12
23393 - Gunsmith III	23.47
23410 - Heating Ventilation And Air- Conditioning Mechanic	23.21
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.28
23430 - Heavy Equipment Mechanic	22.51
23440 - Heavy Equipment Operator	20.58
23460 - Instrument Mechanic	23.47
23465 - Laboratory/Shelter Mechanic	22.37
23470 - Laborer	16.57
23510 - Locksmith	22.37
23530 - Machinery Maintenance Mechanic	24.32
23550 - Machinist Maintenance	20.58

23580 - Maintenance Trades Helper	15.77
23591 - Metrology Technician I	23.47
23592 - Metrology Technician II	24.55
23593 - Metrology Technician III	25.51
23640 - Millwright	22.55
23710 - Office Appliance Repairer	21.55
23760 - Painter Maintenance	18.96
23790 - Pipefitter Maintenance	22.61
23810 - Plumber Maintenance	21.55
23820 - Pneudraulic Systems Mechanic	23.47
23850 - Rigger	23.47
23870 - Scale Mechanic	21.12
23890 - Sheet-Metal Worker	21.95
Maintenance	
23910 - Small Engine Mechanic	20.40
23931 - Telecommunications Mechanic	29.32
I	
23932 - Telecommunications Mechanic	30.67
II	
23950 - Telephone Lineman	28.26
23960 - Welder Combination	19.95
Maintenance	
23965 - Well Driller	24.81
23970 - Woodcraft Worker	23.47
23980 - Woodworker	18.48
24000 - Personal Needs Occupations	
24550 - Case Manager	16.02
24570 - Child Care Attendant	10.20
24580 - Child Care Center Clerk	12.75
24610 - Chore Aide	10.71
24620 - Family Readiness And Support	16.02
Services	
Coordinator	
24630 - Homemaker	16.25
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.80
25040 - Sewage Plant Operator	23.96
25070 - Stationary Engineer	27.74
25190 - Ventilation Equipment Tender	18.85
25210 - Water Treatment Plant	20.86
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.74
27007 - Baggage Inspector	15.57
27008 - Corrections Officer	18.58
27010 - Court Security Officer	17.24
27030 - Detection Dog Handler	18.23
27040 - Detention Officer	18.58
27070 - Firefighter	17.85

27101 - Guard I	15.57
27102 - Guard II	18.23
27131 - Police Officer I	19.49
27132 - Police Officer II	21.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.07
28042 - Carnival Equipment Repairer	13.02
28043 - Carnival Worker	9.29
28210 - Gate Attendant/Gate Tender	14.32
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	16.01
28510 - Recreation Aide/Health	11.69
Facility Attendant	
28515 - Recreation Specialist	19.85
28630 - Sports Official	12.76
28690 - Swimming Pool Operator	15.81
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	24.15
29020 - Hatch Tender	24.15
29030 - Line Handler	24.15
29041 - Stevedore I	22.73
29042 - Stevedore II	25.29
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	40.70
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	28.07
Specialist Station (HFO)	
30012 - Air Traffic Control	30.90
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	17.78
30022 - Archeological Technician II	19.88
30023 - Archeological Technician III	24.63
30030 - Cartographic Technician	24.63
30040 - Civil Engineering Technician	19.93
30051 - Cryogenic Technician I	27.28
30052 - Cryogenic Technician II	30.13
30061 - Drafter/CAD Operator I	17.78
30062 - Drafter/CAD Operator II	19.88
30063 - Drafter/CAD Operator III	22.16
30064 - Drafter/CAD Operator IV	27.28
30081 - Engineering Technician I	16.25
30082 - Engineering Technician II	18.25
30083 - Engineering Technician III	22.54
30084 - Engineering Technician IV	24.66
30085 - Engineering Technician V	33.08
30086 - Engineering Technician VI	40.00
30090 - Environmental Technician	27.14
30095 - Evidence Control Specialist	24.63
30210 - Laboratory Technician	23.21

30221 - Latent Fingerprint Technician I	27.28
30222 - Latent Fingerprint Technician II	30.13
30240 - Mathematical Technician	24.63
30361 - Paralegal/Legal Assistant I	18.63
30362 - Paralegal/Legal Assistant II	23.48
30363 - Paralegal/Legal Assistant III	28.72
30364 - Paralegal/Legal Assistant IV	34.16
30375 - Petroleum Supply Specialist	30.13
30390 - Photo-Optics Technician	24.63
30395 - Radiation Control Technician	30.13
30461 - Technical Writer I	24.17
30462 - Technical Writer II	29.57
30463 - Technical Writer III	35.77
30491 - Unexploded Ordnance (UXO) Technician I	25.86
30492 - Unexploded Ordnance (UXO) Technician II	31.29
30493 - Unexploded Ordnance (UXO) Technician III	37.51
30494 - Unexploded (UXO) Safety Escort	25.86
30495 - Unexploded (UXO) Sweep Personnel	25.86
30501 - Weather Forecaster I	27.28
30502 - Weather Forecaster II	33.19
30620 - Weather Observer Combined (see 2)	22.16
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	24.63
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.29
31020 - Bus Aide	10.85
31030 - Bus Driver	13.88
31043 - Driver Courier	13.94
31260 - Parking and Lot Attendant	12.04
31290 - Shuttle Bus Driver	14.34
31310 - Taxi Driver	13.65
31361 - Truckdriver Light	15.04
31362 - Truckdriver Medium	16.15
31363 - Truckdriver Heavy	19.79
31364 - Truckdriver Tractor-Trailer	19.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.26
99030 - Cashier	10.27
99050 - Desk Clerk	9.66
99095 - Embalmer	30.15

99130 - Flight Follower	25.86
99251 - Laboratory Animal Caretaker	13.77
I	
99252 - Laboratory Animal Caretaker	14.86
II	
99260 - Marketing Analyst	24.49
99310 - Mortician	30.15
99410 - Pest Controller	20.55
99510 - Photofinishing Worker	16.38
99710 - Recycling Laborer	15.82
99711 - Recycling Specialist	18.77
99730 - Refuse Collector	14.37
99810 - Sales Clerk	11.90
99820 - School Crossing Guard	11.73
99830 - Survey Party Chief	23.88
99831 - Surveying Aide	14.73
99832 - Surveying Technician	20.20
99840 - Vending Machine Attendant	17.71
99841 - Vending Machine Repairer	21.04
99842 - Vending Machine Repairer	17.71
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 and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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.: 2015-5755

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.: 2015-5755
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: Kansas

Area: Kansas Counties of Allen Bourbon Chase Chautauqua Cherokee Cowley Crawford Elk Greenwood Labette Montgomery Neosho Wilson Woodson

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.18
01012 - Accounting Clerk II		15.93
01013 - Accounting Clerk III		17.81
01020 - Administrative Assistant		20.89
01035 - Court Reporter		28.68
01041 - Customer Service Representative I		12.90
01042 - Customer Service Representative II		14.50

01043 - Customer Service Representative III	15.83
01051 - Data Entry Operator I	13.80
01052 - Data Entry Operator II	15.07
01060 - Dispatcher Motor Vehicle	17.66
01070 - Document Preparation Clerk	14.75
01090 - Duplicating Machine Operator	14.75
01111 - General Clerk I	13.02
01112 - General Clerk II	14.21
01113 - General Clerk III	15.95
01120 - Housing Referral Assistant	19.36
01141 - Messenger Courier	12.89
01191 - Order Clerk I	16.15
01192 - Order Clerk II	17.62
01261 - Personnel Assistant (Employment) I	16.86
01262 - Personnel Assistant (Employment) II	18.85
01263 - Personnel Assistant (Employment) III	21.01
01270 - Production Control Clerk	21.11
01290 - Rental Clerk	15.98
01300 - Scheduler Maintenance	15.53
01311 - Secretary I	15.53
01312 - Secretary II	17.37
01313 - Secretary III	19.36
01320 - Service Order Dispatcher	15.41
01410 - Supply Technician	20.89
01420 - Survey Worker	13.41
01460 - Switchboard Operator/Receptionist	13.57
01531 - Travel Clerk I	12.73
01532 - Travel Clerk II	13.41
01533 - Travel Clerk III	14.44
01611 - Word Processor I	13.90
01612 - Word Processor II	15.61
01613 - Word Processor III	17.45
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	20.95
Fiberglass	
05010 - Automotive Electrician	19.91
05040 - Automotive Glass Installer	19.06
05070 - Automotive Worker	19.06
05110 - Mobile Equipment Servicer	16.98
05130 - Motor Equipment Metal	20.95
Mechanic	
05160 - Motor Equipment Metal Worker	19.06
05190 - Motor Vehicle Mechanic	21.18
05220 - Motor Vehicle Mechanic Helper	15.92

05250 - Motor Vehicle Upholstery Worker	18.02
05280 - Motor Vehicle Wrecker	19.06
05310 - Painter Automotive	19.91
05340 - Radiator Repair Specialist	19.06
05370 - Tire Repairer	17.59
05400 - Transmission Repair Specialist	20.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.71
07041 - Cook I	11.61
07042 - Cook II	13.27
07070 - Dishwasher	9.14
07130 - Food Service Worker	11.05
07210 - Meat Cutter	14.11
07260 - Waiter/Waitress	9.13
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.62
09040 - Furniture Handler	13.76
09080 - Furniture Refinisher	19.62
09090 - Furniture Refinisher Helper	15.66
09110 - Furniture Repairer Minor	17.54
09130 - Upholsterer	19.62
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.84
11060 - Elevator Operator	12.84
11090 - Gardener	17.20
11122 - Housekeeping Aide	13.11
11150 - Janitor	13.11
11210 - Laborer Grounds Maintenance	13.44
11240 - Maid or Houseman	10.32
11260 - Pruner	12.21
11270 - Tractor Operator	15.94
11330 - Trail Maintenance Worker	13.44
11360 - Window Cleaner	14.44
12000 - Health Occupations	
12010 - Ambulance Driver	16.19
12011 - Breath Alcohol Technician	18.53
12012 - Certified Occupational Therapist Assistant	29.80
12015 - Certified Physical Therapist Assistant	28.02
12020 - Dental Assistant	19.35
12025 - Dental Hygienist	35.68
12030 - EKG Technician	26.48
12035 - Electroneurodiagnostic Technologist	26.48

12040 - Emergency Medical Technician	16.19
12071 - Licensed Practical Nurse I	16.57
12072 - Licensed Practical Nurse II	18.53
12073 - Licensed Practical Nurse III	20.65
12100 - Medical Assistant	14.23
12130 - Medical Laboratory Technician	21.97
Technician	
12160 - Medical Record Clerk	15.42
12190 - Medical Record Technician	17.24
12195 - Medical Transcriptionist	15.68
12210 - Nuclear Medicine	36.50
Technologist	
12221 - Nursing Assistant I	11.79
12222 - Nursing Assistant II	13.25
12223 - Nursing Assistant III	14.46
12224 - Nursing Assistant IV	16.24
12235 - Optical Dispenser	15.29
12236 - Optical Technician	16.57
12250 - Pharmacy Technician	15.79
12280 - Phlebotomist	13.37
12305 - Radiologic Technologist	25.24
12311 - Registered Nurse I	22.98
12312 - Registered Nurse II	28.11
12313 - Registered Nurse II	28.11
Specialist	
12314 - Registered Nurse III	34.02
12315 - Registered Nurse III	34.02
Anesthetist	
12316 - Registered Nurse IV	40.76
12317 - Scheduler (Drug and Alcohol Testing)	22.95
Testing)	
12320 - Substance Abuse Treatment	22.00
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	17.44
13012 - Exhibits Specialist II	21.59
13013 - Exhibits Specialist III	26.42
13041 - Illustrator I	17.44
13042 - Illustrator II	21.59
13043 - Illustrator III	26.42
13047 - Librarian	23.91
13050 - Library Aide/Clerk	12.63
13054 - Library Information	19.64
Technology Systems	
Administrator	
13058 - Library Technician	17.42
13061 - Media Specialist I	16.19
13062 - Media Specialist II	18.05
13063 - Media Specialist III	20.13

13071 - Photographer I	14.77
13072 - Photographer II	16.52
13073 - Photographer III	20.46
13074 - Photographer IV	25.04
13075 - Photographer V	30.29
13090 - Technical Order Library	15.49
Clerk	
13110 - Video Teleconference	15.59
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	17.92
14042 - Computer Operator II	18.74
14043 - Computer Operator III	21.46
14044 - Computer Operator IV	23.21
14045 - Computer Operator V	25.71
14071 - Computer Programmer I	(see 1) 22.75
14072 - Computer Programmer II	(see 1) 25.78
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	17.92
Operator	
14160 - Personal Computer Support	24.04
Technician	
14170 - System Support Specialist	25.81
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.81
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	37.28
Instructor (Rated)	
15030 - Air Crew Training Devices	44.68
Instructor (Pilot)	
15050 - Computer Based Training	30.81
Specialist / Instructor	
15060 - Educational Technologist	26.43
15070 - Flight Instructor (Pilot)	44.68
15080 - Graphic Artist	21.75
15085 - Maintenance Test Pilot Fixed	44.68
Jet/Prop	
15086 - Maintenance Test Pilot	44.68
Rotary Wing	
15088 - Non-Maintenance Test/Co-	44.68
Pilot	
15090 - Technical Instructor	19.66
15095 - Technical Instructor/Course	24.05
Developer	
15110 - Test Proctor	15.87

15120 - Tutor	15.87
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.06
16030 - Counter Attendant	10.06
16040 - Dry Cleaner	12.71
16070 - Finisher Flatwork Machine	10.06
16090 - Presser Hand	10.06
16110 - Presser Machine Drycleaning	10.06
16130 - Presser Machine Shirts	10.06
16160 - Presser Machine Wearing	10.06
Apparel Laundry	
16190 - Sewing Machine Operator	13.51
16220 - Tailor	14.32
16250 - Washer Machine	10.94
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.95
19040 - Tool And Die Maker	29.95
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.64
21030 - Material Coordinator	21.11
21040 - Material Expediter	21.11
21050 - Material Handling Laborer	16.57
21071 - Order Filler	12.57
21080 - Production Line Worker (Food Processing)	19.64
21110 - Shipping Packer	16.54
21130 - Shipping/Receiving Clerk	16.54
21140 - Store Worker I	14.77
21150 - Stock Clerk	19.29
21210 - Tools And Parts Attendant	19.64
21410 - Warehouse Specialist	19.64
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.51
23019 - Aircraft Logs and Records Technician	23.05
23021 - Aircraft Mechanic I	27.25
23022 - Aircraft Mechanic II	28.51
23023 - Aircraft Mechanic III	29.93
23040 - Aircraft Mechanic Helper	20.31
23050 - Aircraft Painter	25.98
23060 - Aircraft Servicer	23.05
23070 - Aircraft Survival Flight Equipment Technician	25.98
23080 - Aircraft Worker	24.53

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.53
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.25
23110 - Appliance Mechanic	23.25
23120 - Bicycle Repairer	18.48
23125 - Cable Splicer	38.95
23130 - Carpenter Maintenance	19.62
23140 - Carpet Layer	20.58
23160 - Electrician Maintenance	25.01
23181 - Electronics Technician Maintenance I	26.10
23182 - Electronics Technician Maintenance II	27.64
23183 - Electronics Technician Maintenance III	30.71
23260 - Fabric Worker	19.85
23290 - Fire Alarm System Mechanic	22.85
23310 - Fire Extinguisher Repairer	18.48
23311 - Fuel Distribution System Mechanic	28.82
23312 - Fuel Distribution System Operator	23.11
23370 - General Maintenance Worker	18.69
23380 - Ground Support Equipment Mechanic	27.25
23381 - Ground Support Equipment Servicer	23.05
23382 - Ground Support Equipment Worker	24.53
23391 - Gunsmith I	18.48
23392 - Gunsmith II	21.12
23393 - Gunsmith III	23.47
23410 - Heating Ventilation And Air- Conditioning Mechanic	23.18
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.24
23430 - Heavy Equipment Mechanic	22.51
23440 - Heavy Equipment Operator	20.58
23460 - Instrument Mechanic	23.47
23465 - Laboratory/Shelter Mechanic	22.37
23470 - Laborer	16.57
23510 - Locksmith	22.37
23530 - Machinery Maintenance Mechanic	24.32
23550 - Machinist Maintenance	20.58

23580 - Maintenance Trades Helper	15.77
23591 - Metrology Technician I	23.47
23592 - Metrology Technician II	24.55
23593 - Metrology Technician III	25.51
23640 - Millwright	22.85
23710 - Office Appliance Repairer	19.00
23760 - Painter Maintenance	18.96
23790 - Pipefitter Maintenance	22.61
23810 - Plumber Maintenance	21.55
23820 - Pneudraulic Systems Mechanic	23.47
23850 - Rigger	23.47
23870 - Scale Mechanic	21.12
23890 - Sheet-Metal Worker	21.95
Maintenance	
23910 - Small Engine Mechanic	19.62
23931 - Telecommunications Mechanic	29.32
I	
23932 - Telecommunications Mechanic	30.67
II	
23950 - Telephone Lineman	28.26
23960 - Welder Combination	19.95
Maintenance	
23965 - Well Driller	25.14
23970 - Woodcraft Worker	23.47
23980 - Woodworker	18.48
24000 - Personal Needs Occupations	
24550 - Case Manager	15.57
24570 - Child Care Attendant	10.20
24580 - Child Care Center Clerk	12.75
24610 - Chore Aide	10.71
24620 - Family Readiness And Support	15.57
Services	
Coordinator	
24630 - Homemaker	16.25
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.80
25040 - Sewage Plant Operator	23.96
25070 - Stationary Engineer	27.74
25190 - Ventilation Equipment Tender	18.85
25210 - Water Treatment Plant	20.86
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.74
27007 - Baggage Inspector	15.42
27008 - Corrections Officer	18.58
27010 - Court Security Officer	17.02
27030 - Detection Dog Handler	18.23
27040 - Detention Officer	18.58
27070 - Firefighter	17.61

27101 - Guard I	15.42
27102 - Guard II	18.23
27131 - Police Officer I	19.49
27132 - Police Officer II	21.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.07
28042 - Carnival Equipment Repairer	13.02
28043 - Carnival Worker	9.29
28210 - Gate Attendant/Gate Tender	14.32
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	16.01
28510 - Recreation Aide/Health	11.69
Facility Attendant	
28515 - Recreation Specialist	19.85
28630 - Sports Official	12.76
28690 - Swimming Pool Operator	15.81
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	23.88
29020 - Hatch Tender	23.88
29030 - Line Handler	23.88
29041 - Stevedore I	22.43
29042 - Stevedore II	25.29
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	40.70
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	28.07
Specialist Station (HFO)	
30012 - Air Traffic Control	30.90
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	17.78
30022 - Archeological Technician II	19.88
30023 - Archeological Technician III	24.63
30030 - Cartographic Technician	24.63
30040 - Civil Engineering Technician	19.93
30051 - Cryogenic Technician I	26.05
30052 - Cryogenic Technician II	28.78
30061 - Drafter/CAD Operator I	17.78
30062 - Drafter/CAD Operator II	19.88
30063 - Drafter/CAD Operator III	22.16
30064 - Drafter/CAD Operator IV	27.28
30081 - Engineering Technician I	16.25
30082 - Engineering Technician II	18.25
30083 - Engineering Technician III	22.54
30084 - Engineering Technician IV	24.66
30085 - Engineering Technician V	33.08
30086 - Engineering Technician VI	40.00
30090 - Environmental Technician	27.14
30095 - Evidence Control Specialist	23.52
30210 - Laboratory Technician	23.21

30221 - Latent Fingerprint Technician I	26.05
30222 - Latent Fingerprint Technician II	28.78
30240 - Mathematical Technician	24.63
30361 - Paralegal/Legal Assistant I	18.18
30362 - Paralegal/Legal Assistant II	23.48
30363 - Paralegal/Legal Assistant III	28.72
30364 - Paralegal/Legal Assistant IV	33.95
30375 - Petroleum Supply Specialist	28.78
30390 - Photo-Optics Technician	24.63
30395 - Radiation Control Technician	28.78
30461 - Technical Writer I	24.17
30462 - Technical Writer II	29.57
30463 - Technical Writer III	35.77
30491 - Unexploded Ordnance (UXO) Technician I	25.86
30492 - Unexploded Ordnance (UXO) Technician II	31.29
30493 - Unexploded Ordnance (UXO) Technician III	37.51
30494 - Unexploded (UXO) Safety Escort	25.86
30495 - Unexploded (UXO) Sweep Personnel	25.86
30501 - Weather Forecaster I	27.28
30502 - Weather Forecaster II	33.19
30620 - Weather Observer Combined (see 2)	22.16
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	24.63
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.29
31020 - Bus Aide	12.03
31030 - Bus Driver	16.46
31043 - Driver Courier	13.94
31260 - Parking and Lot Attendant	12.01
31290 - Shuttle Bus Driver	14.34
31310 - Taxi Driver	13.52
31361 - Truckdriver Light	15.04
31362 - Truckdriver Medium	16.15
31363 - Truckdriver Heavy	19.79
31364 - Truckdriver Tractor-Trailer	19.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.26
99030 - Cashier	10.27
99050 - Desk Clerk	9.66
99095 - Embalmer	30.15

99130 - Flight Follower	25.86
99251 - Laboratory Animal Caretaker	13.77
I	
99252 - Laboratory Animal Caretaker	14.86
II	
99260 - Marketing Analyst	24.46
99310 - Mortician	30.15
99410 - Pest Controller	18.68
99510 - Photofinishing Worker	16.40
99710 - Recycling Laborer	15.82
99711 - Recycling Specialist	18.77
99730 - Refuse Collector	14.37
99810 - Sales Clerk	11.90
99820 - School Crossing Guard	12.50
99830 - Survey Party Chief	23.87
99831 - Surveying Aide	14.73
99832 - Surveying Technician	20.20
99840 - Vending Machine Attendant	17.71
99841 - Vending Machine Repairer	21.04
99842 - Vending Machine Repairer	17.71
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 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.: 2015-5757

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.: 2015-5757
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: Kentucky

Area: Kentucky County of Nelson

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.30
01012 - Accounting Clerk II		17.19
01013 - Accounting Clerk III		19.22
01020 - Administrative Assistant		21.20
01035 - Court Reporter		17.22
01041 - Customer Service Representative I		12.26
01042 - Customer Service Representative II		13.38

01043 - Customer Service Representative III	15.03
01051 - Data Entry Operator I	13.30
01052 - Data Entry Operator II	14.51
01060 - Dispatcher Motor Vehicle	19.67
01070 - Document Preparation Clerk	14.36
01090 - Duplicating Machine Operator	14.36
01111 - General Clerk I	12.93
01112 - General Clerk II	14.11
01113 - General Clerk III	15.85
01120 - Housing Referral Assistant	20.99
01141 - Messenger Courier	13.21
01191 - Order Clerk I	13.65
01192 - Order Clerk II	15.16
01261 - Personnel Assistant (Employment) I	16.78
01262 - Personnel Assistant (Employment) II	18.76
01263 - Personnel Assistant (Employment) III	20.96
01270 - Production Control Clerk	21.46
01290 - Rental Clerk	12.53
01300 - Scheduler Maintenance	16.39
01311 - Secretary I	16.39
01312 - Secretary II	18.99
01313 - Secretary III	20.99
01320 - Service Order Dispatcher	17.58
01410 - Supply Technician	21.20
01420 - Survey Worker	15.50
01460 - Switchboard Operator/Receptionist	12.78
01531 - Travel Clerk I	14.15
01532 - Travel Clerk II	14.81
01533 - Travel Clerk III	15.47
01611 - Word Processor I	13.67
01612 - Word Processor II	15.35
01613 - Word Processor III	17.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.11
Fiberglass	
05010 - Automotive Electrician	20.33
05040 - Automotive Glass Installer	19.78
05070 - Automotive Worker	19.35
05110 - Mobile Equipment Servicer	17.20
05130 - Motor Equipment Metal	21.11
Mechanic	
05160 - Motor Equipment Metal Worker	19.35
05190 - Motor Vehicle Mechanic	21.11
05220 - Motor Vehicle Mechanic Helper	16.14

05250 - Motor Vehicle Upholstery Worker	18.36
05280 - Motor Vehicle Wrecker	19.35
05310 - Painter Automotive	20.33
05340 - Radiator Repair Specialist	19.35
05370 - Tire Repairer	13.74
05400 - Transmission Repair Specialist	21.11
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.70
07041 - Cook I	11.61
07042 - Cook II	13.22
07070 - Dishwasher	10.19
07130 - Food Service Worker	10.84
07210 - Meat Cutter	14.54
07260 - Waiter/Waitress	8.95
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.88
09040 - Furniture Handler	13.79
09080 - Furniture Refinisher	17.88
09090 - Furniture Refinisher Helper	14.20
09110 - Furniture Repairer Minor	16.58
09130 - Upholsterer	17.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.31
11060 - Elevator Operator	12.08
11090 - Gardener	15.99
11122 - Housekeeping Aide	12.37
11150 - Janitor	12.37
11210 - Laborer Grounds Maintenance	12.43
11240 - Maid or Houseman	10.87
11260 - Pruner	11.43
11270 - Tractor Operator	14.77
11330 - Trail Maintenance Worker	12.43
11360 - Window Cleaner	13.21
12000 - Health Occupations	
12010 - Ambulance Driver	15.88
12011 - Breath Alcohol Technician	19.25
12012 - Certified Occupational Therapist Assistant	29.05
12015 - Certified Physical Therapist Assistant	28.38
12020 - Dental Assistant	16.99
12025 - Dental Hygienist	37.27
12030 - EKG Technician	27.98
12035 - Electroneurodiagnostic Technologist	27.98

12040 - Emergency Medical Technician	15.88
12071 - Licensed Practical Nurse I	17.21
12072 - Licensed Practical Nurse II	19.25
12073 - Licensed Practical Nurse III	21.46
12100 - Medical Assistant	14.55
12130 - Medical Laboratory Technician	24.10
Technician	
12160 - Medical Record Clerk	15.70
12190 - Medical Record Technician	18.15
12195 - Medical Transcriptionist	17.83
12210 - Nuclear Medicine	41.43
Technologist	
12221 - Nursing Assistant I	12.05
12222 - Nursing Assistant II	13.54
12223 - Nursing Assistant III	14.78
12224 - Nursing Assistant IV	16.60
12235 - Optical Dispenser	19.33
12236 - Optical Technician	16.94
12250 - Pharmacy Technician	13.01
12280 - Phlebotomist	15.94
12305 - Radiologic Technologist	24.68
12311 - Registered Nurse I	23.96
12312 - Registered Nurse II	29.31
12313 - Registered Nurse II	29.31
Specialist	
12314 - Registered Nurse III	35.46
12315 - Registered Nurse III	35.46
Anesthetist	
12316 - Registered Nurse IV	42.50
12317 - Scheduler (Drug and Alcohol Testing)	23.85
Testing)	
12320 - Substance Abuse Treatment	21.39
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	20.87
13012 - Exhibits Specialist II	25.86
13013 - Exhibits Specialist III	31.63
13041 - Illustrator I	20.87
13042 - Illustrator II	25.86
13043 - Illustrator III	31.63
13047 - Librarian	28.64
13050 - Library Aide/Clerk	13.44
13054 - Library Information	25.86
Technology Systems	
Administrator	
13058 - Library Technician	14.69
13061 - Media Specialist I	18.67
13062 - Media Specialist II	20.87
13063 - Media Specialist III	23.27

13071 - Photographer I	18.67
13072 - Photographer II	20.87
13073 - Photographer III	25.86
13074 - Photographer IV	31.63
13075 - Photographer V	38.28
13090 - Technical Order Library	17.69
Clerk	
13110 - Video Teleconference	19.23
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	16.29
14042 - Computer Operator II	18.21
14043 - Computer Operator III	20.30
14044 - Computer Operator IV	22.56
14045 - Computer Operator V	24.99
14071 - Computer Programmer I	(see 1) 21.18
14072 - Computer Programmer II	(see 1) 26.25
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	16.29
Operator	
14160 - Personal Computer Support	22.56
Technician	
14170 - System Support Specialist	27.75
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.98
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	36.28
Instructor (Rated)	
15030 - Air Crew Training Devices	43.48
Instructor (Pilot)	
15050 - Computer Based Training	29.98
Specialist / Instructor	
15060 - Educational Technologist	29.87
15070 - Flight Instructor (Pilot)	43.48
15080 - Graphic Artist	22.77
15085 - Maintenance Test Pilot Fixed	43.48
Jet/Prop	
15086 - Maintenance Test Pilot	43.48
Rotary Wing	
15088 - Non-Maintenance Test/Co-	43.48
Pilot	
15090 - Technical Instructor	21.09
15095 - Technical Instructor/Course	25.80
Developer	
15110 - Test Proctor	17.28

15120 - Tutor	17.28
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.81
16030 - Counter Attendant	10.81
16040 - Dry Cleaner	13.62
16070 - Finisher Flatwork Machine	10.81
16090 - Presser Hand	10.81
16110 - Presser Machine Drycleaning	10.81
16130 - Presser Machine Shirts	10.81
16160 - Presser Machine Wearing	10.81
Apparel Laundry	
16190 - Sewing Machine Operator	14.45
16220 - Tailor	15.24
16250 - Washer Machine	11.82
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.04
19040 - Tool And Die Maker	25.80
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.88
21030 - Material Coordinator	21.46
21040 - Material Expediter	21.46
21050 - Material Handling Laborer	14.10
21071 - Order Filler	13.61
21080 - Production Line Worker (Food Processing)	17.88
21110 - Shipping Packer	17.20
21130 - Shipping/Receiving Clerk	17.20
21140 - Store Worker I	16.63
21150 - Stock Clerk	18.65
21210 - Tools And Parts Attendant	17.88
21410 - Warehouse Specialist	17.88
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.38
23019 - Aircraft Logs and Records Technician	23.97
23021 - Aircraft Mechanic I	27.24
23022 - Aircraft Mechanic II	28.38
23023 - Aircraft Mechanic III	29.68
23040 - Aircraft Mechanic Helper	20.35
23050 - Aircraft Painter	26.18
23060 - Aircraft Servicer	23.97
23070 - Aircraft Survival Flight Equipment Technician	26.18
23080 - Aircraft Worker	24.82

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.82
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.24
23110 - Appliance Mechanic	22.75
23120 - Bicycle Repairer	17.95
23125 - Cable Splicer	35.56
23130 - Carpenter Maintenance	18.51
23140 - Carpet Layer	20.97
23160 - Electrician Maintenance	24.39
23181 - Electronics Technician Maintenance I	25.60
23182 - Electronics Technician Maintenance II	26.96
23183 - Electronics Technician Maintenance III	28.11
23260 - Fabric Worker	20.41
23290 - Fire Alarm System Mechanic	23.75
23310 - Fire Extinguisher Repairer	19.11
23311 - Fuel Distribution System Mechanic	21.99
23312 - Fuel Distribution System Operator	17.62
23370 - General Maintenance Worker	17.33
23380 - Ground Support Equipment Mechanic	27.24
23381 - Ground Support Equipment Servicer	23.97
23382 - Ground Support Equipment Worker	24.82
23391 - Gunsmith I	19.11
23392 - Gunsmith II	21.64
23393 - Gunsmith III	23.75
23410 - Heating Ventilation And Air- Conditioning Mechanic	18.76
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	19.54
23430 - Heavy Equipment Mechanic	21.84
23440 - Heavy Equipment Operator	25.05
23460 - Instrument Mechanic	30.77
23465 - Laboratory/Shelter Mechanic	22.79
23470 - Laborer	14.10
23510 - Locksmith	21.12
23530 - Machinery Maintenance Mechanic	26.72
23550 - Machinist Maintenance	19.59

23580 - Maintenance Trades Helper	17.04
23591 - Metrology Technician I	30.77
23592 - Metrology Technician II	32.06
23593 - Metrology Technician III	33.30
23640 - Millwright	24.90
23710 - Office Appliance Repairer	22.34
23760 - Painter Maintenance	20.24
23790 - Pipefitter Maintenance	27.89
23810 - Plumber Maintenance	24.34
23820 - Pneudraulic Systems Mechanic	23.75
23850 - Rigger	23.75
23870 - Scale Mechanic	21.64
23890 - Sheet-Metal Worker	22.75
Maintenance	
23910 - Small Engine Mechanic	20.97
23931 - Telecommunications Mechanic	27.62
I	
23932 - Telecommunications Mechanic	28.75
II	
23950 - Telephone Lineman	22.25
23960 - Welder Combination	20.48
Maintenance	
23965 - Well Driller	22.54
23970 - Woodcraft Worker	23.75
23980 - Woodworker	19.11
24000 - Personal Needs Occupations	
24550 - Case Manager	13.51
24570 - Child Care Attendant	10.62
24580 - Child Care Center Clerk	13.30
24610 - Chore Aide	12.08
24620 - Family Readiness And Support	13.51
Services	
Coordinator	
24630 - Homemaker	13.51
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	23.75
25040 - Sewage Plant Operator	19.57
25070 - Stationary Engineer	23.75
25190 - Ventilation Equipment Tender	17.68
25210 - Water Treatment Plant	17.88
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.21
27007 - Baggage Inspector	16.06
27008 - Corrections Officer	17.96
27010 - Court Security Officer	17.26
27030 - Detection Dog Handler	17.96
27040 - Detention Officer	17.96
27070 - Firefighter	17.47

27101 - Guard I	16.06
27102 - Guard II	17.96
27131 - Police Officer I	19.87
27132 - Police Officer II	22.08
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.83
28042 - Carnival Equipment Repairer	13.88
28043 - Carnival Worker	9.78
28210 - Gate Attendant/Gate Tender	17.90
28310 - Lifeguard	11.05
28350 - Park Attendant (Aide)	20.03
28510 - Recreation Aide/Health	14.62
Facility Attendant	
28515 - Recreation Specialist	21.78
28630 - Sports Official	15.95
28690 - Swimming Pool Operator	16.62
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	22.62
29020 - Hatch Tender	22.62
29030 - Line Handler	22.62
29041 - Stevedore I	21.92
29042 - Stevedore II	23.76
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	41.88
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	28.89
Specialist Station (HFO)	
30012 - Air Traffic Control	31.80
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	18.47
30022 - Archeological Technician II	20.65
30023 - Archeological Technician III	25.59
30030 - Cartographic Technician	25.59
30040 - Civil Engineering Technician	25.40
30051 - Cryogenic Technician I	28.34
30052 - Cryogenic Technician II	31.30
30061 - Drafter/CAD Operator I	18.47
30062 - Drafter/CAD Operator II	20.65
30063 - Drafter/CAD Operator III	23.02
30064 - Drafter/CAD Operator IV	28.34
30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.43
30083 - Engineering Technician III	25.09
30084 - Engineering Technician IV	31.08
30085 - Engineering Technician V	38.03
30086 - Engineering Technician VI	46.01
30090 - Environmental Technician	25.59
30095 - Evidence Control Specialist	25.59
30210 - Laboratory Technician	27.95

30221 - Latent Fingerprint Technician I	28.34
30222 - Latent Fingerprint Technician II	31.30
30240 - Mathematical Technician	26.61
30361 - Paralegal/Legal Assistant I	19.75
30362 - Paralegal/Legal Assistant II	26.15
30363 - Paralegal/Legal Assistant III	29.48
30364 - Paralegal/Legal Assistant IV	35.63
30375 - Petroleum Supply Specialist	31.30
30390 - Photo-Optics Technician	25.59
30395 - Radiation Control Technician	31.30
30461 - Technical Writer I	25.59
30462 - Technical Writer II	31.30
30463 - Technical Writer III	37.88
30491 - Unexploded Ordnance (UXO) Technician I	26.62
30492 - Unexploded Ordnance (UXO) Technician II	32.21
30493 - Unexploded Ordnance (UXO) Technician III	38.60
30494 - Unexploded (UXO) Safety Escort	26.62
30495 - Unexploded (UXO) Sweep Personnel	26.62
30501 - Weather Forecaster I	28.34
30502 - Weather Forecaster II	34.48
30620 - Weather Observer Combined (see 2)	23.02
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	25.59
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.21
31020 - Bus Aide	12.79
31030 - Bus Driver	18.13
31043 - Driver Courier	12.90
31260 - Parking and Lot Attendant	13.26
31290 - Shuttle Bus Driver	15.90
31310 - Taxi Driver	13.18
31361 - Truckdriver Light	15.90
31362 - Truckdriver Medium	16.56
31363 - Truckdriver Heavy	21.42
31364 - Truckdriver Tractor-Trailer	21.42
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.70
99030 - Cashier	9.52
99050 - Desk Clerk	11.03
99095 - Embalmer	26.14

99130 - Flight Follower	26.62
99251 - Laboratory Animal Caretaker	11.81
I	
99252 - Laboratory Animal Caretaker	12.73
II	
99260 - Marketing Analyst	26.80
99310 - Mortician	25.58
99410 - Pest Controller	15.37
99510 - Photofinishing Worker	13.99
99710 - Recycling Laborer	15.89
99711 - Recycling Specialist	18.88
99730 - Refuse Collector	14.40
99810 - Sales Clerk	12.99
99820 - School Crossing Guard	15.44
99830 - Survey Party Chief	21.50
99831 - Surveying Aide	18.87
99832 - Surveying Technician	19.47
99840 - Vending Machine Attendant	20.25
99841 - Vending Machine Repairer	24.00
99842 - Vending Machine Repairer	20.25
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 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.: 2015-5759

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.: 2015-5759
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: Louisiana

Area: Louisiana Parish of Acadia

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.10
01012 - Accounting Clerk II		15.84
01013 - Accounting Clerk III		17.71
01020 - Administrative Assistant		19.10
01035 - Court Reporter		15.44
01041 - Customer Service Representative I		12.66
01042 - Customer Service Representative II		13.82

01043 - Customer Service Representative III	15.52
01051 - Data Entry Operator I	13.70
01052 - Data Entry Operator II	14.95
01060 - Dispatcher Motor Vehicle	20.61
01070 - Document Preparation Clerk	12.29
01090 - Duplicating Machine Operator	12.29
01111 - General Clerk I	12.47
01112 - General Clerk II	13.61
01113 - General Clerk III	15.29
01120 - Housing Referral Assistant	17.21
01141 - Messenger Courier	12.41
01191 - Order Clerk I	13.24
01192 - Order Clerk II	14.47
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	22.69
01290 - Rental Clerk	13.34
01300 - Scheduler Maintenance	13.81
01311 - Secretary I	13.81
01312 - Secretary II	15.44
01313 - Secretary III	17.21
01320 - Service Order Dispatcher	19.45
01410 - Supply Technician	19.10
01420 - Survey Worker	15.19
01460 - Switchboard Operator/Receptionist	12.57
01531 - Travel Clerk I	12.63
01532 - Travel Clerk II	13.76
01533 - Travel Clerk III	14.94
01611 - Word Processor I	13.53
01612 - Word Processor II	15.20
01613 - Word Processor III	17.00
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.01
Fiberglass	
05010 - Automotive Electrician	17.86
05040 - Automotive Glass Installer	16.72
05070 - Automotive Worker	16.72
05110 - Mobile Equipment Servicer	14.63
05130 - Motor Equipment Metal	19.00
Mechanic	
05160 - Motor Equipment Metal Worker	17.23
05190 - Motor Vehicle Mechanic	19.00
05220 - Motor Vehicle Mechanic Helper	13.30

05250 - Motor Vehicle Upholstery Worker	15.77
05280 - Motor Vehicle Wrecker	16.72
05310 - Painter Automotive	17.86
05340 - Radiator Repair Specialist	16.72
05370 - Tire Repairer	11.59
05400 - Transmission Repair Specialist	19.00
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.42
07041 - Cook I	11.12
07042 - Cook II	13.36
07070 - Dishwasher	9.55
07130 - Food Service Worker	8.99
07210 - Meat Cutter	13.23
07260 - Waiter/Waitress	9.20
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.00
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	21.00
09090 - Furniture Refinisher Helper	14.41
09110 - Furniture Repairer Minor	17.83
09130 - Upholsterer	21.00
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.19
11060 - Elevator Operator	10.19
11090 - Gardener	18.78
11122 - Housekeeping Aide	10.39
11150 - Janitor	10.39
11210 - Laborer Grounds Maintenance	14.04
11240 - Maid or Houseman	9.23
11260 - Pruner	11.74
11270 - Tractor Operator	17.39
11330 - Trail Maintenance Worker	14.04
11360 - Window Cleaner	12.43
12000 - Health Occupations	
12010 - Ambulance Driver	21.60
12011 - Breath Alcohol Technician	18.49
12012 - Certified Occupational Therapist Assistant	30.45
12015 - Certified Physical Therapist Assistant	21.27
12020 - Dental Assistant	17.35
12025 - Dental Hygienist	39.47
12030 - EKG Technician	23.88
12035 - Electroneurodiagnostic Technologist	23.88

12040 - Emergency Medical Technician	21.60
12071 - Licensed Practical Nurse I	16.54
12072 - Licensed Practical Nurse II	18.49
12073 - Licensed Practical Nurse III	20.61
12100 - Medical Assistant	14.22
12130 - Medical Laboratory Technician	19.23
Technician	
12160 - Medical Record Clerk	14.72
12190 - Medical Record Technician	16.47
12195 - Medical Transcriptionist	15.31
12210 - Nuclear Medicine	34.64
Technologist	
12221 - Nursing Assistant I	10.55
12222 - Nursing Assistant II	11.85
12223 - Nursing Assistant III	12.94
12224 - Nursing Assistant IV	14.53
12235 - Optical Dispenser	15.54
12236 - Optical Technician	15.57
12250 - Pharmacy Technician	16.12
12280 - Phlebotomist	14.79
12305 - Radiologic Technologist	25.49
12311 - Registered Nurse I	24.25
12312 - Registered Nurse II	29.67
12313 - Registered Nurse II	29.67
Specialist	
12314 - Registered Nurse III	35.89
12315 - Registered Nurse III	35.89
Anesthetist	
12316 - Registered Nurse IV	43.02
12317 - Scheduler (Drug and Alcohol Testing)	22.91
Testing)	
12320 - Substance Abuse Treatment	19.52
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	18.06
13012 - Exhibits Specialist II	22.37
13013 - Exhibits Specialist III	27.37
13041 - Illustrator I	18.06
13042 - Illustrator II	22.37
13043 - Illustrator III	27.37
13047 - Librarian	24.78
13050 - Library Aide/Clerk	13.72
13054 - Library Information	22.37
Technology Systems	
Administrator	
13058 - Library Technician	15.54
13061 - Media Specialist I	16.14
13062 - Media Specialist II	18.06
13063 - Media Specialist III	20.13

13071 - Photographer I	15.88
13072 - Photographer II	17.77
13073 - Photographer III	22.01
13074 - Photographer IV	26.92
13075 - Photographer V	32.58
13090 - Technical Order Library	18.20
Clerk	
13110 - Video Teleconference	18.56
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	16.82
14042 - Computer Operator II	18.81
14043 - Computer Operator III	20.97
14044 - Computer Operator IV	23.31
14045 - Computer Operator V	25.81
14071 - Computer Programmer I	(see 1) 20.48
14072 - Computer Programmer II	(see 1) 26.93
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	16.82
Operator	
14160 - Personal Computer Support	23.31
Technician	
14170 - System Support Specialist	25.81
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.34
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	35.50
Instructor (Rated)	
15030 - Air Crew Training Devices	42.45
Instructor (Pilot)	
15050 - Computer Based Training	29.34
Specialist / Instructor	
15060 - Educational Technologist	27.07
15070 - Flight Instructor (Pilot)	42.45
15080 - Graphic Artist	21.21
15085 - Maintenance Test Pilot Fixed	42.45
Jet/Prop	
15086 - Maintenance Test Pilot	42.45
Rotary Wing	
15088 - Non-Maintenance Test/Co-	42.45
Pilot	
15090 - Technical Instructor	22.42
15095 - Technical Instructor/Course	27.43
Developer	
15110 - Test Proctor	18.10

15120 - Tutor	18.10
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.32
16030 - Counter Attendant	9.32
16040 - Dry Cleaner	11.05
16070 - Finisher Flatwork Machine	9.32
16090 - Presser Hand	9.32
16110 - Presser Machine Drycleaning	9.32
16130 - Presser Machine Shirts	9.32
16160 - Presser Machine Wearing	9.32
Apparel Laundry	
16190 - Sewing Machine Operator	11.69
16220 - Tailor	12.34
16250 - Washer Machine	9.78
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.18
19040 - Tool And Die Maker	22.79
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.37
21030 - Material Coordinator	21.04
21040 - Material Expediter	21.04
21050 - Material Handling Laborer	12.86
21071 - Order Filler	11.24
21080 - Production Line Worker (Food Processing)	17.37
21110 - Shipping Packer	16.21
21130 - Shipping/Receiving Clerk	16.21
21140 - Store Worker I	11.61
21150 - Stock Clerk	18.06
21210 - Tools And Parts Attendant	17.37
21410 - Warehouse Specialist	17.37
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	35.82
23019 - Aircraft Logs and Records Technician	26.79
23021 - Aircraft Mechanic I	33.68
23022 - Aircraft Mechanic II	35.82
23023 - Aircraft Mechanic III	37.92
23040 - Aircraft Mechanic Helper	21.66
23050 - Aircraft Painter	29.90
23060 - Aircraft Servicer	26.79
23070 - Aircraft Survival Flight Equipment Technician	29.90
23080 - Aircraft Worker	29.00

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.00
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.68
23110 - Appliance Mechanic	23.30
23120 - Bicycle Repairer	17.91
23125 - Cable Splicer	31.01
23130 - Carpenter Maintenance	19.89
23140 - Carpet Layer	21.52
23160 - Electrician Maintenance	22.50
23181 - Electronics Technician Maintenance I	27.62
23182 - Electronics Technician Maintenance II	29.90
23183 - Electronics Technician Maintenance III	31.92
23260 - Fabric Worker	19.79
23290 - Fire Alarm System Mechanic	21.13
23310 - Fire Extinguisher Repairer	17.91
23311 - Fuel Distribution System Mechanic	23.50
23312 - Fuel Distribution System Operator	16.92
23370 - General Maintenance Worker	16.32
23380 - Ground Support Equipment Mechanic	33.68
23381 - Ground Support Equipment Servicer	26.79
23382 - Ground Support Equipment Worker	29.00
23391 - Gunsmith I	17.91
23392 - Gunsmith II	21.52
23393 - Gunsmith III	24.88
23410 - Heating Ventilation And Air- Conditioning Mechanic	20.49
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.79
23430 - Heavy Equipment Mechanic	21.26
23440 - Heavy Equipment Operator	19.88
23460 - Instrument Mechanic	25.63
23465 - Laboratory/Shelter Mechanic	23.30
23470 - Laborer	12.86
23510 - Locksmith	25.85
23530 - Machinery Maintenance Mechanic	24.93
23550 - Machinist Maintenance	22.69

23580 - Maintenance Trades Helper	14.39
23591 - Metrology Technician I	25.63
23592 - Metrology Technician II	27.26
23593 - Metrology Technician III	28.86
23640 - Millwright	25.08
23710 - Office Appliance Repairer	23.13
23760 - Painter Maintenance	18.42
23790 - Pipefitter Maintenance	26.63
23810 - Plumber Maintenance	24.94
23820 - Pneudraulic Systems Mechanic	24.88
23850 - Rigger	20.85
23870 - Scale Mechanic	21.52
23890 - Sheet-Metal Worker	26.50
Maintenance	
23910 - Small Engine Mechanic	18.52
23931 - Telecommunications Mechanic	26.84
I	
23932 - Telecommunications Mechanic	28.53
II	
23950 - Telephone Lineman	22.18
23960 - Welder Combination	22.76
Maintenance	
23965 - Well Driller	25.63
23970 - Woodcraft Worker	24.88
23980 - Woodworker	17.91
24000 - Personal Needs Occupations	
24550 - Case Manager	15.60
24570 - Child Care Attendant	11.48
24580 - Child Care Center Clerk	13.66
24610 - Chore Aide	9.43
24620 - Family Readiness And Support	15.60
Services	
Coordinator	
24630 - Homemaker	15.60
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	24.88
25040 - Sewage Plant Operator	19.62
25070 - Stationary Engineer	24.88
25190 - Ventilation Equipment Tender	16.00
25210 - Water Treatment Plant	19.62
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.25
27007 - Baggage Inspector	11.48
27008 - Corrections Officer	18.81
27010 - Court Security Officer	17.67
27030 - Detection Dog Handler	13.86
27040 - Detention Officer	18.81
27070 - Firefighter	16.09

27101 - Guard I	11.48
27102 - Guard II	13.86
27131 - Police Officer I	19.35
27132 - Police Officer II	21.50
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.41
28042 - Carnival Equipment Repairer	16.13
28043 - Carnival Worker	9.20
28210 - Gate Attendant/Gate Tender	13.41
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	15.00
28510 - Recreation Aide/Health	10.95
Facility Attendant	
28515 - Recreation Specialist	16.11
28630 - Sports Official	11.95
28690 - Swimming Pool Operator	19.39
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	26.55
29020 - Hatch Tender	26.55
29030 - Line Handler	26.55
29041 - Stevedore I	24.41
29042 - Stevedore II	28.74
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	16.60
30022 - Archeological Technician II	18.58
30023 - Archeological Technician III	23.02
30030 - Cartographic Technician	23.02
30040 - Civil Engineering Technician	23.68
30051 - Cryogenic Technician I	25.46
30052 - Cryogenic Technician II	28.12
30061 - Drafter/CAD Operator I	16.60
30062 - Drafter/CAD Operator II	18.58
30063 - Drafter/CAD Operator III	20.71
30064 - Drafter/CAD Operator IV	25.48
30081 - Engineering Technician I	15.66
30082 - Engineering Technician II	17.58
30083 - Engineering Technician III	19.67
30084 - Engineering Technician IV	24.37
30085 - Engineering Technician V	29.80
30086 - Engineering Technician VI	36.06
30090 - Environmental Technician	26.00
30095 - Evidence Control Specialist	22.98
30210 - Laboratory Technician	25.06

30221 - Latent Fingerprint Technician I	25.46
30222 - Latent Fingerprint Technician II	28.12
30240 - Mathematical Technician	22.98
30361 - Paralegal/Legal Assistant I	19.99
30362 - Paralegal/Legal Assistant II	24.26
30363 - Paralegal/Legal Assistant III	29.67
30364 - Paralegal/Legal Assistant IV	35.90
30375 - Petroleum Supply Specialist	28.12
30390 - Photo-Optics Technician	23.02
30395 - Radiation Control Technician	28.12
30461 - Technical Writer I	22.98
30462 - Technical Writer II	28.12
30463 - Technical Writer III	34.02
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	25.46
30502 - Weather Forecaster II	30.96
30620 - Weather Observer Combined (see 2)	20.71
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	22.98
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	11.34
31030 - Bus Driver	17.46
31043 - Driver Courier	13.59
31260 - Parking and Lot Attendant	9.67
31290 - Shuttle Bus Driver	14.47
31310 - Taxi Driver	13.81
31361 - Truckdriver Light	14.47
31362 - Truckdriver Medium	15.99
31363 - Truckdriver Heavy	20.49
31364 - Truckdriver Tractor-Trailer	20.49
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.55
99050 - Desk Clerk	10.50
99095 - Embalmer	25.35

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.59
I	
99252 - Laboratory Animal Caretaker	15.65
II	
99260 - Marketing Analyst	25.59
99310 - Mortician	25.35
99410 - Pest Controller	15.25
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.23
99711 - Recycling Specialist	23.82
99730 - Refuse Collector	16.08
99810 - Sales Clerk	11.67
99820 - School Crossing Guard	11.43
99830 - Survey Party Chief	21.08
99831 - Surveying Aide	13.01
99832 - Surveying Technician	19.17
99840 - Vending Machine Attendant	18.48
99841 - Vending Machine Repairer	21.93
99842 - Vending Machine Repairer	18.48
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 and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. 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.: 2015-5761

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.: 2015-5761
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: Louisiana

Area: Louisiana Parish of Tangipahoa

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.89
01012 - Accounting Clerk II		15.60
01013 - Accounting Clerk III		17.45
01020 - Administrative Assistant		21.39
01035 - Court Reporter		20.01
01041 - Customer Service Representative I		12.57
01042 - Customer Service Representative II		14.14

01043 - Customer Service Representative III	15.42
01051 - Data Entry Operator I	12.87
01052 - Data Entry Operator II	14.04
01060 - Dispatcher Motor Vehicle	17.22
01070 - Document Preparation Clerk	13.58
01090 - Duplicating Machine Operator	13.58
01111 - General Clerk I	11.90
01112 - General Clerk II	12.99
01113 - General Clerk III	14.59
01120 - Housing Referral Assistant	19.01
01141 - Messenger Courier	14.95
01191 - Order Clerk I	12.44
01192 - Order Clerk II	13.58
01261 - Personnel Assistant (Employment) I	15.25
01262 - Personnel Assistant (Employment) II	17.05
01263 - Personnel Assistant (Employment) III	19.01
01270 - Production Control Clerk	24.35
01290 - Rental Clerk	12.34
01300 - Scheduler Maintenance	15.25
01311 - Secretary I	15.25
01312 - Secretary II	17.05
01313 - Secretary III	19.01
01320 - Service Order Dispatcher	14.28
01410 - Supply Technician	21.72
01420 - Survey Worker	15.30
01460 - Switchboard Operator/Receptionist	13.60
01531 - Travel Clerk I	13.04
01532 - Travel Clerk II	13.85
01533 - Travel Clerk III	15.10
01611 - Word Processor I	13.58
01612 - Word Processor II	15.25
01613 - Word Processor III	17.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.41
Fiberglass	
05010 - Automotive Electrician	17.52
05040 - Automotive Glass Installer	16.45
05070 - Automotive Worker	16.45
05110 - Mobile Equipment Servicer	14.50
05130 - Motor Equipment Metal	18.77
Mechanic	
05160 - Motor Equipment Metal Worker	16.45
05190 - Motor Vehicle Mechanic	18.77
05220 - Motor Vehicle Mechanic Helper	14.50

05250 - Motor Vehicle Upholstery Worker	15.33
05280 - Motor Vehicle Wrecker	16.45
05310 - Painter Automotive	17.52
05340 - Radiator Repair Specialist	16.45
05370 - Tire Repairer	15.34
05400 - Transmission Repair Specialist	18.77
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.95
07041 - Cook I	11.40
07042 - Cook II	13.41
07070 - Dishwasher	9.87
07130 - Food Service Worker	8.75
07210 - Meat Cutter	13.82
07260 - Waiter/Waitress	8.93
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.26
09040 - Furniture Handler	12.16
09080 - Furniture Refinisher	20.26
09090 - Furniture Refinisher Helper	15.07
09110 - Furniture Repairer Minor	18.03
09130 - Upholsterer	20.26
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.57
11060 - Elevator Operator	11.63
11090 - Gardener	18.53
11122 - Housekeeping Aide	11.63
11150 - Janitor	11.63
11210 - Laborer Grounds Maintenance	13.60
11240 - Maid or Houseman	9.10
11260 - Pruner	11.96
11270 - Tractor Operator	16.86
11330 - Trail Maintenance Worker	13.60
11360 - Window Cleaner	13.22
12000 - Health Occupations	
12010 - Ambulance Driver	19.83
12011 - Breath Alcohol Technician	19.83
12012 - Certified Occupational Therapist Assistant	29.23
12015 - Certified Physical Therapist Assistant	29.04
12020 - Dental Assistant	16.18
12025 - Dental Hygienist	35.04
12030 - EKG Technician	27.32
12035 - Electroneurodiagnostic Technologist	27.32

12040 - Emergency Medical Technician	19.83
12071 - Licensed Practical Nurse I	16.11
12072 - Licensed Practical Nurse II	18.03
12073 - Licensed Practical Nurse III	20.09
12100 - Medical Assistant	15.33
12130 - Medical Laboratory Technician	24.20
Technician	
12160 - Medical Record Clerk	17.64
12190 - Medical Record Technician	20.39
12195 - Medical Transcriptionist	16.11
12210 - Nuclear Medicine	39.61
Technologist	
12221 - Nursing Assistant I	12.24
12222 - Nursing Assistant II	13.75
12223 - Nursing Assistant III	15.01
12224 - Nursing Assistant IV	16.86
12235 - Optical Dispenser	18.03
12236 - Optical Technician	16.11
12250 - Pharmacy Technician	16.98
12280 - Phlebotomist	14.11
12305 - Radiologic Technologist	26.28
12311 - Registered Nurse I	24.24
12312 - Registered Nurse II	29.65
12313 - Registered Nurse II	29.65
Specialist	
12314 - Registered Nurse III	35.87
12315 - Registered Nurse III	35.87
Anesthetist	
12316 - Registered Nurse IV	42.99
12317 - Scheduler (Drug and Alcohol Testing)	24.56
Testing)	
12320 - Substance Abuse Treatment	19.95
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	19.82
13012 - Exhibits Specialist II	24.55
13013 - Exhibits Specialist III	30.03
13041 - Illustrator I	19.82
13042 - Illustrator II	24.55
13043 - Illustrator III	30.03
13047 - Librarian	27.19
13050 - Library Aide/Clerk	15.78
13054 - Library Information	24.55
Technology Systems	
Administrator	
13058 - Library Technician	19.82
13061 - Media Specialist I	17.72
13062 - Media Specialist II	19.82
13063 - Media Specialist III	22.09

13071 - Photographer I	17.03
13072 - Photographer II	19.82
13073 - Photographer III	23.58
13074 - Photographer IV	28.86
13075 - Photographer V	34.91
13090 - Technical Order Library	19.82
Clerk	
13110 - Video Teleconference	17.99
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	15.21
14042 - Computer Operator II	17.01
14043 - Computer Operator III	19.12
14044 - Computer Operator IV	21.27
14045 - Computer Operator V	23.54
14071 - Computer Programmer I	(see 1) 20.45
14072 - Computer Programmer II	(see 1) 25.34
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	15.21
Operator	
14160 - Personal Computer Support	21.27
Technician	
14170 - System Support Specialist	23.54
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	27.85
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	33.70
Instructor (Rated)	
15030 - Air Crew Training Devices	40.40
Instructor (Pilot)	
15050 - Computer Based Training	27.85
Specialist / Instructor	
15060 - Educational Technologist	24.75
15070 - Flight Instructor (Pilot)	40.40
15080 - Graphic Artist	24.07
15085 - Maintenance Test Pilot Fixed	40.40
Jet/Prop	
15086 - Maintenance Test Pilot	40.40
Rotary Wing	
15088 - Non-Maintenance Test/Co-	40.40
Pilot	
15090 - Technical Instructor	21.64
15095 - Technical Instructor/Course	26.48
Developer	
15110 - Test Proctor	18.43

15120 - Tutor	18.43
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.32
16030 - Counter Attendant	10.32
16040 - Dry Cleaner	11.95
16070 - Finisher Flatwork Machine	10.32
16090 - Presser Hand	10.32
16110 - Presser Machine Drycleaning	10.32
16130 - Presser Machine Shirts	10.32
16160 - Presser Machine Wearing	10.32
Apparel Laundry	
16190 - Sewing Machine Operator	12.65
16220 - Tailor	13.40
16250 - Washer Machine	10.77
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.96
19040 - Tool And Die Maker	26.72
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.00
21030 - Material Coordinator	24.35
21040 - Material Expediter	24.35
21050 - Material Handling Laborer	12.02
21071 - Order Filler	14.73
21080 - Production Line Worker (Food Processing)	21.00
21110 - Shipping Packer	16.76
21130 - Shipping/Receiving Clerk	16.76
21140 - Store Worker I	10.30
21150 - Stock Clerk	15.25
21210 - Tools And Parts Attendant	21.00
21410 - Warehouse Specialist	21.00
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.62
23019 - Aircraft Logs and Records Technician	21.91
23021 - Aircraft Mechanic I	26.30
23022 - Aircraft Mechanic II	27.62
23023 - Aircraft Mechanic III	29.19
23040 - Aircraft Mechanic Helper	18.63
23050 - Aircraft Painter	24.88
23060 - Aircraft Servicer	21.91
23070 - Aircraft Survival Flight Equipment Technician	24.88
23080 - Aircraft Worker	23.51

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.51
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.30
23110 - Appliance Mechanic	20.26
23120 - Bicycle Repairer	16.00
23125 - Cable Splicer	22.45
23130 - Carpenter Maintenance	18.62
23140 - Carpet Layer	19.43
23160 - Electrician Maintenance	23.97
23181 - Electronics Technician Maintenance I	20.60
23182 - Electronics Technician Maintenance II	24.31
23183 - Electronics Technician Maintenance III	26.04
23260 - Fabric Worker	18.03
23290 - Fire Alarm System Mechanic	21.69
23310 - Fire Extinguisher Repairer	16.56
23311 - Fuel Distribution System Mechanic	22.45
23312 - Fuel Distribution System Operator	16.56
23370 - General Maintenance Worker	18.01
23380 - Ground Support Equipment Mechanic	26.30
23381 - Ground Support Equipment Servicer	21.91
23382 - Ground Support Equipment Worker	23.51
23391 - Gunsmith I	16.56
23392 - Gunsmith II	19.49
23393 - Gunsmith III	22.45
23410 - Heating Ventilation And Air- Conditioning Mechanic	20.79
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.06
23430 - Heavy Equipment Mechanic	22.45
23440 - Heavy Equipment Operator	21.74
23460 - Instrument Mechanic	22.45
23465 - Laboratory/Shelter Mechanic	20.96
23470 - Laborer	12.02
23510 - Locksmith	20.96
23530 - Machinery Maintenance Mechanic	23.80
23550 - Machinist Maintenance	23.21

23580 - Maintenance Trades Helper	14.64
23591 - Metrology Technician I	22.45
23592 - Metrology Technician II	23.82
23593 - Metrology Technician III	25.38
23640 - Millwright	22.45
23710 - Office Appliance Repairer	20.96
23760 - Painter Maintenance	20.56
23790 - Pipefitter Maintenance	23.77
23810 - Plumber Maintenance	22.19
23820 - Pneudraulic Systems Mechanic	22.45
23850 - Rigger	22.45
23870 - Scale Mechanic	19.49
23890 - Sheet-Metal Worker	21.69
Maintenance	
23910 - Small Engine Mechanic	19.49
23931 - Telecommunications Mechanic	25.73
I	
23932 - Telecommunications Mechanic	27.40
II	
23950 - Telephone Lineman	22.45
23960 - Welder Combination	21.76
Maintenance	
23965 - Well Driller	22.45
23970 - Woodcraft Worker	22.45
23980 - Woodworker	16.56
24000 - Personal Needs Occupations	
24550 - Case Manager	15.78
24570 - Child Care Attendant	11.04
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	9.18
24620 - Family Readiness And Support	15.78
Services	
Coordinator	
24630 - Homemaker	17.40
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	22.45
25040 - Sewage Plant Operator	20.96
25070 - Stationary Engineer	22.45
25190 - Ventilation Equipment Tender	15.07
25210 - Water Treatment Plant	20.96
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.40
27007 - Baggage Inspector	11.47
27008 - Corrections Officer	14.89
27010 - Court Security Officer	15.40
27030 - Detection Dog Handler	13.12
27040 - Detention Officer	14.89
27070 - Firefighter	15.17

27101 - Guard I	11.47
27102 - Guard II	13.12
27131 - Police Officer I	16.27
27132 - Police Officer II	18.07
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.04
28042 - Carnival Equipment Repairer	10.94
28043 - Carnival Worker	7.42
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health	11.43
Facility Attendant	
28515 - Recreation Specialist	17.91
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	21.58
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	18.83
29020 - Hatch Tender	18.83
29030 - Line Handler	18.83
29041 - Stevedore I	17.51
29042 - Stevedore II	20.26
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	15.11
30022 - Archeological Technician II	16.90
30023 - Archeological Technician III	20.95
30030 - Cartographic Technician	20.95
30040 - Civil Engineering Technician	20.65
30051 - Cryogenic Technician I	21.59
30052 - Cryogenic Technician II	23.85
30061 - Drafter/CAD Operator I	15.11
30062 - Drafter/CAD Operator II	16.90
30063 - Drafter/CAD Operator III	18.85
30064 - Drafter/CAD Operator IV	23.19
30081 - Engineering Technician I	14.22
30082 - Engineering Technician II	15.96
30083 - Engineering Technician III	17.85
30084 - Engineering Technician IV	22.12
30085 - Engineering Technician V	25.27
30086 - Engineering Technician VI	32.74
30090 - Environmental Technician	18.19
30095 - Evidence Control Specialist	19.49
30210 - Laboratory Technician	25.38

30221 - Latent Fingerprint Technician I	21.59
30222 - Latent Fingerprint Technician II	23.85
30240 - Mathematical Technician	20.95
30361 - Paralegal/Legal Assistant I	18.25
30362 - Paralegal/Legal Assistant II	22.60
30363 - Paralegal/Legal Assistant III	27.65
30364 - Paralegal/Legal Assistant IV	33.45
30375 - Petroleum Supply Specialist	23.85
30390 - Photo-Optics Technician	20.95
30395 - Radiation Control Technician	23.85
30461 - Technical Writer I	20.95
30462 - Technical Writer II	25.62
30463 - Technical Writer III	31.00
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	21.59
30502 - Weather Forecaster II	26.26
30620 - Weather Observer Combined (see 2)	18.85
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	20.95
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	12.92
31030 - Bus Driver	19.16
31043 - Driver Courier	16.02
31260 - Parking and Lot Attendant	11.36
31290 - Shuttle Bus Driver	17.60
31310 - Taxi Driver	14.46
31361 - Truckdriver Light	17.60
31362 - Truckdriver Medium	19.16
31363 - Truckdriver Heavy	19.92
31364 - Truckdriver Tractor-Trailer	19.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.56
99050 - Desk Clerk	10.79
99095 - Embalmer	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	11.07
I	
99252 - Laboratory Animal Caretaker	12.17
II	
99260 - Marketing Analyst	23.85
99310 - Mortician	25.60
99410 - Pest Controller	17.17
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	13.94
99711 - Recycling Specialist	17.28
99730 - Refuse Collector	12.97
99810 - Sales Clerk	11.69
99820 - School Crossing Guard	15.67
99830 - Survey Party Chief	19.69
99831 - Surveying Aide	12.34
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	16.86
99841 - Vending Machine Repairer	21.80
99842 - Vending Machine Repairer	16.86
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.: 2015-5763

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.: 2015-5763
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.

This wage determination applies only to Brentwood town in Rockingham county

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.87
01012 - Accounting Clerk II		20.08
01013 - Accounting Clerk III		22.45
01020 - Administrative Assistant		32.06
01035 - Court Reporter		20.86
01041 - Customer Service Representative I		15.57
01042 - Customer Service Representative II		17.38
01043 - Customer Service Representative III		19.08

01051 - Data Entry Operator I	15.60
01052 - Data Entry Operator II	17.02
01060 - Dispatcher Motor Vehicle	23.52
01070 - Document Preparation Clerk	16.36
01090 - Duplicating Machine Operator	16.36
01111 - General Clerk I	16.27
01112 - General Clerk II	17.75
01113 - General Clerk III	19.94
01120 - Housing Referral Assistant	23.44
01141 - Messenger Courier	14.56
01191 - Order Clerk I	17.50
01192 - Order Clerk II	19.10
01261 - Personnel Assistant	17.80
(Employment) I	
01262 - Personnel Assistant	19.90
(Employment) II	
01263 - Personnel Assistant	22.18
(Employment) III	
01270 - Production Control Clerk	32.38
01290 - Rental Clerk	17.42
01300 - Scheduler Maintenance	18.80
01311 - Secretary I	18.80
01312 - Secretary II	21.03
01313 - Secretary III	23.44
01320 - Service Order Dispatcher	21.03
01410 - Supply Technician	32.06
01420 - Survey Worker	19.39
01460 - Switchboard	16.00
Operator/Receptionist	
01531 - Travel Clerk I	15.20
01532 - Travel Clerk II	16.72
01533 - Travel Clerk III	18.39
01611 - Word Processor I	16.11
01612 - Word Processor II	18.08
01613 - Word Processor III	20.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	27.87
Fiberglass	
05010 - Automotive Electrician	22.44
05040 - Automotive Glass Installer	21.24
05070 - Automotive Worker	21.24
05110 - Mobile Equipment Servicer	19.02
05130 - Motor Equipment Metal	23.59
Mechanic	
05160 - Motor Equipment Metal Worker	21.24
05190 - Motor Vehicle Mechanic	23.59
05220 - Motor Vehicle Mechanic	17.94
Helper	
05250 - Motor Vehicle Upholstery	20.10
Worker	

05280 - Motor Vehicle Wrecker	21.24
05310 - Painter Automotive	22.44
05340 - Radiator Repair Specialist	21.24
05370 - Tire Repairer	14.51
05400 - Transmission Repair	23.59
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	17.01
07041 - Cook I	18.52
07042 - Cook II	20.74
07070 - Dishwasher	12.35
07130 - Food Service Worker	13.88
07210 - Meat Cutter	21.10
07260 - Waiter/Waitress	12.62
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.89
09040 - Furniture Handler	15.98
09080 - Furniture Refinisher	22.89
09090 - Furniture Refinisher Helper	18.18
09110 - Furniture Repairer Minor	20.50
09130 - Upholsterer	22.89
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	16.08
11060 - Elevator Operator	16.08
11090 - Gardener	21.26
11122 - Housekeeping Aide	16.39
11150 - Janitor	16.39
11210 - Laborer Grounds Maintenance	17.57
11240 - Maid or Houseman	13.87
11260 - Pruner	16.38
11270 - Tractor Operator	20.00
11330 - Trail Maintenance Worker	17.57
11360 - Window Cleaner	17.58
12000 - Health Occupations	
12010 - Ambulance Driver	21.36
12011 - Breath Alcohol Technician	23.50
12012 - Certified Occupational	34.69
Therapist Assistant	
12015 - Certified Physical Therapist	30.75
Assistant	
12020 - Dental Assistant	26.29
12025 - Dental Hygienist	41.58
12030 - EKG Technician	31.68
12035 - Electroneurodiagnostic	31.68
Technologist	
12040 - Emergency Medical Technician	21.36
12071 - Licensed Practical Nurse I	22.61

12072 - Licensed Practical Nurse II	25.29
12073 - Licensed Practical Nurse III	28.19
12100 - Medical Assistant	18.28
12130 - Medical Laboratory	28.42
Technician	
12160 - Medical Record Clerk	18.67
12190 - Medical Record Technician	21.05
12195 - Medical Transcriptionist	22.61
12210 - Nuclear Medicine	55.56
Technologist	
12221 - Nursing Assistant I	12.95
12222 - Nursing Assistant II	14.55
12223 - Nursing Assistant III	15.88
12224 - Nursing Assistant IV	17.84
12235 - Optical Dispenser	22.55
12236 - Optical Technician	22.61
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	18.76
12305 - Radiologic Technologist	33.92
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II	40.19
Specialist	
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III	48.63
Anesthetist	
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol	31.33
Testing)	
12320 - Substance Abuse Treatment	30.22
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	22.07
13042 - Illustrator II	27.35
13043 - Illustrator III	33.45
13047 - Librarian	34.75
13050 - Library Aide/Clerk	15.72
13054 - Library Information	28.03
Technology Systems	
Administrator	
13058 - Library Technician	20.10
13061 - Media Specialist I	18.89
13062 - Media Specialist II	21.14
13063 - Media Specialist III	23.57
13071 - Photographer I	18.89
13072 - Photographer II	21.14

13073 - Photographer III	26.19
13074 - Photographer IV	32.04
13075 - Photographer V	38.76
13090 - Technical Order Library	17.16
Clerk	
13110 - Video Teleconference	19.73
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	19.71
14042 - Computer Operator II	22.05
14043 - Computer Operator III	24.58
14044 - Computer Operator IV	27.32
14045 - Computer Operator V	30.25
14071 - Computer Programmer I	(see 1) 24.68
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	19.71
Operator	
14160 - Personal Computer Support	27.32
Technician	
14170 - System Support Specialist	31.67
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	35.72
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	43.22
Instructor (Rated)	
15030 - Air Crew Training Devices	50.97
Instructor (Pilot)	
15050 - Computer Based Training	35.72
Specialist / Instructor	
15060 - Educational Technologist	33.02
15070 - Flight Instructor (Pilot)	50.97
15080 - Graphic Artist	31.54
15085 - Maintenance Test Pilot Fixed	50.97
Jet/Prop	
15086 - Maintenance Test Pilot	50.97
Rotary Wing	
15088 - Non-Maintenance Test/Co-	50.97
Pilot	
15090 - Technical Instructor	27.47
15095 - Technical Instructor/Course	33.60
Developer	
15110 - Test Proctor	22.17
15120 - Tutor	22.17

16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.29
16030 - Counter Attendant	13.29
16040 - Dry Cleaner	15.18
16070 - Finisher Flatwork Machine	13.29
16090 - Presser Hand	13.29
16110 - Presser Machine Drycleaning	13.29
16130 - Presser Machine Shirts	13.29
16160 - Presser Machine Wearing	13.29
Apparel Laundry	
16190 - Sewing Machine Operator	15.81
16220 - Tailor	16.45
16250 - Washer Machine	13.92
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.46
19040 - Tool And Die Maker	31.62
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.32
21030 - Material Coordinator	32.38
21040 - Material Expediter	32.38
21050 - Material Handling Laborer	14.95
21071 - Order Filler	16.53
21080 - Production Line Worker (Food Processing)	21.32
21110 - Shipping Packer	18.63
21130 - Shipping/Receiving Clerk	18.63
21140 - Store Worker I	15.84
21150 - Stock Clerk	19.31
21210 - Tools And Parts Attendant	21.32
21410 - Warehouse Specialist	21.32
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.93
23019 - Aircraft Logs and Records Technician	28.09
23021 - Aircraft Mechanic I	33.30
23022 - Aircraft Mechanic II	34.93
23023 - Aircraft Mechanic III	36.51
23040 - Aircraft Mechanic Helper	24.99
23050 - Aircraft Painter	30.49
23060 - Aircraft Servicer	28.09
23070 - Aircraft Survival Flight Equipment Technician	30.49
23080 - Aircraft Worker	29.08
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	29.08

I	
23092 - Aircrew Life Support	33.30
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	26.46
23120 - Bicycle Repairer	22.35
23125 - Cable Splicer	40.96
23130 - Carpenter Maintenance	28.56
23140 - Carpet Layer	26.29
23160 - Electrician Maintenance	32.18
23181 - Electronics Technician	26.39
Maintenance I	
23182 - Electronics Technician	27.59
Maintenance II	
23183 - Electronics Technician	28.80
Maintenance III	
23260 - Fabric Worker	23.69
23290 - Fire Alarm System Mechanic	27.81
23310 - Fire Extinguisher Repairer	22.35
23311 - Fuel Distribution System	27.81
Mechanic	
23312 - Fuel Distribution System	22.35
Operator	
23370 - General Maintenance Worker	23.18
23380 - Ground Support Equipment	33.30
Mechanic	
23381 - Ground Support Equipment	28.09
Servicer	
23382 - Ground Support Equipment	29.08
Worker	
23391 - Gunsmith I	22.35
23392 - Gunsmith II	25.03
23393 - Gunsmith III	27.81
23410 - Heating Ventilation And Air-	28.61
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	30.01
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	28.40
23440 - Heavy Equipment Operator	28.89
23460 - Instrument Mechanic	28.89
23465 - Laboratory/Shelter Mechanic	26.46
23470 - Laborer	15.05
23510 - Locksmith	26.46
23530 - Machinery Maintenance	29.58
Mechanic	
23550 - Machinist Maintenance	26.94
23580 - Maintenance Trades Helper	21.02
23591 - Metrology Technician I	28.89

23592 - Metrology Technician II	30.30
23593 - Metrology Technician III	31.67
23640 - Millwright	27.81
23710 - Office Appliance Repairer	24.24
23760 - Painter Maintenance	24.24
23790 - Pipefitter Maintenance	28.03
23810 - Plumber Maintenance	26.86
23820 - Pneudraulic Systems Mechanic	27.81
23850 - Rigger	27.81
23870 - Scale Mechanic	25.03
23890 - Sheet-Metal Worker	26.54
Maintenance	
23910 - Small Engine Mechanic	26.88
23931 - Telecommunications Mechanic	33.06
I	
23932 - Telecommunications Mechanic	34.68
II	
23950 - Telephone Lineman	34.77
23960 - Welder Combination	27.77
Maintenance	
23965 - Well Driller	27.81
23970 - Woodcraft Worker	27.81
23980 - Woodworker	22.35
24000 - Personal Needs Occupations	
24550 - Case Manager	17.64
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	14.23
24620 - Family Readiness And Support	17.64
Services	
Coordinator	
24630 - Homemaker	19.55
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.77
25040 - Sewage Plant Operator	28.17
25070 - Stationary Engineer	27.77
25190 - Ventilation Equipment Tender	20.98
25210 - Water Treatment Plant	28.17
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.30
27007 - Baggage Inspector	17.30
27008 - Corrections Officer	26.87
27010 - Court Security Officer	25.91
27030 - Detection Dog Handler	19.36
27040 - Detention Officer	26.87
27070 - Firefighter	23.93
27101 - Guard I	17.30
27102 - Guard II	19.36

27131 - Police Officer I	26.92
27132 - Police Officer II	29.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.20
28042 - Carnival Equipment Repairer	13.98
28043 - Carnival Worker	10.92
28210 - Gate Attendant/Gate Tender	19.88
28310 - Lifeguard	14.31
28350 - Park Attendant (Aide)	22.24
28510 - Recreation Aide/Health Facility Attendant	16.23
28515 - Recreation Specialist	27.55
28630 - Sports Official	17.71
28690 - Swimming Pool Operator	19.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.54
29020 - Hatch Tender	25.54
29030 - Line Handler	25.54
29041 - Stevedore I	26.57
29042 - Stevedore II	29.25
30000 - Technical Occupations	
30010 - Air Traffic Control	(see 2) 44.86
Specialist Center (HFO)	
30011 - Air Traffic Control	(see 2) 30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57
30023 - Archeological Technician III	29.20
30030 - Cartographic Technician	29.20
30040 - Civil Engineering Technician	32.11
30051 - Cryogenic Technician I	29.39
30052 - Cryogenic Technician II	32.46
30061 - Drafter/CAD Operator I	21.07
30062 - Drafter/CAD Operator II	23.57
30063 - Drafter/CAD Operator III	26.27
30064 - Drafter/CAD Operator IV	32.34
30081 - Engineering Technician I	16.21
30082 - Engineering Technician II	19.42
30083 - Engineering Technician III	21.74
30084 - Engineering Technician IV	26.93
30085 - Engineering Technician V	32.93
30086 - Engineering Technician VI	39.85
30090 - Environmental Technician	26.92
30095 - Evidence Control Specialist	26.54
30210 - Laboratory Technician	23.88
30221 - Latent Fingerprint Technician I	29.39

30222 - Latent Fingerprint Technician II	32.46
30240 - Mathematical Technician	32.12
30361 - Paralegal/Legal Assistant I	22.75
30362 - Paralegal/Legal Assistant II	28.18
30363 - Paralegal/Legal Assistant	34.47
III	
30364 - Paralegal/Legal Assistant IV	41.72
30375 - Petroleum Supply Specialist	32.46
30390 - Photo-Optics Technician	29.20
30395 - Radiation Control Technician	32.46
30461 - Technical Writer I	26.54
30462 - Technical Writer II	32.46
30463 - Technical Writer III	39.26
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	32.34
30502 - Weather Forecaster II	39.33
30620 - Weather Observer Combined (see 2)	26.27
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	15.96
31030 - Bus Driver	21.66
31043 - Driver Courier	16.45
31260 - Parking and Lot Attendant	14.05
31290 - Shuttle Bus Driver	16.93
31310 - Taxi Driver	15.09
31361 - Truckdriver Light	17.49
31362 - Truckdriver Medium	18.70
31363 - Truckdriver Heavy	22.89
31364 - Truckdriver Tractor-Trailer	22.89
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	11.98
99050 - Desk Clerk	13.85
99095 - Embalmer	36.23
99130 - Flight Follower	28.51

99251 - Laboratory Animal Caretaker	19.66
I	
99252 - Laboratory Animal Caretaker	20.91
II	
99260 - Marketing Analyst	33.66
99310 - Mortician	36.23
99410 - Pest Controller	23.13
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	20.54
99711 - Recycling Specialist	23.38
99730 - Refuse Collector	19.15
99810 - Sales Clerk	13.61
99820 - School Crossing Guard	16.81
99830 - Survey Party Chief	25.56
99831 - Surveying Aide	16.91
99832 - Surveying Technician	23.25
99840 - Vending Machine Attendant	20.52
99841 - Vending Machine Repairer	24.44
99842 - Vending Machine Repairer	20.52
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 and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and 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)).