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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.: 2015-5681
Revision No.: 3
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO 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		17.96
01012 - Accounting Clerk II		20.17
01013 - Accounting Clerk III		22.57
01020 - Administrative Assistant		27.02
01035 - Court Reporter		18.84
01041 - Customer Service Representative I		13.41
01042 - Customer Service Representative II		15.07
01043 - Customer Service Representative III		16.44
01051 - Data Entry Operator I		16.18
01052 - Data Entry Operator II		17.86
01060 - Dispatcher, Motor Vehicle		23.02
01070 - Document Preparation Clerk		17.81
01090 - Duplicating Machine Operator		17.81
01111 - General Clerk I		17.80
01112 - General Clerk II		19.42
01113 - General Clerk III		21.80
01120 - Housing Referral Assistant		21.01
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		26.24
01290 - Rental Clerk		16.84
01300 - Scheduler, Maintenance		16.84
01311 - Secretary I		16.84
01312 - Secretary II		18.84
01313 - Secretary III		21.01

01320 - Service Order Dispatcher	19.94
01410 - Supply Technician	27.02
01420 - Survey Worker	18.78
01460 - Switchboard Operator/Receptionist	15.53
01531 - Travel Clerk I	15.48
01532 - Travel Clerk II	17.10
01533 - Travel Clerk III	18.90
01611 - Word Processor I	16.18
01612 - Word Processor II	18.16
01613 - Word Processor III	20.31
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	27.64
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 Mechanic	25.13
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	16.69
07042 - Cook II	19.21
07070 - Dishwasher	10.99
07130 - Food Service Worker	13.46
07210 - Meat Cutter	21.81
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	12.44
11060 - Elevator Operator	13.68
11090 - Gardener	20.47
11122 - Housekeeping Aide	14.45
11150 - Janitor	14.45
11210 - Laborer, Grounds Maintenance	15.86
11240 - Maid or Houseman	11.98
11260 - Pruner	14.33
11270 - Tractor Operator	18.94
11330 - Trail Maintenance Worker	15.86
11360 - Window Cleaner	16.00
12000 - Health Occupations	
12010 - Ambulance Driver	27.42
12011 - Breath Alcohol Technician	24.78
12012 - Certified Occupational Therapist Assistant	27.23
12015 - Certified Physical Therapist Assistant	26.50
12020 - Dental Assistant	21.95
12025 - Dental Hygienist	49.41
12030 - EKG Technician	33.20

12035	- Electroneurodiagnostic Technologist	33.20
12040	- Emergency Medical Technician	27.42
12071	- Licensed Practical Nurse I	20.14
12072	- Licensed Practical Nurse II	22.53
12073	- Licensed Practical Nurse III	25.12
12100	- Medical Assistant	18.74
12130	- Medical Laboratory Technician	23.62
12160	- Medical Record Clerk	17.95
12190	- Medical Record Technician	20.09
12195	- Medical Transcriptionist	22.45
12210	- Nuclear Medicine Technologist	43.70
12221	- Nursing Assistant I	13.27
12222	- Nursing Assistant II	14.92
12223	- Nursing Assistant III	16.28
12224	- Nursing Assistant IV	18.27
12235	- Optical Dispenser	20.47
12236	- Optical Technician	20.14
12250	- Pharmacy Technician	19.13
12280	- Phlebotomist	18.59
12305	- Radiologic Technologist	32.64
12311	- Registered Nurse I	28.98
12312	- Registered Nurse II	35.45
12313	- Registered Nurse II, Specialist	35.45
12314	- Registered Nurse III	42.88
12315	- Registered Nurse III, Anesthetist	42.88
12316	- Registered Nurse IV	51.40
12317	- Scheduler (Drug and Alcohol Testing)	30.71
12320	- Substance Abuse Treatment Counselor	23.13
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	25.52
13012	- Exhibits Specialist II	30.60
13013	- Exhibits Specialist III	37.39
13041	- Illustrator I	25.52
13042	- Illustrator II	30.60
13043	- Illustrator III	37.39
13047	- Librarian	31.05
13050	- Library Aide/Clerk	18.28
13054	- Library Information Technology Systems Administrator	28.04
13058	- Library Technician	20.98
13061	- Media Specialist I	20.22
13062	- Media Specialist II	22.63
13063	- Media Specialist III	25.23
13071	- Photographer I	19.50
13072	- Photographer II	23.82
13073	- Photographer III	27.01
13074	- Photographer IV	33.05
13075	- Photographer V	35.10
13090	- Technical Order Library Clerk	18.65
13110	- Video Teleconference Technician	22.30
14000	- Information Technology Occupations	
14041	- Computer Operator I	17.57
14042	- Computer Operator II	19.66
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 Operator		18.34
14160 - Personal Computer Support Technician		27.62
14170 - System Support Specialist		35.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.09
15020 - Aircrew Training Devices Instructor (Rated)		41.24
15030 - Air Crew Training Devices Instructor (Pilot)		49.42
15050 - Computer Based Training Specialist / Instructor		34.09
15060 - Educational Technologist		30.57
15070 - Flight Instructor (Pilot)		49.42
15080 - Graphic Artist		27.00
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		40.23
15086 - Maintenance Test Pilot, Rotary Wing		40.23
15088 - Non-Maintenance Test/Co-Pilot		40.23
15090 - Technical Instructor		25.91
15095 - Technical Instructor/Course Developer		31.71
15110 - Test Proctor		21.03
15120 - Tutor		21.03
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.74
16030 - Counter Attendant		11.74
16040 - Dry Cleaner		14.96
16070 - Finisher, Flatwork, Machine		11.74
16090 - Presser, Hand		11.74
16110 - Presser, Machine, Drycleaning		11.74
16130 - Presser, Machine, Shirts		11.74
16160 - Presser, Machine, Wearing Apparel, Laundry		11.74
16190 - Sewing Machine Operator		16.01
16220 - Tailor		17.11
16250 - Washer, Machine		12.82
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		31.52
19040 - Tool And Die Maker		39.26
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.38
21030 - Material Coordinator		26.24
21040 - Material Expediter		26.24
21050 - Material Handling Laborer		17.01
21071 - Order Filler		15.49
21080 - Production Line Worker (Food Processing)		22.38
21110 - Shipping Packer		18.11
21130 - Shipping/Receiving Clerk		18.11
21140 - Store Worker I		15.33
21150 - Stock Clerk		20.89
21210 - Tools And Parts Attendant		22.38
21410 - Warehouse Specialist		22.38
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		33.43
23019 - Aircraft Logs and Records Technician		26.13
23021 - Aircraft Mechanic I		31.62
23022 - Aircraft Mechanic II		33.43
23023 - Aircraft Mechanic III		35.27
23040 - Aircraft Mechanic Helper		22.49
23050 - Aircraft, Painter		29.79
23060 - Aircraft Servicer		26.13
23070 - Aircraft Survival Flight Equipment Technician		29.79
23080 - Aircraft Worker		27.97
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		27.97

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.62
23110 - Appliance Mechanic	27.15
23120 - Bicycle Repairer	23.67
23125 - Cable Splicer	39.04
23130 - Carpenter, Maintenance	33.10
23140 - Carpet Layer	29.59
23160 - Electrician, Maintenance	36.74
23181 - Electronics Technician Maintenance I	31.05
23182 - Electronics Technician Maintenance II	36.98
23183 - Electronics Technician Maintenance III	39.26
23260 - Fabric Worker	27.64
23290 - Fire Alarm System Mechanic	31.11
23310 - Fire Extinguisher Repairer	25.72
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	31.62
23381 - Ground Support Equipment Servicer	26.13
23382 - Ground Support Equipment Worker	27.97
23391 - Gunsmith I	25.72
23392 - Gunsmith II	29.59
23393 - Gunsmith III	33.45
23410 - Heating, Ventilation And Air-Conditioning Mechanic	30.27
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.00
23430 - Heavy Equipment Mechanic	33.58
23440 - Heavy Equipment Operator	35.57
23460 - Instrument Mechanic	33.45
23465 - Laboratory/Shelter Mechanic	31.52
23470 - Laborer	17.01
23510 - Locksmith	30.80
23530 - Machinery Maintenance Mechanic	32.88
23550 - Machinist, Maintenance	29.36
23580 - Maintenance Trades Helper	19.42
23591 - Metrology Technician I	33.45
23592 - Metrology Technician II	35.37
23593 - Metrology Technician III	37.32
23640 - Millwright	30.62
23710 - Office Appliance Repairer	23.24
23760 - Painter, Maintenance	27.00
23790 - Pipefitter, Maintenance	32.26
23810 - Plumber, Maintenance	30.80
23820 - Pneudraulic Systems Mechanic	33.45
23850 - Rigger	27.84
23870 - Scale Mechanic	29.59
23890 - Sheet-Metal Worker, Maintenance	33.25
23910 - Small Engine Mechanic	29.59
23931 - Telecommunications Mechanic I	32.42
23932 - Telecommunications Mechanic II	34.28
23950 - Telephone Lineman	34.62
23960 - Welder, Combination, Maintenance	31.37
23965 - Well Driller	27.05
23970 - Woodcraft Worker	33.45
23980 - Woodworker	25.72
24000 - Personal Needs Occupations	
24550 - Case Manager	16.21
24570 - Child Care Attendant	12.47
24580 - Child Care Center Clerk	15.54
24610 - Chore Aide	15.60

24620 - Family Readiness And Support Services Coordinator	16.21
24630 - Homemaker	18.94
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	33.45
25040 - Sewage Plant Operator	34.73
25070 - Stationary Engineer	33.45
25190 - Ventilation Equipment Tender	23.79
25210 - Water Treatment Plant Operator	34.73
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.85
27007 - Baggage Inspector	17.96
27008 - Corrections Officer	32.63
27010 - Court Security Officer	31.80
27030 - Detection Dog Handler	20.10
27040 - Detention Officer	32.63
27070 - Firefighter	24.71
27101 - Guard I	17.96
27102 - Guard II	20.10
27131 - Police Officer I	36.74
27132 - Police Officer II	40.83
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.83
28042 - Carnival Equipment Repairer	18.19
28043 - Carnival Worker	12.73
28210 - Gate Attendant/Gate Tender	18.11
28310 - Lifeguard	14.79
28350 - Park Attendant (Aide)	20.85
28510 - Recreation Aide/Health Facility Attendant	14.77
28515 - Recreation Specialist	31.70
28630 - Sports Official	16.60
28690 - Swimming Pool Operator	21.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.79
29020 - Hatch Tender	29.79
29030 - Line Handler	29.79
29041 - Stevedore I	30.24
29042 - Stevedore II	33.92
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.45
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.58
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.48
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	34.96
30051 - Cryogenic Technician I	30.15
30052 - Cryogenic Technician II	33.30
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	25.20
30095 - Evidence Control Specialist	27.23

30210	- Laboratory Technician	26.61
30221	- Latent Fingerprint Technician I	30.15
30222	- Latent Fingerprint Technician II	33.30
30240	- Mathematical Technician	32.95
30361	- Paralegal/Legal Assistant I	21.93
30362	- Paralegal/Legal Assistant II	27.15
30363	- Paralegal/Legal Assistant III	33.22
30364	- Paralegal/Legal Assistant IV	40.20
30375	- Petroleum Supply Specialist	33.30
30390	- Photo-Optics Technician	32.95
30395	- Radiation Control Technician	33.30
30461	- Technical Writer I	24.06
30462	- Technical Writer II	29.43
30463	- Technical Writer III	36.14
30491	- Unexploded Ordnance (UXO) Technician I	26.35
30492	- Unexploded Ordnance (UXO) Technician II	31.88
30493	- Unexploded Ordnance (UXO) Technician III	38.21
30494	- Unexploded (UXO) Safety Escort	26.35
30495	- Unexploded (UXO) Sweep Personnel	26.35
30501	- Weather Forecaster I	34.79
30502	- Weather Forecaster II	42.32
30620	- Weather Observer, Combined Upper Air Or	(see 2) 29.19
Surface Programs		
30621	- Weather Observer, Senior	(see 2) 32.42
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	31.88
31020	- Bus Aide	15.38
31030	- Bus Driver	23.14
31043	- Driver Courier	17.79
31260	- Parking and Lot Attendant	13.19
31290	- Shuttle Bus Driver	17.89
31310	- Taxi Driver	15.74
31361	- Truckdriver, Light	17.89
31362	- Truckdriver, Medium	19.85
31363	- Truckdriver, Heavy	25.53
31364	- Truckdriver, Tractor-Trailer	25.53
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	15.54
99030	- Cashier	12.27
99050	- Desk Clerk	14.09
99095	- Embalmer	26.35
99130	- Flight Follower	26.35
99251	- Laboratory Animal Caretaker I	13.38
99252	- Laboratory Animal Caretaker II	20.92
99260	- Marketing Analyst	31.87
99310	- Mortician	26.35
99410	- Pest Controller	26.40
99510	- Photofinishing Worker	14.47
99710	- Recycling Laborer	27.92
99711	- Recycling Specialist	33.32
99730	- Refuse Collector	25.21
99810	- Sales Clerk	13.82
99820	- School Crossing Guard	17.95
99830	- Survey Party Chief	30.78
99831	- Surveying Aide	20.49
99832	- Surveying Technician	27.99
99840	- Vending Machine Attendant	20.58
99841	- Vending Machine Repairer	24.09
99842	- Vending Machine Repairer Helper	20.58

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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, Good Friday, Memorial 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)).

WD 15-5689 (Rev.-4) was first posted on www.wdol.gov on 11/14/2017

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.: 2015-5689
Revision No.: 4
Date Of Revision: 11/09/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: American Samoa, Hawaii

Area: American Samoa Statewide
Hawaii County of Honolulu
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		14.94
01012 - Accounting Clerk II		16.78
01013 - Accounting Clerk III		18.77
01020 - Administrative Assistant		26.48
01035 - Court Reporter		22.50
01041 - Customer Service Representative I		13.78
01042 - Customer Service Representative II		15.49
01043 - Customer Service Representative III		16.90
01051 - Data Entry Operator I		14.48
01052 - Data Entry Operator II		15.80
01060 - Dispatcher, Motor Vehicle		20.39
01070 - Document Preparation Clerk		16.69
01090 - Duplicating Machine Operator		16.69
01111 - General Clerk I		12.95
01112 - General Clerk II		14.13
01113 - General Clerk III		15.87
01120 - Housing Referral Assistant		23.77
01141 - Messenger Courier		13.26
01191 - Order Clerk I		15.34
01192 - Order Clerk II		16.73
01261 - Personnel Assistant (Employment) I		15.79
01262 - Personnel Assistant (Employment) II		17.88
01263 - Personnel Assistant (Employment) III		19.68

01270	- Production Control Clerk	22.83
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	17.01
01410	- Supply Technician	26.48
01420	- Survey Worker	19.01
01460	- Switchboard Operator/Receptionist	15.40
01531	- Travel Clerk I	14.78
01532	- Travel Clerk II	15.97
01533	- Travel Clerk III	17.12
01611	- Word Processor I	14.36
01612	- Word Processor II	16.11
01613	- Word Processor III	18.03
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	22.72
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 Helper	17.39
05250	- Motor Vehicle Upholstery Worker	20.80
05280	- Motor Vehicle Wrecker	22.00
05310	- Painter, Automotive	23.19
05340	- Radiator Repair Specialist	22.00
05370	- Tire Repairer	16.68
05400	- Transmission Repair Specialist	24.37
07000	- Food Preparation And Service Occupations	
07010	- Baker	15.31
07041	- Cook I	14.80
07042	- Cook II	17.18
07070	- Dishwasher	12.05
07130	- Food Service Worker	11.14
07210	- Meat Cutter	20.84
07260	- Waiter/Waitress	13.21
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	19.15
09040	- Furniture Handler	12.88
09080	- Furniture Refinisher	21.07
09090	- Furniture Refinisher Helper	15.61
09110	- Furniture Repairer, Minor	18.29
09130	- Upholsterer	19.15
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.98
11060	- Elevator Operator	14.00
11090	- Gardener	17.87
11122	- Housekeeping Aide	14.00
11150	- Janitor	14.00
11210	- Laborer, Grounds Maintenance	13.55
11240	- Maid or Houseman	17.53
11260	- Pruner	12.13
11270	- Tractor Operator	16.43
11330	- Trail Maintenance Worker	13.55
11360	- Window Cleaner	15.25
12000	- Health Occupations	
12010	- Ambulance Driver	23.65

12011	- Breath Alcohol Technician	21.52
12012	- Certified Occupational Therapist Assistant	23.80
12015	- Certified Physical Therapist Assistant	20.25
12020	- Dental Assistant	17.60
12025	- Dental Hygienist	35.86
12030	- EKG Technician	28.62
12035	- Electroneurodiagnostic Technologist	28.62
12040	- Emergency Medical Technician	23.65
12071	- Licensed Practical Nurse I	19.24
12072	- Licensed Practical Nurse II	21.52
12073	- Licensed Practical Nurse III	23.99
12100	- Medical Assistant	16.88
12130	- Medical Laboratory Technician	22.61
12160	- Medical Record Clerk	19.97
12190	- Medical Record Technician	22.34
12195	- Medical Transcriptionist	19.74
12210	- Nuclear Medicine Technologist	38.38
12221	- Nursing Assistant I	11.39
12222	- Nursing Assistant II	12.81
12223	- Nursing Assistant III	13.98
12224	- Nursing Assistant IV	15.69
12235	- Optical Dispenser	20.03
12236	- Optical Technician	16.40
12250	- Pharmacy Technician	18.00
12280	- Phlebotomist	16.62
12305	- Radiologic Technologist	33.72
12311	- Registered Nurse I	29.29
12312	- Registered Nurse II	35.82
12313	- Registered Nurse II, Specialist	35.82
12314	- Registered Nurse III	43.34
12315	- Registered Nurse III, Anesthetist	43.34
12316	- Registered Nurse IV	51.94
12317	- Scheduler (Drug and Alcohol Testing)	26.66
12320	- Substance Abuse Treatment Counselor	18.92
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	19.61
13012	- Exhibits Specialist II	23.29
13013	- Exhibits Specialist III	28.49
13041	- Illustrator I	22.97
13042	- Illustrator II	28.45
13043	- Illustrator III	34.80
13047	- Librarian	31.58
13050	- Library Aide/Clerk	15.46
13054	- Library Information Technology Systems Administrator	24.08
13058	- Library Technician	20.92
13061	- Media Specialist I	19.20
13062	- Media Specialist II	21.46
13063	- Media Specialist III	23.94
13071	- Photographer I	16.81
13072	- Photographer II	18.80
13073	- Photographer III	21.57
13074	- Photographer IV	28.48
13075	- Photographer V	34.46
13090	- Technical Order Library Clerk	19.42
13110	- Video Teleconference Technician	21.19
14000	- Information Technology Occupations	
14041	- Computer Operator I	17.54
14042	- Computer Operator II	19.62
14043	- Computer Operator III	22.80
14044	- Computer Operator IV	24.81

14045 - Computer Operator V	27.45
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 Operator	17.54
14160 - Personal Computer Support Technician	24.81
14170 - System Support Specialist	29.36
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.83
15020 - Aircrew Training Devices Instructor (Rated)	37.30
15030 - Air Crew Training Devices Instructor (Pilot)	43.09
15050 - Computer Based Training Specialist / Instructor	30.83
15060 - Educational Technologist	31.22
15070 - Flight Instructor (Pilot)	43.09
15080 - Graphic Artist	22.97
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	36.04
15086 - Maintenance Test Pilot, Rotary Wing	36.04
15088 - Non-Maintenance Test/Co-Pilot	36.04
15090 - Technical Instructor	23.72
15095 - Technical Instructor/Course Developer	29.01
15110 - Test Proctor	19.47
15120 - Tutor	19.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	12.41
16030 - Counter Attendant	12.41
16040 - Dry Cleaner	15.37
16070 - Finisher, Flatwork, Machine	12.41
16090 - Presser, Hand	12.41
16110 - Presser, Machine, Drycleaning	12.41
16130 - Presser, Machine, Shirts	12.41
16160 - Presser, Machine, Wearing Apparel, Laundry	12.41
16190 - Sewing Machine Operator	16.36
16220 - Tailor	17.23
16250 - Washer, Machine	13.41
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	29.14
19040 - Tool And Die Maker	36.61
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.82
21030 - Material Coordinator	24.04
21040 - Material Expediter	24.04
21050 - Material Handling Laborer	16.89
21071 - Order Filler	13.51
21080 - Production Line Worker (Food Processing)	21.82
21110 - Shipping Packer	16.79
21130 - Shipping/Receiving Clerk	16.79
21140 - Store Worker I	13.93
21150 - Stock Clerk	19.55
21210 - Tools And Parts Attendant	21.82
21410 - Warehouse Specialist	21.82
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.23
23019 - Aircraft Logs and Records Technician	25.54
23021 - Aircraft Mechanic I	31.25
23022 - Aircraft Mechanic II	33.23
23023 - Aircraft Mechanic III	35.19
23040 - Aircraft Mechanic Helper	21.73

23050 - Aircraft, Painter	29.34
23060 - Aircraft Servicer	25.54
23070 - Aircraft Survival Flight Equipment Technician	29.34
23080 - Aircraft Worker	27.45
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.45
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.25
23110 - Appliance Mechanic	24.13
23120 - Bicycle Repairer	18.35
23125 - Cable Splicer	31.90
23130 - Carpenter, Maintenance	35.94
23140 - Carpet Layer	27.75
23160 - Electrician, Maintenance	34.19
23181 - Electronics Technician Maintenance I	29.31
23182 - Electronics Technician Maintenance II	31.33
23183 - Electronics Technician Maintenance III	33.37
23260 - Fabric Worker	25.36
23290 - Fire Alarm System Mechanic	23.46
23310 - Fire Extinguisher Repairer	23.47
23311 - Fuel Distribution System Mechanic	31.90
23312 - Fuel Distribution System Operator	24.14
23370 - General Maintenance Worker	20.36
23380 - Ground Support Equipment Mechanic	31.25
23381 - Ground Support Equipment Servicer	25.54
23382 - Ground Support Equipment Worker	27.45
23391 - Gunsmith I	23.47
23392 - Gunsmith II	27.24
23393 - Gunsmith III	31.02
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.13
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.88
23430 - Heavy Equipment Mechanic	33.73
23440 - Heavy Equipment Operator	38.52
23460 - Instrument Mechanic	34.15
23465 - Laboratory/Shelter Mechanic	29.13
23470 - Laborer	16.49
23510 - Locksmith	28.38
23530 - Machinery Maintenance Mechanic	29.89
23550 - Machinist, Maintenance	29.74
23580 - Maintenance Trades Helper	18.06
23591 - Metrology Technician I	34.15
23592 - Metrology Technician II	36.31
23593 - Metrology Technician III	38.45
23640 - Millwright	31.02
23710 - Office Appliance Repairer	21.56
23760 - Painter, Maintenance	25.29
23790 - Pipefitter, Maintenance	31.58
23810 - Plumber, Maintenance	29.65
23820 - Pneudraulic Systems Mechanic	31.02
23850 - Rigger	31.02
23870 - Scale Mechanic	27.24
23890 - Sheet-Metal Worker, Maintenance	33.54
23910 - Small Engine Mechanic	23.00
23931 - Telecommunications Mechanic I	30.27
23932 - Telecommunications Mechanic II	30.86
23950 - Telephone Lineman	29.26
23960 - Welder, Combination, Maintenance	29.53
23965 - Well Driller	30.42
23970 - Woodcraft Worker	31.02

23980 - Woodworker	21.38
24000 - Personal Needs Occupations	
24550 - Case Manager	16.30
24570 - Child Care Attendant	11.62
24580 - Child Care Center Clerk	15.14
24610 - Chore Aide	11.93
24620 - Family Readiness And Support Services Coordinator	16.30
24630 - Homemaker	20.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.90
25040 - Sewage Plant Operator	25.06
25070 - Stationary Engineer	31.90
25190 - Ventilation Equipment Tender	22.18
25210 - Water Treatment Plant Operator	25.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.62
27007 - Baggage Inspector	13.54
27008 - Corrections Officer	26.22
27010 - Court Security Officer	28.17
27030 - Detection Dog Handler	15.35
27040 - Detention Officer	26.22
27070 - Firefighter	26.06
27101 - Guard I	13.54
27102 - Guard II	15.35
27131 - Police Officer I	29.01
27132 - Police Officer II	32.23
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.94
28042 - Carnival Equipment Repairer	14.09
28043 - Carnival Worker	9.93
28210 - Gate Attendant/Gate Tender	16.94
28310 - Lifeguard	17.58
28350 - Park Attendant (Aide)	18.95
28510 - Recreation Aide/Health Facility Attendant	14.35
28515 - Recreation Specialist	23.58
28630 - Sports Official	15.09
28690 - Swimming Pool Operator	17.14
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 Specialist, Center (HFO) (see 2)	38.45
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.51
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.20
30021 - Archeological Technician I	16.98
30022 - Archeological Technician II	19.43
30023 - Archeological Technician III	24.08
30030 - Cartographic Technician	24.08
30040 - Civil Engineering Technician	24.60
30051 - Cryogenic Technician I	25.14
30052 - Cryogenic Technician II	27.76
30061 - Drafter/CAD Operator I	16.86
30062 - Drafter/CAD Operator II	19.43
30063 - Drafter/CAD Operator III	21.67
30064 - Drafter/CAD Operator IV	26.66
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	22.34
30095 - Evidence Control Specialist	22.70
30210 - Laboratory Technician	23.01
30221 - Latent Fingerprint Technician I	25.14
30222 - Latent Fingerprint Technician II	27.76
30240 - Mathematical Technician	25.78
30361 - Paralegal/Legal Assistant I	18.66
30362 - Paralegal/Legal Assistant II	23.13
30363 - Paralegal/Legal Assistant III	28.30
30364 - Paralegal/Legal Assistant IV	34.23
30375 - Petroleum Supply Specialist	27.76
30390 - Photo-Optics Technician	25.78
30395 - Radiation Control Technician	27.76
30461 - Technical Writer I	22.86
30462 - Technical Writer II	27.96
30463 - Technical Writer III	33.84
30491 - Unexploded Ordnance (UXO) Technician I	24.44
30492 - Unexploded Ordnance (UXO) Technician II	29.57
30493 - Unexploded Ordnance (UXO) Technician III	35.44
30494 - Unexploded (UXO) Safety Escort	24.44
30495 - Unexploded (UXO) Sweep Personnel	24.44
30501 - Weather Forecaster I	26.66
30502 - Weather Forecaster II	32.42
30620 - Weather Observer, Combined Upper Air Or	(see 2) 21.67
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 24.08
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.57
31020 - Bus Aide	15.63
31030 - Bus Driver	22.27
31043 - Driver Courier	14.11
31260 - Parking and Lot Attendant	9.86
31290 - Shuttle Bus Driver	15.35
31310 - Taxi Driver	11.77
31361 - Truckdriver, Light	15.35
31362 - Truckdriver, Medium	17.26
31363 - Truckdriver, Heavy	21.71
31364 - Truckdriver, Tractor-Trailer	21.71
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.42
99030 - Cashier	10.93
99050 - Desk Clerk	20.74
99095 - Embalmer	24.57
99130 - Flight Follower	24.44
99251 - Laboratory Animal Caretaker I	12.41
99252 - Laboratory Animal Caretaker II	17.67
99260 - Marketing Analyst	26.12
99310 - Mortician	24.57
99410 - Pest Controller	19.04
99510 - Photofinishing Worker	13.86
99710 - Recycling Laborer	22.13
99711 - Recycling Specialist	26.82
99730 - Refuse Collector	19.81
99810 - Sales Clerk	14.39
99820 - School Crossing Guard	15.82
99830 - Survey Party Chief	28.66
99831 - Surveying Aide	15.67

99832 - Surveying Technician	21.47
99840 - Vending Machine Attendant	12.68
99841 - Vending Machine Repairer	16.02
99842 - Vending Machine Repairer Helper	12.68

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): \$1.91 per hour, or \$76.40 per week, or \$331.07 per month for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be \$4.41 per hour.

HEALTH & WELFARE (Hawaii) EO 13706: \$1.63 per hour, 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 \$4.13 per hour.

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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. Conformance 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 employee (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)).

WD 15-5467 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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.: 2015-5467
Revision No.: 4
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona County of Mohave

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.49
01012 - Accounting Clerk II		16.26
01013 - Accounting Clerk III		18.19
01020 - Administrative Assistant		21.20
01035 - Court Reporter		19.97
01041 - Customer Service Representative I		10.85
01042 - Customer Service Representative II		12.19
01043 - Customer Service Representative III		13.31
01051 - Data Entry Operator I		12.72
01052 - Data Entry Operator II		15.23
01060 - Dispatcher, Motor Vehicle		16.76
01070 - Document Preparation Clerk		12.73
01090 - Duplicating Machine Operator		12.73
01111 - General Clerk I		12.93
01112 - General Clerk II		14.11
01113 - General Clerk III		15.83
01120 - Housing Referral Assistant		20.62
01141 - Messenger Courier		11.48
01191 - Order Clerk I		12.59
01192 - Order Clerk II		13.86
01261 - Personnel Assistant (Employment) I		16.53
01262 - Personnel Assistant (Employment) II		18.49
01263 - Personnel Assistant (Employment) III		20.62
01270 - Production Control Clerk		21.13
01290 - Rental Clerk		12.93
01300 - Scheduler, Maintenance		16.53
01311 - Secretary I		16.53
01312 - Secretary II		18.49
01313 - Secretary III		20.62

01320 - Service Order Dispatcher	15.00
01410 - Supply Technician	21.70
01420 - Survey Worker	17.26
01460 - Switchboard Operator/Receptionist	12.42
01531 - Travel Clerk I	13.54
01532 - Travel Clerk II	14.46
01533 - Travel Clerk III	15.61
01611 - Word Processor I	14.01
01612 - Word Processor II	16.53
01613 - Word Processor III	18.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.16
05010 - Automotive Electrician	19.42
05040 - Automotive Glass Installer	18.81
05070 - Automotive Worker	18.81
05110 - Mobile Equipment Servicer	17.19
05130 - Motor Equipment Metal Mechanic	20.23
05160 - Motor Equipment Metal Worker	18.81
05190 - Motor Vehicle Mechanic	19.73
05220 - Motor Vehicle Mechanic Helper	16.39
05250 - Motor Vehicle Upholstery Worker	18.01
05280 - Motor Vehicle Wrecker	18.81
05310 - Painter, Automotive	19.42
05340 - Radiator Repair Specialist	18.81
05370 - Tire Repairer	15.78
05400 - Transmission Repair Specialist	20.23
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.83
07041 - Cook I	13.62
07042 - Cook II	15.12
07070 - Dishwasher	10.94
07130 - Food Service Worker	11.99
07210 - Meat Cutter	16.52
07260 - Waiter/Waitress	10.74
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.30
09040 - Furniture Handler	15.34
09080 - Furniture Refinisher	19.17
09090 - Furniture Refinisher Helper	16.15
09110 - Furniture Repairer, Minor	18.22
09130 - Upholsterer	20.46
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.37
11060 - Elevator Operator	10.37
11090 - Gardener	14.77
11122 - Housekeeping Aide	12.62
11150 - Janitor	12.59
11210 - Laborer, Grounds Maintenance	12.59
11240 - Maid or Houseman	12.68
11260 - Pruner	11.69
11270 - Tractor Operator	13.92
11330 - Trail Maintenance Worker	12.59
11360 - Window Cleaner	13.56
12000 - Health Occupations	
12010 - Ambulance Driver	19.15
12011 - Breath Alcohol Technician	19.15
12012 - Certified Occupational Therapist Assistant	26.42
12015 - Certified Physical Therapist Assistant	25.40
12020 - Dental Assistant	16.80
12025 - Dental Hygienist	37.23
12030 - EKG Technician	28.31

12035 - Electroneurodiagnostic Technologist	28.31
12040 - Emergency Medical Technician	19.15
12071 - Licensed Practical Nurse I	18.27
12072 - Licensed Practical Nurse II	20.45
12073 - Licensed Practical Nurse III	22.79
12100 - Medical Assistant	15.59
12130 - Medical Laboratory Technician	18.12
12160 - Medical Record Clerk	17.05
12190 - Medical Record Technician	19.08
12195 - Medical Transcriptionist	17.03
12210 - Nuclear Medicine Technologist	42.83
12221 - Nursing Assistant I	10.77
12222 - Nursing Assistant II	12.11
12223 - Nursing Assistant III	13.21
12224 - Nursing Assistant IV	14.83
12235 - Optical Dispenser	22.54
12236 - Optical Technician	14.28
12250 - Pharmacy Technician	16.46
12280 - Phlebotomist	15.93
12305 - Radiologic Technologist	32.35
12311 - Registered Nurse I	28.00
12312 - Registered Nurse II	34.26
12313 - Registered Nurse II, Specialist	34.26
12314 - Registered Nurse III	41.45
12315 - Registered Nurse III, Anesthetist	41.45
12316 - Registered Nurse IV	49.67
12317 - Scheduler (Drug and Alcohol Testing)	24.95
12320 - Substance Abuse Treatment Counselor	19.77
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.20
13012 - Exhibits Specialist II	27.51
13013 - Exhibits Specialist III	29.18
13041 - Illustrator I	20.20
13042 - Illustrator II	25.05
13043 - Illustrator III	27.64
13047 - Librarian	30.46
13050 - Library Aide/Clerk	15.52
13054 - Library Information Technology Systems Administrator	27.51
13058 - Library Technician	18.72
13061 - Media Specialist I	19.85
13062 - Media Specialist II	22.20
13063 - Media Specialist III	24.76
13071 - Photographer I	15.64
13072 - Photographer II	17.49
13073 - Photographer III	21.68
13074 - Photographer IV	26.51
13075 - Photographer V	32.08
13090 - Technical Order Library Clerk	13.71
13110 - Video Teleconference Technician	25.69
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.25
14042 - Computer Operator II	19.48
14043 - Computer Operator III	21.51
14044 - Computer Operator IV	23.91
14045 - Computer Operator V	26.47
14071 - Computer Programmer I	(see 1) 24.59
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)

14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.25
14160 - Personal Computer Support Technician		23.91
14170 - System Support Specialist		22.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.50
15020 - Aircrew Training Devices Instructor (Rated)		35.69
15030 - Air Crew Training Devices Instructor (Pilot)		41.62
15050 - Computer Based Training Specialist / Instructor		29.50
15060 - Educational Technologist		28.49
15070 - Flight Instructor (Pilot)		41.62
15080 - Graphic Artist		23.97
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		40.86
15086 - Maintenance Test Pilot, Rotary Wing		40.86
15088 - Non-Maintenance Test/Co-Pilot		40.86
15090 - Technical Instructor		19.87
15095 - Technical Instructor/Course Developer		24.31
15110 - Test Proctor		16.04
15120 - Tutor		16.04
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.90
16030 - Counter Attendant		11.90
16040 - Dry Cleaner		15.40
16070 - Finisher, Flatwork, Machine		11.90
16090 - Presser, Hand		11.90
16110 - Presser, Machine, Drycleaning		11.90
16130 - Presser, Machine, Shirts		11.90
16160 - Presser, Machine, Wearing Apparel, Laundry		11.90
16190 - Sewing Machine Operator		16.56
16220 - Tailor		17.72
16250 - Washer, Machine		13.05
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.34
19040 - Tool And Die Maker		24.66
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.32
21030 - Material Coordinator		21.13
21040 - Material Expediter		21.13
21050 - Material Handling Laborer		14.08
21071 - Order Filler		13.11
21080 - Production Line Worker (Food Processing)		16.32
21110 - Shipping Packer		15.06
21130 - Shipping/Receiving Clerk		15.06
21140 - Store Worker I		16.51
21150 - Stock Clerk		20.64
21210 - Tools And Parts Attendant		16.32
21410 - Warehouse Specialist		15.30
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		28.33
23019 - Aircraft Logs and Records Technician		24.10
23021 - Aircraft Mechanic I		27.07
23022 - Aircraft Mechanic II		28.33
23023 - Aircraft Mechanic III		29.37
23040 - Aircraft Mechanic Helper		21.93
23050 - Aircraft, Painter		26.48
23060 - Aircraft Servicer		24.10
23070 - Aircraft Survival Flight Equipment Technician		26.48
23080 - Aircraft Worker		25.17
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		25.17

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.07
23110 - Appliance Mechanic	24.30
23120 - Bicycle Repairer	17.27
23125 - Cable Splicer	32.82
23130 - Carpenter, Maintenance	23.90
23140 - Carpet Layer	21.37
23160 - Electrician, Maintenance	27.33
23181 - Electronics Technician Maintenance I	22.03
23182 - Electronics Technician Maintenance II	28.30
23183 - Electronics Technician Maintenance III	29.71
23260 - Fabric Worker	21.14
23290 - Fire Alarm System Mechanic	22.50
23310 - Fire Extinguisher Repairer	20.03
23311 - Fuel Distribution System Mechanic	23.31
23312 - Fuel Distribution System Operator	19.76
23370 - General Maintenance Worker	20.17
23380 - Ground Support Equipment Mechanic	27.07
23381 - Ground Support Equipment Servicer	24.10
23382 - Ground Support Equipment Worker	25.17
23391 - Gunsmith I	20.03
23392 - Gunsmith II	22.24
23393 - Gunsmith III	24.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.30
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.29
23430 - Heavy Equipment Mechanic	24.09
23440 - Heavy Equipment Operator	26.66
23460 - Instrument Mechanic	25.29
23465 - Laboratory/Shelter Mechanic	23.44
23470 - Laborer	14.08
23510 - Locksmith	20.20
23530 - Machinery Maintenance Mechanic	29.74
23550 - Machinist, Maintenance	20.67
23580 - Maintenance Trades Helper	20.86
23591 - Metrology Technician I	25.29
23592 - Metrology Technician II	26.48
23593 - Metrology Technician III	27.44
23640 - Millwright	23.20
23710 - Office Appliance Repairer	20.43
23760 - Painter, Maintenance	22.10
23790 - Pipefitter, Maintenance	26.83
23810 - Plumber, Maintenance	26.03
23820 - Pneudraulic Systems Mechanic	24.75
23850 - Rigger	28.15
23870 - Scale Mechanic	22.24
23890 - Sheet-Metal Worker, Maintenance	28.32
23910 - Small Engine Mechanic	19.17
23931 - Telecommunications Mechanic I	24.45
23932 - Telecommunications Mechanic II	27.59
23950 - Telephone Lineman	23.59
23960 - Welder, Combination, Maintenance	20.67
23965 - Well Driller	25.40
23970 - Woodcraft Worker	24.75
23980 - Woodworker	17.27
24000 - Personal Needs Occupations	
24550 - Case Manager	16.13
24570 - Child Care Attendant	12.74
24580 - Child Care Center Clerk	17.75
24610 - Chore Aide	11.04

24620 - Family Readiness And Support Services Coordinator	16.13
24630 - Homemaker	19.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.14
25040 - Sewage Plant Operator	30.12
25070 - Stationary Engineer	28.14
25190 - Ventilation Equipment Tender	22.77
25210 - Water Treatment Plant Operator	30.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.53
27007 - Baggage Inspector	12.46
27008 - Corrections Officer	28.25
27010 - Court Security Officer	28.63
27030 - Detection Dog Handler	20.45
27040 - Detention Officer	28.25
27070 - Firefighter	26.62
27101 - Guard I	12.46
27102 - Guard II	20.45
27131 - Police Officer I	28.20
27132 - Police Officer II	31.34
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.06
28042 - Carnival Equipment Repairer	13.74
28043 - Carnival Worker	11.26
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	12.62
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.57
28515 - Recreation Specialist	18.13
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	24.56
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.18
29020 - Hatch Tender	29.18
29030 - Line Handler	29.21
29041 - Stevedore I	28.02
29042 - Stevedore II	33.40
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.80
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.07
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.71
30021 - Archeological Technician I	20.33
30022 - Archeological Technician II	22.74
30023 - Archeological Technician III	26.16
30030 - Cartographic Technician	28.17
30040 - Civil Engineering Technician	25.49
30051 - Cryogenic Technician I	23.10
30052 - Cryogenic Technician II	25.51
30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.74
30063 - Drafter/CAD Operator III	25.36
30064 - Drafter/CAD Operator IV	30.87
30081 - Engineering Technician I	16.94
30082 - Engineering Technician II	19.03
30083 - Engineering Technician III	23.33
30084 - Engineering Technician IV	26.37
30085 - Engineering Technician V	32.26
30086 - Engineering Technician VI	39.04
30090 - Environmental Technician	24.02
30095 - Evidence Control Specialist	20.86

30210 - Laboratory Technician	23.26
30221 - Latent Fingerprint Technician I	23.10
30222 - Latent Fingerprint Technician II	25.51
30240 - Mathematical Technician	28.17
30361 - Paralegal/Legal Assistant I	18.47
30362 - Paralegal/Legal Assistant II	22.89
30363 - Paralegal/Legal Assistant III	28.00
30364 - Paralegal/Legal Assistant IV	33.87
30375 - Petroleum Supply Specialist	25.51
30390 - Photo-Optics Technician	28.17
30395 - Radiation Control Technician	25.51
30461 - Technical Writer I	23.19
30462 - Technical Writer II	28.38
30463 - Technical Writer III	34.33
30491 - Unexploded Ordnance (UXO) Technician I	24.03
30492 - Unexploded Ordnance (UXO) Technician II	29.07
30493 - Unexploded Ordnance (UXO) Technician III	34.84
30494 - Unexploded (UXO) Safety Escort	24.03
30495 - Unexploded (UXO) Sweep Personnel	24.03
30501 - Weather Forecaster I	23.10
30502 - Weather Forecaster II	28.09
30620 - Weather Observer, Combined Upper Air Or	(see 2) 25.36
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.49
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.07
31020 - Bus Aide	14.73
31030 - Bus Driver	18.75
31043 - Driver Courier	15.16
31260 - Parking and Lot Attendant	13.44
31290 - Shuttle Bus Driver	16.04
31310 - Taxi Driver	13.55
31361 - Truckdriver, Light	16.04
31362 - Truckdriver, Medium	16.92
31363 - Truckdriver, Heavy	20.72
31364 - Truckdriver, Tractor-Trailer	20.72
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	10.29
99050 - Desk Clerk	13.86
99095 - Embalmer	30.13
99130 - Flight Follower	24.03
99251 - Laboratory Animal Caretaker I	13.75
99252 - Laboratory Animal Caretaker II	15.13
99260 - Marketing Analyst	12.96
99310 - Mortician	30.13
99410 - Pest Controller	16.64
99510 - Photofinishing Worker	16.36
99710 - Recycling Laborer	18.30
99711 - Recycling Specialist	20.76
99730 - Refuse Collector	16.90
99810 - Sales Clerk	12.06
99820 - School Crossing Guard	16.64
99830 - Survey Party Chief	31.79
99831 - Surveying Aide	18.08
99832 - Surveying Technician	24.80
99840 - Vending Machine Attendant	17.56
99841 - Vending Machine Repairer	23.34
99842 - Vending Machine Repairer Helper	20.19

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-5477 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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.: 2015-5477
Revision No.: 4
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona Counties of Apache, Gila, Navajo

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.85
01012 - Accounting Clerk II		16.68
01013 - Accounting Clerk III		18.65
01020 - Administrative Assistant		25.36
01035 - Court Reporter		16.73
01041 - Customer Service Representative I		12.34
01042 - Customer Service Representative II		13.88
01043 - Customer Service Representative III		15.15
01051 - Data Entry Operator I		12.52
01052 - Data Entry Operator II		13.66
01060 - Dispatcher, Motor Vehicle		16.40
01070 - Document Preparation Clerk		13.55
01090 - Duplicating Machine Operator		13.55
01111 - General Clerk I		12.53
01112 - General Clerk II		13.67
01113 - General Clerk III		15.34
01120 - Housing Referral Assistant		20.78
01141 - Messenger Courier		12.33
01191 - Order Clerk I		12.32
01192 - Order Clerk II		14.86
01261 - Personnel Assistant (Employment) I		14.98
01262 - Personnel Assistant (Employment) II		16.76
01263 - Personnel Assistant (Employment) III		18.69
01270 - Production Control Clerk		20.26
01290 - Rental Clerk		14.97
01300 - Scheduler, Maintenance		16.66
01311 - Secretary I		16.66
01312 - Secretary II		18.64
01313 - Secretary III		20.78

01320 - Service Order Dispatcher	14.32
01410 - Supply Technician	25.36
01420 - Survey Worker	16.63
01460 - Switchboard Operator/Receptionist	12.58
01531 - Travel Clerk I	13.28
01532 - Travel Clerk II	14.46
01533 - Travel Clerk III	15.61
01611 - Word Processor I	14.02
01612 - Word Processor II	15.78
01613 - Word Processor III	17.60
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.34
05010 - Automotive Electrician	20.30
05040 - Automotive Glass Installer	19.42
05070 - Automotive Worker	19.42
05110 - Mobile Equipment Servicer	16.62
05130 - Motor Equipment Metal Mechanic	22.69
05160 - Motor Equipment Metal Worker	19.62
05190 - Motor Vehicle Mechanic	21.59
05220 - Motor Vehicle Mechanic Helper	15.12
05250 - Motor Vehicle Upholstery Worker	18.14
05280 - Motor Vehicle Wrecker	19.62
05310 - Painter, Automotive	22.12
05340 - Radiator Repair Specialist	19.58
05370 - Tire Repairer	14.21
05400 - Transmission Repair Specialist	21.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.01
07041 - Cook I	11.59
07042 - Cook II	13.38
07070 - Dishwasher	9.29
07130 - Food Service Worker	10.42
07210 - Meat Cutter	16.58
07260 - Waiter/Waitress	9.75
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.15
09040 - Furniture Handler	13.17
09080 - Furniture Refinisher	18.15
09090 - Furniture Refinisher Helper	14.72
09110 - Furniture Repairer, Minor	17.66
09130 - Upholsterer	18.15
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.97
11060 - Elevator Operator	11.85
11090 - Gardener	14.41
11122 - Housekeeping Aide	11.85
11150 - Janitor	11.85
11210 - Laborer, Grounds Maintenance	11.05
11240 - Maid or Houseman	9.59
11260 - Pruner	10.14
11270 - Tractor Operator	13.30
11330 - Trail Maintenance Worker	11.05
11360 - Window Cleaner	13.16
12000 - Health Occupations	
12010 - Ambulance Driver	15.16
12011 - Breath Alcohol Technician	18.94
12012 - Certified Occupational Therapist Assistant	25.97
12015 - Certified Physical Therapist Assistant	20.83
12020 - Dental Assistant	16.90
12025 - Dental Hygienist	38.17
12030 - EKG Technician	25.51

12035	- Electroneurodiagnostic Technologist	25.51
12040	- Emergency Medical Technician	15.16
12071	- Licensed Practical Nurse I	16.92
12072	- Licensed Practical Nurse II	18.94
12073	- Licensed Practical Nurse III	21.11
12100	- Medical Assistant	14.39
12130	- Medical Laboratory Technician	19.61
12160	- Medical Record Clerk	15.86
12190	- Medical Record Technician	18.54
12195	- Medical Transcriptionist	17.02
12210	- Nuclear Medicine Technologist	39.98
12221	- Nursing Assistant I	10.42
12222	- Nursing Assistant II	11.71
12223	- Nursing Assistant III	12.79
12224	- Nursing Assistant IV	14.35
12235	- Optical Dispenser	15.77
12236	- Optical Technician	16.34
12250	- Pharmacy Technician	16.60
12280	- Phlebotomist	14.35
12305	- Radiologic Technologist	29.27
12311	- Registered Nurse I	26.93
12312	- Registered Nurse II	33.08
12313	- Registered Nurse II, Specialist	33.08
12314	- Registered Nurse III	40.02
12315	- Registered Nurse III, Anesthetist	40.02
12316	- Registered Nurse IV	47.96
12317	- Scheduler (Drug and Alcohol Testing)	23.45
12320	- Substance Abuse Treatment Counselor	20.92
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	17.08
13012	- Exhibits Specialist II	21.08
13013	- Exhibits Specialist III	25.71
13041	- Illustrator I	18.79
13042	- Illustrator II	23.18
13043	- Illustrator III	28.27
13047	- Librarian	23.06
13050	- Library Aide/Clerk	14.20
13054	- Library Information Technology Systems Administrator	20.92
13058	- Library Technician	14.08
13061	- Media Specialist I	15.03
13062	- Media Specialist II	16.81
13063	- Media Specialist III	18.75
13071	- Photographer I	14.99
13072	- Photographer II	17.27
13073	- Photographer III	21.32
13074	- Photographer IV	26.01
13075	- Photographer V	31.55
13090	- Technical Order Library Clerk	14.44
13110	- Video Teleconference Technician	16.68
14000	- Information Technology Occupations	
14041	- Computer Operator I	15.04
14042	- Computer Operator II	17.51
14043	- Computer Operator III	20.13
14044	- Computer Operator IV	22.75
14045	- Computer Operator V	24.82
14071	- Computer Programmer I	(see 1) 23.00
14072	- Computer Programmer II	(see 1) 26.05
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)

14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.04
14160 - Personal Computer Support Technician		22.75
14170 - System Support Specialist		22.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.46
15020 - Aircrew Training Devices Instructor (Rated)		36.56
15030 - Air Crew Training Devices Instructor (Pilot)		41.65
15050 - Computer Based Training Specialist / Instructor		29.46
15060 - Educational Technologist		26.51
15070 - Flight Instructor (Pilot)		41.65
15080 - Graphic Artist		21.68
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		40.96
15086 - Maintenance Test Pilot, Rotary Wing		40.96
15088 - Non-Maintenance Test/Co-Pilot		40.96
15090 - Technical Instructor		23.30
15095 - Technical Instructor/Course Developer		28.49
15110 - Test Proctor		18.80
15120 - Tutor		18.80
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.32
16030 - Counter Attendant		10.32
16040 - Dry Cleaner		12.50
16070 - Finisher, Flatwork, Machine		10.32
16090 - Presser, Hand		10.32
16110 - Presser, Machine, Drycleaning		10.32
16130 - Presser, Machine, Shirts		10.32
16160 - Presser, Machine, Wearing Apparel, Laundry		10.32
16190 - Sewing Machine Operator		13.02
16220 - Tailor		13.56
16250 - Washer, Machine		11.21
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.25
19040 - Tool And Die Maker		27.36
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.52
21030 - Material Coordinator		19.58
21040 - Material Expediter		19.58
21050 - Material Handling Laborer		11.91
21071 - Order Filler		12.24
21080 - Production Line Worker (Food Processing)		13.52
21110 - Shipping Packer		14.52
21130 - Shipping/Receiving Clerk		14.52
21140 - Store Worker I		11.04
21150 - Stock Clerk		16.85
21210 - Tools And Parts Attendant		13.52
21410 - Warehouse Specialist		13.52
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.77
23019 - Aircraft Logs and Records Technician		21.28
23021 - Aircraft Mechanic I		25.34
23022 - Aircraft Mechanic II		26.77
23023 - Aircraft Mechanic III		28.40
23040 - Aircraft Mechanic Helper		17.74
23050 - Aircraft, Painter		24.07
23060 - Aircraft Servicer		21.28
23070 - Aircraft Survival Flight Equipment Technician		24.07
23080 - Aircraft Worker		22.80
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		22.80

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.34
23110 - Appliance Mechanic	22.26
23120 - Bicycle Repairer	15.63
23125 - Cable Splicer	32.19
23130 - Carpenter, Maintenance	18.74
23140 - Carpet Layer	18.91
23160 - Electrician, Maintenance	24.37
23181 - Electronics Technician Maintenance I	20.88
23182 - Electronics Technician Maintenance II	23.29
23183 - Electronics Technician Maintenance III	25.37
23260 - Fabric Worker	17.79
23290 - Fire Alarm System Mechanic	23.67
23310 - Fire Extinguisher Repairer	18.12
23311 - Fuel Distribution System Mechanic	29.33
23312 - Fuel Distribution System Operator	20.70
23370 - General Maintenance Worker	17.48
23380 - Ground Support Equipment Mechanic	25.34
23381 - Ground Support Equipment Servicer	21.28
23382 - Ground Support Equipment Worker	22.80
23391 - Gunsmith I	18.12
23392 - Gunsmith II	20.88
23393 - Gunsmith III	23.67
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.83
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	20.95
23430 - Heavy Equipment Mechanic	22.23
23440 - Heavy Equipment Operator	24.22
23460 - Instrument Mechanic	24.18
23465 - Laboratory/Shelter Mechanic	22.26
23470 - Laborer	11.55
23510 - Locksmith	22.26
23530 - Machinery Maintenance Mechanic	25.04
23550 - Machinist, Maintenance	19.05
23580 - Maintenance Trades Helper	13.11
23591 - Metrology Technician I	24.18
23592 - Metrology Technician II	25.25
23593 - Metrology Technician III	26.51
23640 - Millwright	23.72
23710 - Office Appliance Repairer	21.73
23760 - Painter, Maintenance	18.36
23790 - Pipefitter, Maintenance	24.40
23810 - Plumber, Maintenance	22.95
23820 - Pneudraulic Systems Mechanic	23.67
23850 - Rigger	23.67
23870 - Scale Mechanic	20.88
23890 - Sheet-Metal Worker, Maintenance	21.77
23910 - Small Engine Mechanic	19.99
23931 - Telecommunications Mechanic I	27.35
23932 - Telecommunications Mechanic II	32.66
23950 - Telephone Lineman	21.37
23960 - Welder, Combination, Maintenance	21.02
23965 - Well Driller	22.70
23970 - Woodcraft Worker	23.67
23980 - Woodworker	17.80
24000 - Personal Needs Occupations	
24550 - Case Manager	15.56
24570 - Child Care Attendant	10.73
24580 - Child Care Center Clerk	16.79
24610 - Chore Aide	10.71

24620 - Family Readiness And Support Services Coordinator	15.56
24630 - Homemaker	18.38
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.78
25040 - Sewage Plant Operator	22.71
25070 - Stationary Engineer	23.78
25190 - Ventilation Equipment Tender	16.72
25210 - Water Treatment Plant Operator	22.71
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.73
27007 - Baggage Inspector	13.32
27008 - Corrections Officer	19.52
27010 - Court Security Officer	20.49
27030 - Detection Dog Handler	16.13
27040 - Detention Officer	19.52
27070 - Firefighter	21.80
27101 - Guard I	13.32
27102 - Guard II	16.13
27131 - Police Officer I	25.69
27132 - Police Officer II	28.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.84
28042 - Carnival Equipment Repairer	15.17
28043 - Carnival Worker	9.89
28210 - Gate Attendant/Gate Tender	14.95
28310 - Lifeguard	12.95
28350 - Park Attendant (Aide)	16.73
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	19.79
28630 - Sports Official	13.33
28690 - Swimming Pool Operator	19.72
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.88
29020 - Hatch Tender	20.88
29030 - Line Handler	20.88
29041 - Stevedore I	19.49
29042 - Stevedore II	22.26
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.72
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.01
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.64
30021 - Archeological Technician I	17.49
30022 - Archeological Technician II	19.84
30023 - Archeological Technician III	24.25
30030 - Cartographic Technician	24.59
30040 - Civil Engineering Technician	21.56
30051 - Cryogenic Technician I	23.40
30052 - Cryogenic Technician II	25.85
30061 - Drafter/CAD Operator I	17.49
30062 - Drafter/CAD Operator II	19.84
30063 - Drafter/CAD Operator III	22.12
30064 - Drafter/CAD Operator IV	26.82
30081 - Engineering Technician I	16.02
30082 - Engineering Technician II	17.98
30083 - Engineering Technician III	21.48
30084 - Engineering Technician IV	25.33
30085 - Engineering Technician V	30.27
30086 - Engineering Technician VI	35.33
30090 - Environmental Technician	23.88
30095 - Evidence Control Specialist	21.13

30210 - Laboratory Technician	23.64
30221 - Latent Fingerprint Technician I	23.40
30222 - Latent Fingerprint Technician II	25.85
30240 - Mathematical Technician	24.69
30361 - Paralegal/Legal Assistant I	21.19
30362 - Paralegal/Legal Assistant II	25.09
30363 - Paralegal/Legal Assistant III	30.61
30364 - Paralegal/Legal Assistant IV	37.15
30375 - Petroleum Supply Specialist	25.85
30390 - Photo-Optics Technician	24.69
30395 - Radiation Control Technician	25.85
30461 - Technical Writer I	23.88
30462 - Technical Writer II	29.20
30463 - Technical Writer III	34.36
30491 - Unexploded Ordnance (UXO) Technician I	23.97
30492 - Unexploded Ordnance (UXO) Technician II	29.00
30493 - Unexploded Ordnance (UXO) Technician III	34.76
30494 - Unexploded (UXO) Safety Escort	23.97
30495 - Unexploded (UXO) Sweep Personnel	23.97
30501 - Weather Forecaster I	26.82
30502 - Weather Forecaster II	32.62
30620 - Weather Observer, Combined Upper Air Or	(see 2) 22.12
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 24.12
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.00
31020 - Bus Aide	9.89
31030 - Bus Driver	18.22
31043 - Driver Courier	15.34
31260 - Parking and Lot Attendant	11.48
31290 - Shuttle Bus Driver	16.89
31310 - Taxi Driver	10.88
31361 - Truckdriver, Light	16.89
31362 - Truckdriver, Medium	18.71
31363 - Truckdriver, Heavy	19.29
31364 - Truckdriver, Tractor-Trailer	19.29
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.14
99030 - Cashier	11.86
99050 - Desk Clerk	10.74
99095 - Embalmer	28.19
99130 - Flight Follower	23.97
99251 - Laboratory Animal Caretaker I	11.70
99252 - Laboratory Animal Caretaker II	14.66
99260 - Marketing Analyst	20.73
99310 - Mortician	28.19
99410 - Pest Controller	17.47
99510 - Photofinishing Worker	13.44
99710 - Recycling Laborer	19.84
99711 - Recycling Specialist	23.88
99730 - Refuse Collector	17.87
99810 - Sales Clerk	12.38
99820 - School Crossing Guard	9.21
99830 - Survey Party Chief	30.50
99831 - Surveying Aide	18.37
99832 - Surveying Technician	25.89
99840 - Vending Machine Attendant	18.02
99841 - Vending Machine Repairer	22.85
99842 - Vending Machine Repairer Helper	18.02

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-5719 (Rev.-3) was first posted on www.wdol.gov on 08/08/2017

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.: 2015-5719
Revision No.: 3
Date Of Revision: 08/03/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO 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		13.09
01012 - Accounting Clerk II		14.69
01013 - Accounting Clerk III		16.44
01020 - Administrative Assistant		21.77
01035 - Court Reporter		17.97
01041 - Customer Service Representative I		11.30
01042 - Customer Service Representative II		12.71
01043 - Customer Service Representative III		13.87
01051 - Data Entry Operator I		11.84
01052 - Data Entry Operator II		12.92
01060 - Dispatcher, Motor Vehicle		17.31
01070 - Document Preparation Clerk		12.43
01090 - Duplicating Machine Operator		12.43
01111 - General Clerk I		11.97
01112 - General Clerk II		13.06
01113 - General Clerk III		15.13
01120 - Housing Referral Assistant		17.86
01141 - Messenger Courier		10.90
01191 - Order Clerk I		13.66
01192 - Order Clerk II		14.91
01261 - Personnel Assistant (Employment) I		15.38
01262 - Personnel Assistant (Employment) II		17.21
01263 - Personnel Assistant (Employment) III		19.18
01270 - Production Control Clerk		20.58
01290 - Rental Clerk		13.06
01300 - Scheduler, Maintenance		14.12
01311 - Secretary I		14.12
01312 - Secretary II		15.79
01313 - Secretary III		17.86

01320 - Service Order Dispatcher	15.15
01410 - Supply Technician	21.77
01420 - Survey Worker	14.00
01460 - Switchboard Operator/Receptionist	11.98
01531 - Travel Clerk I	12.42
01532 - Travel Clerk II	13.02
01533 - Travel Clerk III	13.68
01611 - Word Processor I	12.71
01612 - Word Processor II	15.62
01613 - Word Processor III	17.50
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.50
05010 - Automotive Electrician	19.27
05040 - Automotive Glass Installer	17.52
05070 - Automotive Worker	17.52
05110 - Mobile Equipment Servicer	15.56
05130 - Motor Equipment Metal Mechanic	19.50
05160 - Motor Equipment Metal Worker	17.52
05190 - Motor Vehicle Mechanic	19.50
05220 - Motor Vehicle Mechanic Helper	14.57
05250 - Motor Vehicle Upholstery Worker	16.54
05280 - Motor Vehicle Wrecker	17.52
05310 - Painter, Automotive	18.47
05340 - Radiator Repair Specialist	17.52
05370 - Tire Repairer	14.39
05400 - Transmission Repair Specialist	19.50
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.10
07041 - Cook I	11.91
07042 - Cook II	13.41
07070 - Dishwasher	9.05
07130 - Food Service Worker	10.51
07210 - Meat Cutter	16.73
07260 - Waiter/Waitress	9.59
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.34
09040 - Furniture Handler	13.61
09080 - Furniture Refinisher	19.34
09090 - Furniture Refinisher Helper	15.85
09110 - Furniture Repairer, Minor	18.07
09130 - Upholsterer	19.34
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.33
11060 - Elevator Operator	10.99
11090 - Gardener	13.87
11122 - Housekeeping Aide	10.99
11150 - Janitor	10.99
11210 - Laborer, Grounds Maintenance	11.14
11240 - Maid or Houseman	9.14
11260 - Pruner	10.23
11270 - Tractor Operator	12.98
11330 - Trail Maintenance Worker	11.14
11360 - Window Cleaner	11.97
12000 - Health Occupations	
12010 - Ambulance Driver	18.84
12011 - Breath Alcohol Technician	20.08
12012 - Certified Occupational Therapist Assistant	26.36
12015 - Certified Physical Therapist Assistant	23.01
12020 - Dental Assistant	18.41
12025 - Dental Hygienist	43.08
12030 - EKG Technician	28.88

12035	- Electroneurodiagnostic Technologist	28.88
12040	- Emergency Medical Technician	18.84
12071	- Licensed Practical Nurse I	17.95
12072	- Licensed Practical Nurse II	20.08
12073	- Licensed Practical Nurse III	22.38
12100	- Medical Assistant	13.84
12130	- Medical Laboratory Technician	17.95
12160	- Medical Record Clerk	14.92
12190	- Medical Record Technician	16.69
12195	- Medical Transcriptionist	17.95
12210	- Nuclear Medicine Technologist	40.37
12221	- Nursing Assistant I	10.61
12222	- Nursing Assistant II	11.92
12223	- Nursing Assistant III	13.02
12224	- Nursing Assistant IV	14.61
12235	- Optical Dispenser	20.33
12236	- Optical Technician	17.95
12250	- Pharmacy Technician	15.04
12280	- Phlebotomist	14.61
12305	- Radiologic Technologist	27.20
12311	- Registered Nurse I	25.04
12312	- Registered Nurse II	30.63
12313	- Registered Nurse II, Specialist	30.63
12314	- Registered Nurse III	37.06
12315	- Registered Nurse III, Anesthetist	37.06
12316	- Registered Nurse IV	44.41
12317	- Scheduler (Drug and Alcohol Testing)	24.88
12320	- Substance Abuse Treatment Counselor	24.44
13000	- Information And Arts 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 Technology Systems Administrator	20.46
13058	- Library Technician	17.94
13061	- Media Specialist I	14.76
13062	- Media Specialist II	16.51
13063	- Media Specialist III	18.41
13071	- Photographer I	14.80
13072	- Photographer II	18.32
13073	- Photographer III	20.51
13074	- Photographer IV	25.09
13075	- Photographer V	30.35
13090	- Technical Order Library Clerk	14.59
13110	- Video Teleconference Technician	16.98
14000	- Information Technology Occupations	
14041	- Computer Operator I	15.46
14042	- Computer Operator II	17.29
14043	- Computer Operator III	19.29
14044	- Computer Operator IV	21.43
14045	- Computer Operator V	23.73
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) 27.28

14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.46
14160 - Personal Computer Support Technician		21.43
14170 - System Support Specialist		27.89
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.28
15020 - Aircrew Training Devices Instructor (Rated)		33.00
15030 - Air Crew Training Devices Instructor (Pilot)		39.55
15050 - Computer Based Training Specialist / Instructor		27.28
15060 - Educational Technologist		25.49
15070 - Flight Instructor (Pilot)		39.55
15080 - Graphic Artist		24.11
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		36.96
15086 - Maintenance Test Pilot, Rotary Wing		36.96
15088 - Non-Maintenance Test/Co-Pilot		36.96
15090 - Technical Instructor		19.71
15095 - Technical Instructor/Course Developer		24.11
15110 - Test Proctor		15.92
15120 - Tutor		15.92
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.55
16030 - Counter Attendant		10.55
16040 - Dry Cleaner		12.50
16070 - Finisher, Flatwork, Machine		10.55
16090 - Presser, Hand		10.55
16110 - Presser, Machine, Drycleaning		10.55
16130 - Presser, Machine, Shirts		10.55
16160 - Presser, Machine, Wearing Apparel, Laundry		10.55
16190 - Sewing Machine Operator		13.02
16220 - Tailor		13.54
16250 - Washer, Machine		11.21
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.17
19040 - Tool And Die Maker		24.64
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.05
21030 - Material Coordinator		20.58
21040 - Material Expediter		20.58
21050 - Material Handling Laborer		10.65
21071 - Order Filler		11.76
21080 - Production Line Worker (Food Processing)		14.05
21110 - Shipping Packer		12.73
21130 - Shipping/Receiving Clerk		12.73
21140 - Store Worker I		13.62
21150 - Stock Clerk		17.64
21210 - Tools And Parts Attendant		14.05
21410 - Warehouse Specialist		14.05
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.39
23019 - Aircraft Logs and Records Technician		19.83
23021 - Aircraft Mechanic I		23.17
23022 - Aircraft Mechanic II		24.38
23023 - Aircraft Mechanic III		25.54
23040 - Aircraft Mechanic Helper		17.39
23050 - Aircraft, Painter		22.90
23060 - Aircraft Servicer		19.83
23070 - Aircraft Survival Flight Equipment Technician		22.90
23080 - Aircraft Worker		20.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		20.94

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.17
23110 - Appliance Mechanic	21.27
23120 - Bicycle Repairer	17.00
23125 - Cable Splicer	28.32
23130 - Carpenter, Maintenance	18.32
23140 - Carpet Layer	18.36
23160 - Electrician, Maintenance	20.31
23181 - Electronics Technician Maintenance I	24.15
23182 - Electronics Technician Maintenance II	26.90
23183 - Electronics Technician Maintenance III	28.40
23260 - Fabric Worker	18.07
23290 - Fire Alarm System Mechanic	20.94
23310 - Fire Extinguisher Repairer	17.00
23311 - Fuel Distribution System Mechanic	24.06
23312 - Fuel Distribution System Operator	19.20
23370 - General Maintenance Worker	16.69
23380 - Ground Support Equipment Mechanic	23.17
23381 - Ground Support Equipment Servicer	19.83
23382 - Ground Support Equipment Worker	20.94
23391 - Gunsmith I	17.00
23392 - Gunsmith II	19.14
23393 - Gunsmith III	21.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.84
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19.83
23430 - Heavy Equipment Mechanic	22.58
23440 - Heavy Equipment Operator	22.07
23460 - Instrument Mechanic	21.30
23465 - Laboratory/Shelter Mechanic	20.17
23470 - Laborer	10.65
23510 - Locksmith	20.17
23530 - Machinery Maintenance Mechanic	24.90
23550 - Machinist, Maintenance	21.30
23580 - Maintenance Trades Helper	15.85
23591 - Metrology Technician I	21.30
23592 - Metrology Technician II	22.42
23593 - Metrology Technician III	23.52
23640 - Millwright	21.30
23710 - Office Appliance Repairer	20.17
23760 - Painter, Maintenance	19.34
23790 - Pipefitter, Maintenance	20.34
23810 - Plumber, Maintenance	19.28
23820 - Pneudraulic Systems Mechanic	21.30
23850 - Rigger	21.30
23870 - Scale Mechanic	19.14
23890 - Sheet-Metal Worker, Maintenance	21.30
23910 - Small Engine Mechanic	19.14
23931 - Telecommunications Mechanic I	27.34
23932 - Telecommunications Mechanic II	30.54
23950 - Telephone Lineman	21.30
23960 - Welder, Combination, Maintenance	21.30
23965 - Well Driller	21.30
23970 - Woodcraft Worker	21.30
23980 - Woodworker	17.00
24000 - Personal Needs Occupations	
24550 - Case Manager	16.73
24570 - Child Care Attendant	9.32
24580 - Child Care Center Clerk	11.81
24610 - Chore Aide	12.06

24620 - Family Readiness And Support Services Coordinator	16.73
24630 - Homemaker	16.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.66
25040 - Sewage Plant Operator	21.87
25070 - Stationary Engineer	23.66
25190 - Ventilation Equipment Tender	17.20
25210 - Water Treatment Plant Operator	21.87
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.33
27007 - Baggage Inspector	12.63
27008 - Corrections Officer	21.42
27010 - Court Security Officer	22.42
27030 - Detection Dog Handler	15.16
27040 - Detention Officer	21.42
27070 - Firefighter	21.42
27101 - Guard I	12.63
27102 - Guard II	15.16
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 Facility Attendant	13.08
28515 - Recreation Specialist	17.47
28630 - Sports Official	14.15
28690 - Swimming Pool Operator	19.70
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.14
29020 - Hatch Tender	19.14
29030 - Line Handler	19.14
29041 - Stevedore I	18.07
29042 - Stevedore II	21.60
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.72
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.01
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.64
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	24.18
30052 - Cryogenic Technician II	26.71
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	21.84
30085 - Engineering Technician V	26.71
30086 - Engineering Technician VI	32.32
30090 - Environmental Technician	21.84
30095 - Evidence Control Specialist	21.84

30210 - Laboratory Technician	19.65
30221 - Latent Fingerprint Technician I	24.18
30222 - Latent Fingerprint Technician II	26.71
30240 - Mathematical Technician	23.96
30361 - Paralegal/Legal Assistant I	21.49
30362 - Paralegal/Legal Assistant II	26.65
30363 - Paralegal/Legal Assistant III	28.53
30364 - Paralegal/Legal Assistant IV	34.52
30375 - Petroleum Supply Specialist	26.71
30390 - Photo-Optics Technician	23.96
30395 - Radiation Control Technician	26.71
30461 - Technical Writer I	21.90
30462 - Technical Writer II	26.79
30463 - Technical Writer III	32.41
30491 - Unexploded Ordnance (UXO) Technician I	23.97
30492 - Unexploded Ordnance (UXO) Technician II	29.00
30493 - Unexploded Ordnance (UXO) Technician III	34.76
30494 - Unexploded (UXO) Safety Escort	23.97
30495 - Unexploded (UXO) Sweep Personnel	23.97
30501 - Weather Forecaster I	26.52
30502 - Weather Forecaster II	32.36
30620 - Weather Observer, Combined Upper Air Or	(see 2) 21.56
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 23.96
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.00
31020 - Bus Aide	12.41
31030 - Bus Driver	16.48
31043 - Driver Courier	14.33
31260 - Parking and Lot Attendant	12.41
31290 - Shuttle Bus Driver	15.31
31310 - Taxi Driver	12.54
31361 - Truckdriver, Light	15.31
31362 - Truckdriver, Medium	17.61
31363 - Truckdriver, Heavy	18.54
31364 - Truckdriver, Tractor-Trailer	18.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.14
99030 - Cashier	9.81
99050 - Desk Clerk	9.51
99095 - Embalmer	25.32
99130 - Flight Follower	23.97
99251 - Laboratory Animal Caretaker I	11.28
99252 - Laboratory Animal Caretaker II	12.06
99260 - Marketing Analyst	29.13
99310 - Mortician	25.32
99410 - Pest Controller	16.62
99510 - Photofinishing Worker	12.60
99710 - Recycling Laborer	16.80
99711 - Recycling Specialist	19.59
99730 - Refuse Collector	15.41
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	10.64
99830 - Survey Party Chief	26.74
99831 - Surveying Aide	15.13
99832 - Surveying Technician	18.77
99840 - Vending Machine Attendant	14.26
99841 - Vending Machine Repairer	17.15
99842 - Vending Machine Repairer Helper	14.26

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-5635 (Rev.-6) was first posted on www.wdol.gov on 08/08/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-5635
Director	Wage Determinations	Revision No.: 6
		Date Of Revision: 08/03/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California

Area: California County of San Diego

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.73
01012 - Accounting Clerk II		18.77
01013 - Accounting Clerk III		21.01
01020 - Administrative Assistant		28.33
01035 - Court Reporter		23.19
01041 - Customer Service Representative I		14.16
01042 - Customer Service Representative II		15.92
01043 - Customer Service Representative III		17.38
01051 - Data Entry Operator I		15.00
01052 - Data Entry Operator II		16.37
01060 - Dispatcher, Motor Vehicle		19.16
01070 - Document Preparation Clerk		17.13
01090 - Duplicating Machine Operator		17.13
01111 - General Clerk I		13.54
01112 - General Clerk II		15.34
01113 - General Clerk III		17.22
01120 - Housing Referral Assistant		20.69
01141 - Messenger Courier		14.48
01191 - Order Clerk I		16.34
01192 - Order Clerk II		17.84
01261 - Personnel Assistant (Employment) I		18.29
01262 - Personnel Assistant (Employment) II		20.67
01263 - Personnel Assistant (Employment) III		23.10
01270 - Production Control Clerk		24.21
01290 - Rental Clerk		16.09
01300 - Scheduler, Maintenance		17.28
01311 - Secretary I		17.28
01312 - Secretary II		18.56
01313 - Secretary III		20.69

01320 - Service Order Dispatcher	17.60
01410 - Supply Technician	28.33
01420 - Survey Worker	19.16
01460 - Switchboard Operator/Receptionist	15.13
01531 - Travel Clerk I	13.51
01532 - Travel Clerk II	14.76
01533 - Travel Clerk III	16.21
01611 - Word Processor I	16.07
01612 - Word Processor II	18.04
01613 - Word Processor III	20.18
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.28
05010 - Automotive Electrician	22.37
05040 - Automotive Glass Installer	21.55
05070 - Automotive Worker	21.55
05110 - Mobile Equipment Servicer	19.83
05130 - Motor Equipment Metal Mechanic	23.16
05160 - Motor Equipment Metal Worker	21.55
05190 - Motor Vehicle Mechanic	22.75
05220 - Motor Vehicle Mechanic Helper	18.60
05250 - Motor Vehicle Upholstery Worker	20.75
05280 - Motor Vehicle Wrecker	21.55
05310 - Painter, Automotive	22.79
05340 - Radiator Repair Specialist	21.55
05370 - Tire Repairer	15.52
05400 - Transmission Repair Specialist	23.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.40
07041 - Cook I	14.07
07042 - Cook II	16.00
07070 - Dishwasher	10.09
07130 - Food Service Worker	11.05
07210 - Meat Cutter	15.71
07260 - Waiter/Waitress	10.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.94
09040 - Furniture Handler	14.32
09080 - Furniture Refinisher	19.94
09090 - Furniture Refinisher Helper	16.57
09110 - Furniture Repairer, Minor	18.49
09130 - Upholsterer	19.94
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.96
11060 - Elevator Operator	12.96
11090 - Gardener	17.18
11122 - Housekeeping Aide	12.96
11150 - Janitor	12.96
11210 - Laborer, Grounds Maintenance	13.92
11240 - Maid or Houseman	11.42
11260 - Pruner	13.45
11270 - Tractor Operator	15.12
11330 - Trail Maintenance Worker	13.92
11360 - Window Cleaner	14.20
12000 - Health Occupations	
12010 - Ambulance Driver	18.34
12011 - Breath Alcohol Technician	22.19
12012 - Certified Occupational Therapist Assistant	31.23
12015 - Certified Physical Therapist Assistant	32.56
12020 - Dental Assistant	19.60
12025 - Dental Hygienist	44.04
12030 - EKG Technician	30.14

12035 - Electroneurodiagnostic Technologist	30.14
12040 - Emergency Medical Technician	18.34
12071 - Licensed Practical Nurse I	20.96
12072 - Licensed Practical Nurse II	23.46
12073 - Licensed Practical Nurse III	26.15
12100 - Medical Assistant	17.21
12130 - Medical Laboratory Technician	21.24
12160 - Medical Record Clerk	18.00
12190 - Medical Record Technician	20.01
12195 - Medical Transcriptionist	22.72
12210 - Nuclear Medicine Technologist	41.02
12221 - Nursing Assistant I	11.77
12222 - Nursing Assistant II	13.23
12223 - Nursing Assistant III	14.44
12224 - Nursing Assistant IV	16.20
12235 - Optical Dispenser	21.24
12236 - Optical Technician	18.18
12250 - Pharmacy Technician	17.41
12280 - Phlebotomist	17.35
12305 - Radiologic Technologist	34.30
12311 - Registered Nurse I	29.75
12312 - Registered Nurse II	35.92
12313 - Registered Nurse II, Specialist	35.92
12314 - Registered Nurse III	42.67
12315 - Registered Nurse III, Anesthetist	42.67
12316 - Registered Nurse IV	51.14
12317 - Scheduler (Drug and Alcohol Testing)	27.01
12320 - Substance Abuse Treatment Counselor	18.62
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.91
13012 - Exhibits Specialist II	25.91
13013 - Exhibits Specialist III	31.68
13041 - Illustrator I	21.12
13042 - Illustrator II	26.16
13043 - Illustrator III	32.00
13047 - Librarian	32.43
13050 - Library Aide/Clerk	14.76
13054 - Library Information Technology Systems Administrator	29.27
13058 - Library Technician	20.85
13061 - Media Specialist I	21.12
13062 - Media Specialist II	23.64
13063 - Media Specialist III	26.35
13071 - Photographer I	16.33
13072 - Photographer II	18.44
13073 - Photographer III	22.63
13074 - Photographer IV	27.68
13075 - Photographer V	33.49
13090 - Technical Order Library Clerk	18.54
13110 - Video Teleconference Technician	17.71
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.02
14042 - Computer Operator II	19.04
14043 - Computer Operator III	21.22
14044 - Computer Operator IV	23.58
14045 - Computer Operator V	26.11
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 Operator		17.02
14160 - Personal Computer Support Technician		23.58
14170 - System Support Specialist		33.91
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.57
15020 - Aircrew Training Devices Instructor (Rated)		36.98
15030 - Air Crew Training Devices Instructor (Pilot)		44.32
15050 - Computer Based Training Specialist / Instructor		30.57
15060 - Educational Technologist		34.95
15070 - Flight Instructor (Pilot)		44.32
15080 - Graphic Artist		23.93
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		44.32
15086 - Maintenance Test Pilot, Rotary Wing		44.32
15088 - Non-Maintenance Test/Co-Pilot		44.32
15090 - Technical Instructor		27.52
15095 - Technical Instructor/Course Developer		33.68
15110 - Test Proctor		22.23
15120 - Tutor		22.23
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.99
16030 - Counter Attendant		10.99
16040 - Dry Cleaner		13.51
16070 - Finisher, Flatwork, Machine		10.99
16090 - Presser, Hand		10.99
16110 - Presser, Machine, Drycleaning		10.99
16130 - Presser, Machine, Shirts		10.99
16160 - Presser, Machine, Wearing Apparel, Laundry		10.99
16190 - Sewing Machine Operator		14.38
16220 - Tailor		15.21
16250 - Washer, Machine		11.78
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.93
19040 - Tool And Die Maker		25.80
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.88
21030 - Material Coordinator		24.21
21040 - Material Expediter		24.21
21050 - Material Handling Laborer		13.07
21071 - Order Filler		15.33
21080 - Production Line Worker (Food Processing)		18.88
21110 - Shipping Packer		15.63
21130 - Shipping/Receiving Clerk		15.63
21140 - Store Worker I		13.30
21150 - Stock Clerk		17.47
21210 - Tools And Parts Attendant		18.88
21410 - Warehouse Specialist		18.88
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		31.08
23019 - Aircraft Logs and Records Technician		25.05
23021 - Aircraft Mechanic I		29.93
23022 - Aircraft Mechanic II		31.08
23023 - Aircraft Mechanic III		32.18
23040 - Aircraft Mechanic Helper		21.85
23050 - Aircraft, Painter		27.18
23060 - Aircraft Servicer		25.05
23070 - Aircraft Survival Flight Equipment Technician		27.18
23080 - Aircraft Worker		26.48
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		26.48
I		

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.93
23110 - Appliance Mechanic	22.73
23120 - Bicycle Repairer	17.07
23125 - Cable Splicer	31.58
23130 - Carpenter, Maintenance	23.75
23140 - Carpet Layer	18.15
23160 - Electrician, Maintenance	27.92
23181 - Electronics Technician Maintenance I	26.81
23182 - Electronics Technician Maintenance II	28.45
23183 - Electronics Technician Maintenance III	30.07
23260 - Fabric Worker	24.32
23290 - Fire Alarm System Mechanic	23.50
23310 - Fire Extinguisher Repairer	22.78
23311 - Fuel Distribution System Mechanic	33.48
23312 - Fuel Distribution System Operator	25.84
23370 - General Maintenance Worker	19.20
23380 - Ground Support Equipment Mechanic	29.93
23381 - Ground Support Equipment Servicer	25.05
23382 - Ground Support Equipment Worker	26.48
23391 - Gunsmith I	22.78
23392 - Gunsmith II	25.90
23393 - Gunsmith III	29.05
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.57
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.63
23430 - Heavy Equipment Mechanic	28.70
23440 - Heavy Equipment Operator	29.77
23460 - Instrument Mechanic	28.24
23465 - Laboratory/Shelter Mechanic	27.49
23470 - Laborer	12.27
23510 - Locksmith	23.06
23530 - Machinery Maintenance Mechanic	27.13
23550 - Machinist, Maintenance	22.95
23580 - Maintenance Trades Helper	16.57
23591 - Metrology Technician I	28.24
23592 - Metrology Technician II	29.32
23593 - Metrology Technician III	30.36
23640 - Millwright	30.05
23710 - Office Appliance Repairer	21.74
23760 - Painter, Maintenance	21.93
23790 - Pipefitter, Maintenance	26.19
23810 - Plumber, Maintenance	24.77
23820 - Pneudraulic Systems Mechanic	29.05
23850 - Rigger	25.38
23870 - Scale Mechanic	25.44
23890 - Sheet-Metal Worker, Maintenance	27.63
23910 - Small Engine Mechanic	21.12
23931 - Telecommunications Mechanic I	28.77
23932 - Telecommunications Mechanic II	29.86
23950 - Telephone Lineman	31.59
23960 - Welder, Combination, Maintenance	23.95
23965 - Well Driller	28.10
23970 - Woodcraft Worker	29.05
23980 - Woodworker	22.51
24000 - Personal Needs Occupations	
24550 - Case Manager	17.12
24570 - Child Care Attendant	12.23
24580 - Child Care Center Clerk	19.94
24610 - Chore Aide	11.06

24620 - Family Readiness And Support Services Coordinator	17.12
24630 - Homemaker	20.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.69
25040 - Sewage Plant Operator	30.37
25070 - Stationary Engineer	32.69
25190 - Ventilation Equipment Tender	23.86
25210 - Water Treatment Plant Operator	30.37
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.39
27007 - Baggage Inspector	13.86
27008 - Corrections Officer	33.83
27010 - Court Security Officer	31.56
27030 - Detection Dog Handler	23.51
27040 - Detention Officer	33.83
27070 - Firefighter	29.28
27101 - Guard I	13.86
27102 - Guard II	23.51
27131 - Police Officer I	35.47
27132 - Police Officer II	39.41
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.20
28042 - Carnival Equipment Repairer	16.19
28043 - Carnival Worker	10.89
28210 - Gate Attendant/Gate Tender	15.62
28310 - Lifeguard	14.88
28350 - Park Attendant (Aide)	17.38
28510 - Recreation Aide/Health Facility Attendant	12.67
28515 - Recreation Specialist	21.52
28630 - Sports Official	13.84
28690 - Swimming Pool Operator	17.11
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.99
29020 - Hatch Tender	28.99
29030 - Line Handler	28.99
29041 - Stevedore I	27.21
29042 - Stevedore II	30.76
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.40
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.55
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.45
30021 - Archeological Technician I	20.59
30022 - Archeological Technician II	22.84
30023 - Archeological Technician III	28.30
30030 - Cartographic Technician	28.30
30040 - Civil Engineering Technician	28.48
30051 - Cryogenic Technician I	28.51
30052 - Cryogenic Technician II	31.49
30061 - Drafter/CAD Operator I	20.42
30062 - Drafter/CAD Operator II	22.84
30063 - Drafter/CAD Operator III	25.47
30064 - Drafter/CAD Operator IV	31.34
30081 - Engineering Technician I	18.88
30082 - Engineering Technician II	21.19
30083 - Engineering Technician III	23.70
30084 - Engineering Technician IV	29.36
30085 - Engineering Technician V	35.91
30086 - Engineering Technician VI	43.45
30090 - Environmental Technician	22.65
30095 - Evidence Control Specialist	25.73

30210 - Laboratory Technician	23.32
30221 - Latent Fingerprint Technician I	28.53
30222 - Latent Fingerprint Technician II	31.52
30240 - Mathematical Technician	27.79
30361 - Paralegal/Legal Assistant I	21.71
30362 - Paralegal/Legal Assistant II	26.91
30363 - Paralegal/Legal Assistant III	32.91
30364 - Paralegal/Legal Assistant IV	39.82
30375 - Petroleum Supply Specialist	31.49
30390 - Photo-Optics Technician	28.30
30395 - Radiation Control Technician	31.49
30461 - Technical Writer I	26.28
30462 - Technical Writer II	32.16
30463 - Technical Writer III	38.90
30491 - Unexploded Ordnance (UXO) Technician I	26.32
30492 - Unexploded Ordnance (UXO) Technician II	31.84
30493 - Unexploded Ordnance (UXO) Technician III	38.16
30494 - Unexploded (UXO) Safety Escort	26.32
30495 - Unexploded (UXO) Sweep Personnel	26.32
30501 - Weather Forecaster I	28.51
30502 - Weather Forecaster II	34.67
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 25.47
30621 - Weather Observer, Senior	(see 2) 28.30
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.84
31020 - Bus Aide	14.37
31030 - Bus Driver	17.56
31043 - Driver Courier	13.59
31260 - Parking and Lot Attendant	11.08
31290 - Shuttle Bus Driver	14.66
31310 - Taxi Driver	12.33
31361 - Truckdriver, Light	14.66
31362 - Truckdriver, Medium	18.11
31363 - Truckdriver, Heavy	20.85
31364 - Truckdriver, Tractor-Trailer	20.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.52
99030 - Cashier	12.02
99050 - Desk Clerk	12.64
99095 - Embalmer	23.74
99130 - Flight Follower	26.32
99251 - Laboratory Animal Caretaker I	15.26
99252 - Laboratory Animal Caretaker II	16.01
99260 - Marketing Analyst	30.03
99310 - Mortician	24.43
99410 - Pest Controller	15.69
99510 - Photofinishing Worker	18.19
99710 - Recycling Laborer	21.82
99711 - Recycling Specialist	26.51
99730 - Refuse Collector	20.88
99810 - Sales Clerk	13.18
99820 - School Crossing Guard	13.85
99830 - Survey Party Chief	30.43
99831 - Surveying Aide	19.88
99832 - Surveying Technician	27.67
99840 - Vending Machine Attendant	14.19
99841 - Vending Machine Repairer	16.89
99842 - Vending Machine Repairer Helper	14.09

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-5637 (Rev.-6) was first posted on www.wdol.gov on 08/08/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-5637
Director	Wage Determinations	Revision No.: 6
		Date Of Revision: 08/03/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California

Area: California Counties of San Francisco, San Mateo

OCCUPATION NOTE:

Janitor: The rate listed on this WD for the "Janitor" occupation applies only to San Mateo county. Please refer to WD 1974-1257 to obtain the wage rate and fringe benefits applicable to the "Janitor" occupation in San Francisco County.

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.40
01012 - Accounting Clerk II		22.90
01013 - Accounting Clerk III		25.62
01020 - Administrative Assistant		35.05
01035 - Court Reporter		33.79
01041 - Customer Service Representative I		18.22
01042 - Customer Service Representative II		20.50
01043 - Customer Service Representative III		22.37
01051 - Data Entry Operator I		16.07
01052 - Data Entry Operator II		17.54
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		15.74
01090 - Duplicating Machine Operator		15.74
01111 - General Clerk I		16.48
01112 - General Clerk II		17.99
01113 - General Clerk III		20.19
01120 - Housing Referral Assistant		28.83
01141 - Messenger Courier		17.18
01191 - Order Clerk I		19.22
01192 - Order Clerk II		20.98
01261 - Personnel Assistant (Employment) I		20.57

01262 - Personnel Assistant (Employment) II	23.02
01263 - Personnel Assistant (Employment) III	25.66
01270 - Production Control Clerk	28.05
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	35.05
01420 - Survey Worker	25.80
01460 - Switchboard Operator/Receptionist	17.22
01531 - Travel Clerk I	15.41
01532 - Travel Clerk II	17.34
01533 - Travel Clerk III	19.53
01611 - Word Processor I	21.47
01612 - Word Processor II	24.09
01613 - Word Processor III	26.96
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	28.01
05010 - Automotive Electrician	24.75
05040 - Automotive Glass Installer	22.15
05070 - Automotive Worker	24.75
05110 - Mobile Equipment Servicer	21.54
05130 - Motor Equipment Metal Mechanic	25.85
05160 - Motor Equipment Metal Worker	23.66
05190 - Motor Vehicle Mechanic	25.64
05220 - Motor Vehicle Mechanic Helper	20.21
05250 - Motor Vehicle Upholstery Worker	22.61
05280 - Motor Vehicle Wrecker	23.66
05310 - Painter, Automotive	24.75
05340 - Radiator Repair Specialist	23.66
05370 - Tire Repairer	17.44
05400 - Transmission Repair Specialist	25.85
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.24
07041 - Cook I	17.11
07042 - Cook II	20.06
07070 - Dishwasher	12.45
07130 - Food Service Worker	13.16
07210 - Meat Cutter	19.15
07260 - Waiter/Waitress	14.23
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.47
09040 - Furniture Handler	16.69
09080 - Furniture Refinisher	24.00
09090 - Furniture Refinisher Helper	19.60
09110 - Furniture Repairer, Minor	21.31
09130 - Upholsterer	21.82
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.97
11060 - Elevator Operator	14.89
11090 - Gardener	23.78
11122 - Housekeeping Aide	14.89
11150 - Janitor	14.89
11210 - Laborer, Grounds Maintenance	18.29
11240 - Maid or Houseman	17.04
11260 - Pruner	17.19
11270 - Tractor Operator	21.58
11330 - Trail Maintenance Worker	18.29
11360 - Window Cleaner	16.07

(see 1)

12000 - Health Occupations	
12010 - Ambulance Driver	23.48
12011 - Breath Alcohol Technician	27.11
12012 - Certified Occupational Therapist Assistant	34.32
12015 - Certified Physical Therapist Assistant	34.97
12020 - Dental Assistant	22.50
12025 - Dental Hygienist	54.22
12030 - EKG Technician	36.73
12035 - Electroneurodiagnostic Technologist	36.73
12040 - Emergency Medical Technician	23.48
12071 - Licensed Practical Nurse I	24.22
12072 - Licensed Practical Nurse II	27.11
12073 - Licensed Practical Nurse III	30.22
12100 - Medical Assistant	21.15
12130 - Medical Laboratory Technician	28.01
12160 - Medical Record Clerk	23.26
12190 - Medical Record Technician	26.02
12195 - Medical Transcriptionist	27.36
12210 - Nuclear Medicine Technologist	60.74
12221 - Nursing Assistant I	14.89
12222 - Nursing Assistant II	16.75
12223 - Nursing Assistant III	18.28
12224 - Nursing Assistant IV	20.52
12235 - Optical Dispenser	25.61
12236 - Optical Technician	24.22
12250 - Pharmacy Technician	24.22
12280 - Phlebotomist	21.53
12305 - Radiologic Technologist	46.86
12311 - Registered Nurse I	43.85
12312 - Registered Nurse II	53.66
12313 - Registered Nurse II, Specialist	53.66
12314 - Registered Nurse III	64.90
12315 - Registered Nurse III, Anesthetist	64.90
12316 - Registered Nurse IV	77.80
12317 - Scheduler (Drug and Alcohol Testing)	34.02
12320 - Substance Abuse Treatment Counselor	21.66
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.67
13012 - Exhibits Specialist II	31.80
13013 - Exhibits Specialist III	38.86
13041 - Illustrator I	29.12
13042 - Illustrator II	36.07
13043 - Illustrator III	44.12
13047 - Librarian	39.95
13050 - Library Aide/Clerk	21.18
13054 - Library Information Technology Systems Administrator	36.10
13058 - Library Technician	27.40
13061 - Media Specialist I	26.03
13062 - Media Specialist II	29.12
13063 - Media Specialist III	32.46
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 Clerk	21.34
13110 - Video Teleconference Technician	25.63
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.80
14042 - Computer Operator II	22.18

14043 - Computer Operator III	24.69
14044 - Computer Operator IV	27.43
14045 - Computer Operator V	30.39
14071 - Computer Programmer I	(see 2)
14072 - Computer Programmer II	(see 2)
14073 - Computer Programmer III	(see 2)
14074 - Computer Programmer IV	(see 2)
14101 - Computer Systems Analyst I	(see 2)
14102 - Computer Systems Analyst II	(see 2)
14103 - Computer Systems Analyst III	(see 2)
14150 - Peripheral Equipment Operator	19.80
14160 - Personal Computer Support Technician	27.43
14170 - System Support Specialist	40.89
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	38.05
15020 - Aircrew Training Devices Instructor (Rated)	46.04
15030 - Air Crew Training Devices Instructor (Pilot)	55.20
15050 - Computer Based Training Specialist / Instructor	38.05
15060 - Educational Technologist	34.36
15070 - Flight Instructor (Pilot)	55.20
15080 - Graphic Artist	35.46
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	55.20
15086 - Maintenance Test Pilot, Rotary Wing	55.20
15088 - Non-Maintenance Test/Co-Pilot	55.20
15090 - Technical Instructor	31.92
15095 - Technical Instructor/Course Developer	39.04
15110 - Test Proctor	25.77
15120 - Tutor	25.77
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	14.26
16030 - Counter Attendant	14.26
16040 - Dry Cleaner	17.50
16070 - Finisher, Flatwork, Machine	14.26
16090 - Presser, Hand	14.26
16110 - Presser, Machine, Drycleaning	14.26
16130 - Presser, Machine, Shirts	14.26
16160 - Presser, Machine, Wearing Apparel, Laundry	14.26
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer, Machine	15.98
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.63
19040 - Tool And Die Maker	32.59
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.56
21030 - Material Coordinator	28.05
21040 - Material Expediter	28.05
21050 - Material Handling Laborer	16.69
21071 - Order Filler	15.60
21080 - Production Line Worker (Food Processing)	19.56
21110 - Shipping Packer	18.55
21130 - Shipping/Receiving Clerk	18.55
21140 - Store Worker I	15.49
21150 - Stock Clerk	21.32
21210 - Tools And Parts Attendant	19.56
21410 - Warehouse Specialist	19.56
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.92
23019 - Aircraft Logs and Records Technician	29.71
23021 - Aircraft Mechanic I	35.11
23022 - Aircraft Mechanic II	36.92

23023 - Aircraft Mechanic III	38.48
23040 - Aircraft Mechanic Helper	25.65
23050 - Aircraft, Painter	31.21
23060 - Aircraft Servicer	29.71
23070 - Aircraft Survival Flight Equipment Technician	31.21
23080 - Aircraft Worker	31.53
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	31.53
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.11
23110 - Appliance Mechanic	22.85
23120 - Bicycle Repairer	22.47
23125 - Cable Splicer	32.68
23130 - Carpenter, Maintenance	31.52
23140 - Carpet Layer	29.05
23160 - Electrician, Maintenance	49.53
23181 - Electronics Technician Maintenance I	30.54
23182 - Electronics Technician Maintenance II	32.27
23183 - Electronics Technician Maintenance III	34.02
23260 - Fabric Worker	26.60
23290 - Fire Alarm System Mechanic	26.76
23310 - Fire Extinguisher Repairer	25.84
23311 - Fuel Distribution System Mechanic	32.68
23312 - Fuel Distribution System Operator	25.84
23370 - General Maintenance Worker	26.76
23380 - Ground Support Equipment Mechanic	35.11
23381 - Ground Support Equipment Servicer	29.71
23382 - Ground Support Equipment Worker	31.53
23391 - Gunsmith I	25.84
23392 - Gunsmith II	29.34
23393 - Gunsmith III	32.68
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.47
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.98
23430 - Heavy Equipment Mechanic	35.90
23440 - Heavy Equipment Operator	38.41
23460 - Instrument Mechanic	34.64
23465 - Laboratory/Shelter Mechanic	31.00
23470 - Laborer	16.00
23510 - Locksmith	26.95
23530 - Machinery Maintenance Mechanic	37.64
23550 - Machinist, Maintenance	29.58
23580 - Maintenance Trades Helper	16.99
23591 - Metrology Technician I	34.64
23592 - Metrology Technician II	36.41
23593 - Metrology Technician III	37.95
23640 - Millwright	32.68
23710 - Office Appliance Repairer	23.08
23760 - Painter, Maintenance	30.54
23790 - Pipefitter, Maintenance	34.82
23810 - Plumber, Maintenance	34.44
23820 - Pneudraulic Systems Mechanic	32.68
23850 - Rigger	30.61
23870 - Scale Mechanic	29.34
23890 - Sheet-Metal Worker, Maintenance	36.39
23910 - Small Engine Mechanic	21.21
23931 - Telecommunications Mechanic I	32.99
23932 - Telecommunications Mechanic II	34.68
23950 - Telephone Lineman	32.39
23960 - Welder, Combination, Maintenance	29.77

23965 - Well Driller	32.68
23970 - Woodcraft Worker	32.68
23980 - Woodworker	25.84
24000 - Personal Needs Occupations	
24550 - Case Manager	19.78
24570 - Child Care Attendant	14.93
24580 - Child Care Center Clerk	18.99
24610 - Chore Aide	12.21
24620 - Family Readiness And Support Services Coordinator	19.78
24630 - Homemaker	19.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	45.41
25040 - Sewage Plant Operator	36.07
25070 - Stationary Engineer	45.41
25190 - Ventilation Equipment Tender	33.19
25210 - Water Treatment Plant Operator	36.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	31.63
27007 - Baggage Inspector	15.72
27008 - Corrections Officer	44.09
27010 - Court Security Officer	44.09
27030 - Detection Dog Handler	25.35
27040 - Detention Officer	44.09
27070 - Firefighter	44.09
27101 - Guard I	15.72
27102 - Guard II	25.35
27131 - Police Officer I	47.41
27132 - Police Officer II	52.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.63
28042 - Carnival Equipment Repairer	17.99
28043 - Carnival Worker	12.46
28210 - Gate Attendant/Gate Tender	20.58
28310 - Lifeguard	14.56
28350 - Park Attendant (Aide)	23.03
28510 - Recreation Aide/Health Facility Attendant	16.80
28515 - Recreation Specialist	27.97
28630 - Sports Official	18.34
28690 - Swimming Pool Operator	22.07
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	35.21
29020 - Hatch Tender	35.21
29030 - Line Handler	35.21
29041 - Stevedore I	33.18
29042 - Stevedore II	37.21
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 3)	45.06
30011 - Air Traffic Control Specialist, Station (HFO) (see 3)	31.07
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 3)	34.22
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	34.84
30051 - Cryogenic Technician I	30.52
30052 - Cryogenic Technician II	33.70
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	21.22
30083 - Engineering Technician III	23.73
30084 - Engineering Technician IV	29.40
30085 - Engineering Technician V	35.98
30086 - Engineering Technician VI	43.51
30090 - Environmental Technician	31.23
30095 - Evidence Control Specialist	27.56
30210 - Laboratory Technician	25.55
30221 - Latent Fingerprint Technician I	39.40
30222 - Latent Fingerprint Technician II	38.21
30240 - Mathematical Technician	35.89
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	33.70
30390 - Photo-Optics Technician	35.89
30395 - Radiation Control Technician	33.70
30461 - Technical Writer I	27.05
30462 - Technical Writer II	33.09
30463 - Technical Writer III	40.04
30491 - Unexploded Ordnance (UXO) Technician I	28.63
30492 - Unexploded Ordnance (UXO) Technician II	34.64
30493 - Unexploded Ordnance (UXO) Technician III	41.53
30494 - Unexploded (UXO) Safety Escort	28.63
30495 - Unexploded (UXO) Sweep Personnel	28.63
30501 - Weather Forecaster I	35.81
30502 - Weather Forecaster II	43.55
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3) 30.99
30621 - Weather Observer, Senior	(see 3) 32.89
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.64
31020 - Bus Aide	16.10
31030 - Bus Driver	22.38
31043 - Driver Courier	17.77
31260 - Parking and Lot Attendant	13.79
31290 - Shuttle Bus Driver	19.22
31310 - Taxi Driver	15.44
31361 - Truckdriver, Light	19.22
31362 - Truckdriver, Medium	20.64
31363 - Truckdriver, Heavy	23.41
31364 - Truckdriver, Tractor-Trailer	23.41
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.89
99030 - Cashier	13.32
99050 - Desk Clerk	17.28
99095 - Embalmer	29.47
99130 - Flight Follower	28.63
99251 - Laboratory Animal Caretaker I	15.71
99252 - Laboratory Animal Caretaker II	17.00
99260 - Marketing Analyst	40.21
99310 - Mortician	29.47
99410 - Pest Controller	24.35
99510 - Photofinishing Worker	17.70
99710 - Recycling Laborer	26.99
99711 - Recycling Specialist	31.53
99730 - Refuse Collector	24.29
99810 - Sales Clerk	15.51
99820 - School Crossing Guard	16.63

99830 - Survey Party Chief	54.14
99831 - Surveying Aide	31.30
99832 - Surveying Technician	36.92
99840 - Vending Machine Attendant	15.59
99841 - Vending Machine Repairer	18.24
99842 - Vending Machine Repairer Helper	15.59

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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) JANITOR: The rate listed on this WD for the "Janitor" occupation applies only to Marin and San Mateo counties. Please refer to WD 1974-1257 to obtain the wage rate and fringe benefits applicable to the "Janitor" occupation in San Francisco County.

2) 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).

3) 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)).

WD 15-5641 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-5641
Director	Wage Determinations	Revision No.: 4
		Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California

Area: California County of Santa Clara

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.43
01012 - Accounting Clerk II		20.69
01013 - Accounting Clerk III		23.15
01020 - Administrative Assistant		34.49
01035 - Court Reporter		26.02
01041 - Customer Service Representative I		17.57
01042 - Customer Service Representative II		19.76
01043 - Customer Service Representative III		21.57
01051 - Data Entry Operator I		15.38
01052 - Data Entry Operator II		16.78
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		17.87
01090 - Duplicating Machine Operator		17.87
01111 - General Clerk I		15.87
01112 - General Clerk II		17.31
01113 - General Clerk III		19.37
01120 - Housing Referral Assistant		28.83
01141 - Messenger Courier		17.33
01191 - Order Clerk I		18.68
01192 - Order Clerk II		20.38
01261 - Personnel Assistant (Employment) I		19.80
01262 - Personnel Assistant (Employment) II		22.18
01263 - Personnel Assistant (Employment) III		24.69
01270 - Production Control Clerk		32.31
01290 - Rental Clerk		17.70
01300 - Scheduler, Maintenance		23.12
01311 - Secretary I		23.12
01312 - Secretary II		25.86
01313 - Secretary III		28.83

01320 - Service Order Dispatcher	23.54
01410 - Supply Technician	34.49
01420 - Survey Worker	23.16
01460 - Switchboard Operator/Receptionist	17.21
01531 - Travel Clerk I	15.41
01532 - Travel Clerk II	17.34
01533 - Travel Clerk III	19.53
01611 - Word Processor I	20.77
01612 - Word Processor II	23.32
01613 - Word Processor III	26.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.25
05010 - Automotive Electrician	23.65
05040 - Automotive Glass Installer	22.43
05070 - Automotive Worker	22.43
05110 - Mobile Equipment Servicer	19.92
05130 - Motor Equipment Metal Mechanic	24.87
05160 - Motor Equipment Metal Worker	22.43
05190 - Motor Vehicle Mechanic	24.87
05220 - Motor Vehicle Mechanic Helper	18.59
05250 - Motor Vehicle Upholstery Worker	21.21
05280 - Motor Vehicle Wrecker	22.43
05310 - Painter, Automotive	23.65
05340 - Radiator Repair Specialist	22.43
05370 - Tire Repairer	15.93
05400 - Transmission Repair Specialist	24.87
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.58
07041 - Cook I	16.43
07042 - Cook II	18.65
07070 - Dishwasher	11.27
07130 - Food Service Worker	12.21
07210 - Meat Cutter	19.49
07260 - Waiter/Waitress	11.72
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.21
09040 - Furniture Handler	14.58
09080 - Furniture Refinisher	20.21
09090 - Furniture Refinisher Helper	16.64
09110 - Furniture Repairer, Minor	18.45
09130 - Upholsterer	20.21
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.92
11060 - Elevator Operator	14.10
11090 - Gardener	21.60
11122 - Housekeeping Aide	14.10
11150 - Janitor	14.10
11210 - Laborer, Grounds Maintenance	17.52
11240 - Maid or Houseman	13.62
11260 - Pruner	15.75
11270 - Tractor Operator	20.48
11330 - Trail Maintenance Worker	17.52
11360 - Window Cleaner	15.68
12000 - Health Occupations	
12010 - Ambulance Driver	23.48
12011 - Breath Alcohol Technician	23.48
12012 - Certified Occupational Therapist Assistant	30.35
12015 - Certified Physical Therapist Assistant	30.81
12020 - Dental Assistant	24.18
12025 - Dental Hygienist	43.44
12030 - EKG Technician	33.99

12035 - Electroneurodiagnostic Technologist	33.99
12040 - Emergency Medical Technician	23.48
12071 - Licensed Practical Nurse I	23.14
12072 - Licensed Practical Nurse II	25.96
12073 - Licensed Practical Nurse III	29.04
12100 - Medical Assistant	20.98
12130 - Medical Laboratory Technician	25.89
12160 - Medical Record Clerk	24.30
12190 - Medical Record Technician	27.19
12195 - Medical Transcriptionist	24.87
12210 - Nuclear Medicine Technologist	51.99
12221 - Nursing Assistant I	13.66
12222 - Nursing Assistant II	15.35
12223 - Nursing Assistant III	16.75
12224 - Nursing Assistant IV	18.81
12235 - Optical Dispenser	22.65
12236 - Optical Technician	22.04
12250 - Pharmacy Technician	21.37
12280 - Phlebotomist	18.84
12305 - Radiologic Technologist	40.07
12311 - Registered Nurse I	38.63
12312 - Registered Nurse II	47.23
12313 - Registered Nurse II, Specialist	47.23
12314 - Registered Nurse III	57.12
12315 - Registered Nurse III, Anesthetist	57.12
12316 - Registered Nurse IV	68.53
12317 - Scheduler (Drug and Alcohol Testing)	34.02
12320 - Substance Abuse Treatment Counselor	17.95
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.87
13012 - Exhibits Specialist II	28.33
13013 - Exhibits Specialist III	34.65
13041 - Illustrator I	29.21
13042 - Illustrator II	36.18
13043 - Illustrator III	44.25
13047 - Librarian	40.08
13050 - Library Aide/Clerk	21.18
13054 - Library Information Technology Systems Administrator	36.18
13058 - Library Technician	26.04
13061 - Media Specialist I	26.11
13062 - Media Specialist II	29.21
13063 - Media Specialist III	32.57
13071 - Photographer I	19.48
13072 - Photographer II	21.80
13073 - Photographer III	27.00
13074 - Photographer IV	33.02
13075 - Photographer V	38.43
13090 - Technical Order Library Clerk	24.08
13110 - Video Teleconference Technician	22.90
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.80
14042 - Computer Operator II	22.18
14043 - Computer Operator III	24.69
14044 - Computer Operator IV	27.43
14045 - Computer Operator V	30.39
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 Operator		19.80
14160 - Personal Computer Support Technician		27.43
14170 - System Support Specialist		42.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		38.13
15020 - Aircrew Training Devices Instructor (Rated)		46.13
15030 - Air Crew Training Devices Instructor (Pilot)		55.31
15050 - Computer Based Training Specialist / Instructor		38.13
15060 - Educational Technologist		35.20
15070 - Flight Instructor (Pilot)		55.31
15080 - Graphic Artist		32.27
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		55.31
15086 - Maintenance Test Pilot, Rotary Wing		55.31
15088 - Non-Maintenance Test/Co-Pilot		55.31
15090 - Technical Instructor		29.69
15095 - Technical Instructor/Course Developer		36.31
15110 - Test Proctor		24.42
15120 - Tutor		24.42
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		13.62
16030 - Counter Attendant		13.62
16040 - Dry Cleaner		16.26
16070 - Finisher, Flatwork, Machine		13.62
16090 - Presser, Hand		13.62
16110 - Presser, Machine, Drycleaning		13.62
16130 - Presser, Machine, Shirts		13.62
16160 - Presser, Machine, Wearing Apparel, Laundry		12.96
16190 - Sewing Machine Operator		16.94
16220 - Tailor		17.62
16250 - Washer, Machine		14.53
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.66
19040 - Tool And Die Maker		28.26
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.42
21030 - Material Coordinator		31.54
21040 - Material Expediter		31.54
21050 - Material Handling Laborer		15.36
21071 - Order Filler		15.60
21080 - Production Line Worker (Food Processing)		19.42
21110 - Shipping Packer		17.13
21130 - Shipping/Receiving Clerk		17.13
21140 - Store Worker I		15.69
21150 - Stock Clerk		20.52
21210 - Tools And Parts Attendant		19.42
21410 - Warehouse Specialist		19.42
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		34.63
23019 - Aircraft Logs and Records Technician		27.85
23021 - Aircraft Mechanic I		32.95
23022 - Aircraft Mechanic II		34.63
23023 - Aircraft Mechanic III		36.09
23040 - Aircraft Mechanic Helper		24.54
23050 - Aircraft, Painter		32.05
23060 - Aircraft Servicer		27.85
23070 - Aircraft Survival Flight Equipment Technician		32.05
23080 - Aircraft Worker		29.67
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		29.67

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23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.95
23110 - Appliance Mechanic	25.82
23120 - Bicycle Repairer	18.68
23125 - Cable Splicer	31.07
23130 - Carpenter, Maintenance	28.70
23140 - Carpet Layer	26.12
23160 - Electrician, Maintenance	36.66
23181 - Electronics Technician Maintenance I	25.55
23182 - Electronics Technician Maintenance II	26.94
23183 - Electronics Technician Maintenance III	29.21
23260 - Fabric Worker	25.73
23290 - Fire Alarm System Mechanic	27.03
23310 - Fire Extinguisher Repairer	24.89
23311 - Fuel Distribution System Mechanic	30.70
23312 - Fuel Distribution System Operator	24.60
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	32.95
23381 - Ground Support Equipment Servicer	27.85
23382 - Ground Support Equipment Worker	29.67
23391 - Gunsmith I	24.89
23392 - Gunsmith II	28.02
23393 - Gunsmith III	31.07
23410 - Heating, Ventilation And Air-Conditioning Mechanic	34.38
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	36.15
23430 - Heavy Equipment Mechanic	29.83
23440 - Heavy Equipment Operator	35.23
23460 - Instrument Mechanic	29.32
23465 - Laboratory/Shelter Mechanic	29.55
23470 - Laborer	14.75
23510 - Locksmith	25.62
23530 - Machinery Maintenance Mechanic	30.08
23550 - Machinist, Maintenance	27.28
23580 - Maintenance Trades Helper	18.99
23591 - Metrology Technician I	29.32
23592 - Metrology Technician II	30.76
23593 - Metrology Technician III	32.04
23640 - Millwright	31.07
23710 - Office Appliance Repairer	22.89
23760 - Painter, Maintenance	26.80
23790 - Pipefitter, Maintenance	32.29
23810 - Plumber, Maintenance	30.80
23820 - Pneudraulic Systems Mechanic	31.07
23850 - Rigger	31.07
23870 - Scale Mechanic	28.02
23890 - Sheet-Metal Worker, Maintenance	32.65
23910 - Small Engine Mechanic	20.58
23931 - Telecommunications Mechanic I	29.47
23932 - Telecommunications Mechanic II	30.91
23950 - Telephone Lineman	32.99
23960 - Welder, Combination, Maintenance	23.20
23965 - Well Driller	31.89
23970 - Woodcraft Worker	31.07
23980 - Woodworker	24.89
24000 - Personal Needs Occupations	
24550 - Case Manager	20.52
24570 - Child Care Attendant	14.16
24580 - Child Care Center Clerk	17.66
24610 - Chore Aide	11.92

24620 - Family Readiness And Support Services Coordinator	20.52
24630 - Homemaker	20.52
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.18
25040 - Sewage Plant Operator	33.62
25070 - Stationary Engineer	38.18
25190 - Ventilation Equipment Tender	27.90
25210 - Water Treatment Plant Operator	33.62
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.13
27007 - Baggage Inspector	15.05
27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.43
27030 - Detection Dog Handler	17.06
27040 - Detention Officer	38.39
27070 - Firefighter	37.66
27101 - Guard I	15.05
27102 - Guard II	17.06
27131 - Police Officer I	51.46
27132 - Police Officer II	57.12
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.08
28042 - Carnival Equipment Repairer	15.09
28043 - Carnival Worker	11.01
28210 - Gate Attendant/Gate Tender	19.84
28310 - Lifeguard	11.81
28350 - Park Attendant (Aide)	21.46
28510 - Recreation Aide/Health Facility Attendant	16.83
28515 - Recreation Specialist	23.24
28630 - Sports Official	17.09
28690 - Swimming Pool Operator	19.13
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	32.26
29020 - Hatch Tender	32.26
29030 - Line Handler	32.26
29041 - Stevedore I	30.42
29042 - Stevedore II	34.10
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	45.06
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.07
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.22
30021 - Archeological Technician I	24.72
30022 - Archeological Technician II	28.46
30023 - Archeological Technician III	32.49
30030 - Cartographic Technician	34.44
30040 - Civil Engineering Technician	30.55
30051 - Cryogenic Technician I	28.54
30052 - Cryogenic Technician II	31.51
30061 - Drafter/CAD Operator I	25.69
30062 - Drafter/CAD Operator II	28.74
30063 - Drafter/CAD Operator III	32.03
30064 - Drafter/CAD Operator IV	38.48
30081 - Engineering Technician I	18.90
30082 - Engineering Technician II	21.22
30083 - Engineering Technician III	23.73
30084 - Engineering Technician IV	29.40
30085 - Engineering Technician V	35.98
30086 - Engineering Technician VI	43.51
30090 - Environmental Technician	27.74
30095 - Evidence Control Specialist	25.77

30210 - Laboratory Technician	24.42
30221 - Latent Fingerprint Technician I	32.94
30222 - Latent Fingerprint Technician II	36.37
30240 - Mathematical Technician	35.89
30361 - Paralegal/Legal Assistant I	23.18
30362 - Paralegal/Legal Assistant II	28.66
30363 - Paralegal/Legal Assistant III	35.07
30364 - Paralegal/Legal Assistant IV	42.42
30375 - Petroleum Supply Specialist	31.51
30390 - Photo-Optics Technician	35.89
30395 - Radiation Control Technician	31.51
30461 - Technical Writer I	30.71
30462 - Technical Writer II	37.58
30463 - Technical Writer III	45.46
30491 - Unexploded Ordnance (UXO) Technician I	28.63
30492 - Unexploded Ordnance (UXO) Technician II	34.64
30493 - Unexploded Ordnance (UXO) Technician III	41.53
30494 - Unexploded (UXO) Safety Escort	28.63
30495 - Unexploded (UXO) Sweep Personnel	28.63
30501 - Weather Forecaster I	38.48
30502 - Weather Forecaster II	46.80
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 32.03
30621 - Weather Observer, Senior	(see 2) 34.44
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.64
31020 - Bus Aide	16.40
31030 - Bus Driver	22.78
31043 - Driver Courier	17.76
31260 - Parking and Lot Attendant	11.90
31290 - Shuttle Bus Driver	19.22
31310 - Taxi Driver	14.19
31361 - Truckdriver, Light	19.22
31362 - Truckdriver, Medium	20.55
31363 - Truckdriver, Heavy	21.78
31364 - Truckdriver, Tractor-Trailer	21.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.89
99030 - Cashier	11.89
99050 - Desk Clerk	12.30
99095 - Embalmer	29.38
99130 - Flight Follower	28.63
99251 - Laboratory Animal Caretaker I	14.38
99252 - Laboratory Animal Caretaker II	15.57
99260 - Marketing Analyst	54.20
99310 - Mortician	29.38
99410 - Pest Controller	19.20
99510 - Photofinishing Worker	14.71
99710 - Recycling Laborer	24.71
99711 - Recycling Specialist	29.69
99730 - Refuse Collector	22.24
99810 - Sales Clerk	14.49
99820 - School Crossing Guard	19.06
99830 - Survey Party Chief	31.63
99831 - Surveying Aide	15.92
99832 - Surveying Technician	20.06
99840 - Vending Machine Attendant	14.98
99841 - Vending Machine Repairer	17.39
99842 - Vending Machine Repairer Helper	14.98

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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, Good Friday, Memorial 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)).

WD 15-5625 (Rev.-4) was first posted on www.wdol.gov on 08/08/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-5625
Director	Wage Determinations	Revision No.: 4
		Date Of Revision: 08/03/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California

Area: California County of Ventura

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.68
01012 - Accounting Clerk II		20.97
01013 - Accounting Clerk III		23.46
01020 - Administrative Assistant		30.35
01035 - Court Reporter		19.93
01041 - Customer Service Representative I		13.83
01042 - Customer Service Representative II		15.54
01043 - Customer Service Representative III		16.96
01051 - Data Entry Operator I		14.27
01052 - Data Entry Operator II		15.57
01060 - Dispatcher, Motor Vehicle		22.41
01070 - Document Preparation Clerk		15.13
01090 - Duplicating Machine Operator		15.13
01111 - General Clerk I		13.02
01112 - General Clerk II		14.92
01113 - General Clerk III		17.43
01120 - Housing Referral Assistant		21.90
01141 - Messenger Courier		13.69
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		18.07
01262 - Personnel Assistant (Employment) II		20.20
01263 - Personnel Assistant (Employment) III		22.53
01270 - Production Control Clerk		23.86
01290 - Rental Clerk		16.83
01300 - Scheduler, Maintenance		17.39
01311 - Secretary I		17.39
01312 - Secretary II		19.45
01313 - Secretary III		21.90

01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	30.35
01420 - Survey Worker	19.93
01460 - Switchboard Operator/Receptionist	15.54
01531 - Travel Clerk I	12.97
01532 - Travel Clerk II	13.88
01533 - Travel Clerk III	14.63
01611 - Word Processor I	17.19
01612 - Word Processor II	19.29
01613 - Word Processor III	21.58
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.09
05010 - Automotive Electrician	22.68
05040 - Automotive Glass Installer	21.31
05070 - Automotive Worker	21.31
05110 - Mobile Equipment Servicer	19.59
05130 - Motor Equipment Metal Mechanic	24.09
05160 - Motor Equipment Metal Worker	21.31
05190 - Motor Vehicle Mechanic	24.09
05220 - Motor Vehicle Mechanic Helper	18.80
05250 - Motor Vehicle Upholstery Worker	20.85
05280 - Motor Vehicle Wrecker	21.31
05310 - Painter, Automotive	22.69
05340 - Radiator Repair Specialist	21.31
05370 - Tire Repairer	14.54
05400 - Transmission Repair Specialist	24.09
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.40
07041 - Cook I	15.16
07042 - Cook II	17.00
07070 - Dishwasher	10.49
07130 - Food Service Worker	11.68
07210 - Meat Cutter	18.66
07260 - Waiter/Waitress	11.82
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.30
09040 - Furniture Handler	12.89
09080 - Furniture Refinisher	20.30
09090 - Furniture Refinisher Helper	15.36
09110 - Furniture Repairer, Minor	17.80
09130 - Upholsterer	20.30
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.76
11060 - Elevator Operator	14.04
11090 - Gardener	19.21
11122 - Housekeeping Aide	14.04
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	14.40
11240 - Maid or Houseman	11.70
11260 - Pruner	12.82
11270 - Tractor Operator	17.61
11330 - Trail Maintenance Worker	14.40
11360 - Window Cleaner	15.77
12000 - Health Occupations	
12010 - Ambulance Driver	19.60
12011 - Breath Alcohol Technician	21.56
12012 - Certified Occupational Therapist Assistant	35.22
12015 - Certified Physical Therapist Assistant	26.44
12020 - Dental Assistant	18.44
12025 - Dental Hygienist	35.92
12030 - EKG Technician	36.29

12035 - Electroneurodiagnostic Technologist	36.29
12040 - Emergency Medical Technician	19.60
12071 - Licensed Practical Nurse I	21.20
12072 - Licensed Practical Nurse II	23.71
12073 - Licensed Practical Nurse III	26.44
12100 - Medical Assistant	17.15
12130 - Medical Laboratory Technician	22.11
12160 - Medical Record Clerk	17.71
12190 - Medical Record Technician	19.81
12195 - Medical Transcriptionist	21.22
12210 - Nuclear Medicine Technologist	48.00
12221 - Nursing Assistant I	11.51
12222 - Nursing Assistant II	12.94
12223 - Nursing Assistant III	14.12
12224 - Nursing Assistant IV	15.85
12235 - Optical Dispenser	19.10
12236 - Optical Technician	20.58
12250 - Pharmacy Technician	17.83
12280 - Phlebotomist	17.17
12305 - Radiologic Technologist	29.34
12311 - Registered Nurse I	31.47
12312 - Registered Nurse II	38.49
12313 - Registered Nurse II, Specialist	38.49
12314 - Registered Nurse III	48.20
12315 - Registered Nurse III, Anesthetist	48.20
12316 - Registered Nurse IV	57.77
12317 - Scheduler (Drug and Alcohol Testing)	29.38
12320 - Substance Abuse Treatment Counselor	19.80
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.95
13012 - Exhibits Specialist II	28.43
13013 - Exhibits Specialist III	34.78
13041 - Illustrator I	22.90
13042 - Illustrator II	28.35
13043 - Illustrator III	35.13
13047 - Librarian	31.40
13050 - Library Aide/Clerk	16.49
13054 - Library Information Technology Systems Administrator	26.17
13058 - Library Technician	22.40
13061 - Media Specialist I	19.73
13062 - Media Specialist II	22.07
13063 - Media Specialist III	24.61
13071 - Photographer I	16.73
13072 - Photographer II	20.70
13073 - Photographer III	26.61
13074 - Photographer IV	35.57
13075 - Photographer V	39.24
13090 - Technical Order Library Clerk	17.29
13110 - Video Teleconference Technician	20.08
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.82
14042 - Computer Operator II	19.93
14043 - Computer Operator III	22.89
14044 - Computer Operator IV	25.73
14045 - Computer Operator V	28.50
14071 - Computer Programmer I	(see 1) 27.07
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)

14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.82
14160 - Personal Computer Support Technician		25.73
14170 - System Support Specialist		36.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.14
15020 - Aircrew Training Devices Instructor (Rated)		42.52
15030 - Air Crew Training Devices Instructor (Pilot)		50.95
15050 - Computer Based Training Specialist / Instructor		35.14
15060 - Educational Technologist		39.63
15070 - Flight Instructor (Pilot)		50.95
15080 - Graphic Artist		24.10
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.95
15086 - Maintenance Test Pilot, Rotary Wing		50.95
15088 - Non-Maintenance Test/Co-Pilot		50.95
15090 - Technical Instructor		24.83
15095 - Technical Instructor/Course Developer		30.37
15110 - Test Proctor		20.04
15120 - Tutor		20.04
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.49
16030 - Counter Attendant		11.49
16040 - Dry Cleaner		13.14
16070 - Finisher, Flatwork, Machine		11.49
16090 - Presser, Hand		11.49
16110 - Presser, Machine, Drycleaning		11.49
16130 - Presser, Machine, Shirts		11.49
16160 - Presser, Machine, Wearing Apparel, Laundry		11.49
16190 - Sewing Machine Operator		13.69
16220 - Tailor		14.24
16250 - Washer, Machine		12.04
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.61
19040 - Tool And Die Maker		25.36
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.87
21030 - Material Coordinator		23.86
21040 - Material Expediter		23.86
21050 - Material Handling Laborer		13.02
21071 - Order Filler		13.31
21080 - Production Line Worker (Food Processing)		14.87
21110 - Shipping Packer		15.38
21130 - Shipping/Receiving Clerk		15.38
21140 - Store Worker I		12.50
21150 - Stock Clerk		17.48
21210 - Tools And Parts Attendant		14.87
21410 - Warehouse Specialist		14.87
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.87
23019 - Aircraft Logs and Records Technician		24.08
23021 - Aircraft Mechanic I		29.15
23022 - Aircraft Mechanic II		30.87
23023 - Aircraft Mechanic III		32.08
23040 - Aircraft Mechanic Helper		20.44
23050 - Aircraft, Painter		27.46
23060 - Aircraft Servicer		24.08
23070 - Aircraft Survival Flight Equipment Technician		27.46
23080 - Aircraft Worker		25.56
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		25.56
I		

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.15
23110 - Appliance Mechanic	25.92
23120 - Bicycle Repairer	17.59
23125 - Cable Splicer	29.04
23130 - Carpenter, Maintenance	27.67
23140 - Carpet Layer	24.35
23160 - Electrician, Maintenance	30.18
23181 - Electronics Technician Maintenance I	26.46
23182 - Electronics Technician Maintenance II	28.18
23183 - Electronics Technician Maintenance III	29.92
23260 - Fabric Worker	22.75
23290 - Fire Alarm System Mechanic	24.80
23310 - Fire Extinguisher Repairer	21.04
23311 - Fuel Distribution System Mechanic	28.81
23312 - Fuel Distribution System Operator	22.03
23370 - General Maintenance Worker	23.26
23380 - Ground Support Equipment Mechanic	29.15
23381 - Ground Support Equipment Servicer	24.08
23382 - Ground Support Equipment Worker	25.56
23391 - Gunsmith I	21.04
23392 - Gunsmith II	24.35
23393 - Gunsmith III	27.53
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.77
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.17
23430 - Heavy Equipment Mechanic	27.03
23440 - Heavy Equipment Operator	29.39
23460 - Instrument Mechanic	28.78
23465 - Laboratory/Shelter Mechanic	25.93
23470 - Laborer	13.40
23510 - Locksmith	24.79
23530 - Machinery Maintenance Mechanic	27.56
23550 - Machinist, Maintenance	24.78
23580 - Maintenance Trades Helper	14.97
23591 - Metrology Technician I	28.78
23592 - Metrology Technician II	30.48
23593 - Metrology Technician III	31.67
23640 - Millwright	27.53
23710 - Office Appliance Repairer	21.32
23760 - Painter, Maintenance	21.05
23790 - Pipefitter, Maintenance	25.42
23810 - Plumber, Maintenance	23.94
23820 - Pneudraulic Systems Mechanic	27.53
23850 - Rigger	28.79
23870 - Scale Mechanic	24.35
23890 - Sheet-Metal Worker, Maintenance	21.78
23910 - Small Engine Mechanic	22.50
23931 - Telecommunications Mechanic I	27.29
23932 - Telecommunications Mechanic II	28.90
23950 - Telephone Lineman	31.06
23960 - Welder, Combination, Maintenance	19.60
23965 - Well Driller	27.53
23970 - Woodcraft Worker	27.53
23980 - Woodworker	21.03
24000 - Personal Needs Occupations	
24550 - Case Manager	18.19
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	17.11
24610 - Chore Aide	11.30

24620 - Family Readiness And Support Services Coordinator	18.19
24630 - Homemaker	18.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	33.23
25040 - Sewage Plant Operator	31.57
25070 - Stationary Engineer	30.29
25190 - Ventilation Equipment Tender	23.18
25210 - Water Treatment Plant Operator	31.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.96
27007 - Baggage Inspector	13.15
27008 - Corrections Officer	34.11
27010 - Court Security Officer	34.10
27030 - Detection Dog Handler	19.70
27040 - Detention Officer	34.11
27070 - Firefighter	34.19
27101 - Guard I	13.15
27102 - Guard II	19.70
27131 - Police Officer I	44.51
27132 - Police Officer II	49.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.61
28042 - Carnival Equipment Repairer	15.93
28043 - Carnival Worker	10.64
28210 - Gate Attendant/Gate Tender	15.57
28310 - Lifeguard	15.02
28350 - Park Attendant (Aide)	17.41
28510 - Recreation Aide/Health Facility Attendant	12.71
28515 - Recreation Specialist	19.44
28630 - Sports Official	13.87
28690 - Swimming Pool Operator	20.34
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	35.43
29020 - Hatch Tender	35.43
29030 - Line Handler	35.43
29041 - Stevedore I	35.31
29042 - Stevedore II	39.68
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.27
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.15
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.11
30021 - Archeological Technician I	24.49
30022 - Archeological Technician II	27.39
30023 - Archeological Technician III	33.92
30030 - Cartographic Technician	34.33
30040 - Civil Engineering Technician	31.22
30051 - Cryogenic Technician I	27.57
30052 - Cryogenic Technician II	30.45
30061 - Drafter/CAD Operator I	24.49
30062 - Drafter/CAD Operator II	27.39
30063 - Drafter/CAD Operator III	30.35
30064 - Drafter/CAD Operator IV	37.58
30081 - Engineering Technician I	19.68
30082 - Engineering Technician II	22.09
30083 - Engineering Technician III	24.70
30084 - Engineering Technician IV	30.60
30085 - Engineering Technician V	37.43
30086 - Engineering Technician VI	45.29
30090 - Environmental Technician	27.36
30095 - Evidence Control Specialist	24.90

30210 - Laboratory Technician	24.99
30221 - Latent Fingerprint Technician I	40.97
30222 - Latent Fingerprint Technician II	45.25
30240 - Mathematical Technician	33.80
30361 - Paralegal/Legal Assistant I	21.43
30362 - Paralegal/Legal Assistant II	26.55
30363 - Paralegal/Legal Assistant III	32.48
30364 - Paralegal/Legal Assistant IV	39.30
30375 - Petroleum Supply Specialist	30.45
30390 - Photo-Optics Technician	30.73
30395 - Radiation Control Technician	30.45
30461 - Technical Writer I	29.17
30462 - Technical Writer II	35.68
30463 - Technical Writer III	43.17
30491 - Unexploded Ordnance (UXO) Technician I	26.87
30492 - Unexploded Ordnance (UXO) Technician II	32.51
30493 - Unexploded Ordnance (UXO) Technician III	38.96
30494 - Unexploded (UXO) Safety Escort	26.87
30495 - Unexploded (UXO) Sweep Personnel	26.87
30501 - Weather Forecaster I	30.33
30502 - Weather Forecaster II	36.89
30620 - Weather Observer, Combined Upper Air Or	(see 2) 27.39
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 33.32
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.51
31020 - Bus Aide	12.96
31030 - Bus Driver	18.67
31043 - Driver Courier	14.77
31260 - Parking and Lot Attendant	10.31
31290 - Shuttle Bus Driver	16.10
31310 - Taxi Driver	11.24
31361 - Truckdriver, Light	16.10
31362 - Truckdriver, Medium	17.40
31363 - Truckdriver, Heavy	21.78
31364 - Truckdriver, Tractor-Trailer	21.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.85
99030 - Cashier	12.13
99050 - Desk Clerk	11.58
99095 - Embalmer	26.87
99130 - Flight Follower	26.87
99251 - Laboratory Animal Caretaker I	15.03
99252 - Laboratory Animal Caretaker II	16.40
99260 - Marketing Analyst	34.82
99310 - Mortician	26.87
99410 - Pest Controller	18.82
99510 - Photofinishing Worker	18.08
99710 - Recycling Laborer	23.63
99711 - Recycling Specialist	28.88
99730 - Refuse Collector	21.02
99810 - Sales Clerk	16.78
99820 - School Crossing Guard	12.40
99830 - Survey Party Chief	27.80
99831 - Surveying Aide	16.49
99832 - Surveying Technician	22.62
99840 - Vending Machine Attendant	16.14
99841 - Vending Machine Repairer	18.63
99842 - Vending Machine Repairer Helper	16.14

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-5607 (Rev.-4) was first posted on www.wdol.gov on 08/08/2017

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.: 2015-5607
Revision No.: 4
Date Of Revision: 08/03/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California

Area: California County of Imperial

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.61
01012 - Accounting Clerk II		17.52
01013 - Accounting Clerk III		19.61
01020 - Administrative Assistant		27.54
01035 - Court Reporter		19.16
01041 - Customer Service Representative I		13.44
01042 - Customer Service Representative II		15.11
01043 - Customer Service Representative III		16.49
01051 - Data Entry Operator I		15.00
01052 - Data Entry Operator II		16.37
01060 - Dispatcher, Motor Vehicle		19.16
01070 - Document Preparation Clerk		14.63
01090 - Duplicating Machine Operator		14.63
01111 - General Clerk I		13.54
01112 - General Clerk II		15.34
01113 - General Clerk III		17.22
01120 - Housing Referral Assistant		20.30
01141 - Messenger Courier		12.23
01191 - Order Clerk I		14.73
01192 - Order Clerk II		16.08
01261 - Personnel Assistant (Employment) I		18.45
01262 - Personnel Assistant (Employment) II		20.67
01263 - Personnel Assistant (Employment) III		23.10
01270 - Production Control Clerk		22.89
01290 - Rental Clerk		16.09
01300 - Scheduler, Maintenance		17.28
01311 - Secretary I		17.28
01312 - Secretary II		18.08
01313 - Secretary III		20.30

01320 - Service Order Dispatcher	17.60
01410 - Supply Technician	27.54
01420 - Survey Worker	19.16
01460 - Switchboard Operator/Receptionist	13.16
01531 - Travel Clerk I	13.51
01532 - Travel Clerk II	14.76
01533 - Travel Clerk III	16.21
01611 - Word Processor I	16.07
01612 - Word Processor II	18.04
01613 - Word Processor III	20.18
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.21
05010 - Automotive Electrician	22.37
05040 - Automotive Glass Installer	21.55
05070 - Automotive Worker	21.55
05110 - Mobile Equipment Servicer	19.83
05130 - Motor Equipment Metal Mechanic	23.16
05160 - Motor Equipment Metal Worker	21.55
05190 - Motor Vehicle Mechanic	22.75
05220 - Motor Vehicle Mechanic Helper	18.60
05250 - Motor Vehicle Upholstery Worker	20.75
05280 - Motor Vehicle Wrecker	21.55
05310 - Painter, Automotive	22.79
05340 - Radiator Repair Specialist	21.55
05370 - Tire Repairer	15.52
05400 - Transmission Repair Specialist	23.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.40
07041 - Cook I	15.53
07042 - Cook II	16.43
07070 - Dishwasher	10.01
07130 - Food Service Worker	12.08
07210 - Meat Cutter	15.71
07260 - Waiter/Waitress	10.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.93
09040 - Furniture Handler	15.16
09080 - Furniture Refinisher	21.93
09090 - Furniture Refinisher Helper	17.89
09110 - Furniture Repairer, Minor	20.61
09130 - Upholsterer	21.93
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.96
11060 - Elevator Operator	12.96
11090 - Gardener	17.18
11122 - Housekeeping Aide	12.96
11150 - Janitor	12.96
11210 - Laborer, Grounds Maintenance	13.92
11240 - Maid or Houseman	11.14
11260 - Pruner	13.45
11270 - Tractor Operator	14.90
11330 - Trail Maintenance Worker	13.92
11360 - Window Cleaner	14.20
12000 - Health Occupations	
12010 - Ambulance Driver	22.19
12011 - Breath Alcohol Technician	23.99
12012 - Certified Occupational Therapist Assistant	31.23
12015 - Certified Physical Therapist Assistant	32.90
12020 - Dental Assistant	17.68
12025 - Dental Hygienist	49.50
12030 - EKG Technician	31.97

12035	- Electroneurodiagnostic Technologist	31.97
12040	- Emergency Medical Technician	22.19
12071	- Licensed Practical Nurse I	21.44
12072	- Licensed Practical Nurse II	23.99
12073	- Licensed Practical Nurse III	26.73
12100	- Medical Assistant	14.37
12130	- Medical Laboratory Technician	20.67
12160	- Medical Record Clerk	16.68
12190	- Medical Record Technician	18.19
12195	- Medical Transcriptionist	21.44
12210	- Nuclear Medicine Technologist	44.47
12221	- Nursing Assistant I	11.11
12222	- Nursing Assistant II	12.49
12223	- Nursing Assistant III	13.63
12224	- Nursing Assistant IV	15.31
12235	- Optical Dispenser	23.99
12236	- Optical Technician	20.00
12250	- Pharmacy Technician	18.24
12280	- Phlebotomist	17.28
12305	- Radiologic Technologist	32.07
12311	- Registered Nurse I	29.75
12312	- Registered Nurse II	35.92
12313	- Registered Nurse II, Specialist	35.92
12314	- Registered Nurse III	42.67
12315	- Registered Nurse III, Anesthetist	42.67
12316	- Registered Nurse IV	51.14
12317	- Scheduler (Drug and Alcohol Testing)	29.70
12320	- Substance Abuse Treatment Counselor	29.70
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	20.91
13012	- Exhibits Specialist II	25.91
13013	- Exhibits Specialist III	31.68
13041	- Illustrator I	21.12
13042	- Illustrator II	26.16
13043	- Illustrator III	32.00
13047	- Librarian	28.91
13050	- Library Aide/Clerk	13.73
13054	- Library Information Technology Systems Administrator	26.11
13058	- Library Technician	18.21
13061	- Media Specialist I	18.84
13062	- Media Specialist II	21.07
13063	- Media Specialist III	23.50
13071	- Photographer I	16.33
13072	- Photographer II	18.44
13073	- Photographer III	22.63
13074	- Photographer IV	27.68
13075	- Photographer V	33.49
13090	- Technical Order Library Clerk	17.25
13110	- Video Teleconference Technician	17.71
14000	- Information Technology Occupations	
14041	- Computer Operator I	18.72
14042	- Computer Operator II	20.94
14043	- Computer Operator III	23.34
14044	- Computer Operator IV	25.94
14045	- Computer Operator V	28.72
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 Operator		18.72
14160 - Personal Computer Support Technician		25.94
14170 - System Support Specialist		27.03
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.51
15020 - Aircrew Training Devices Instructor (Rated)		36.91
15030 - Air Crew Training Devices Instructor (Pilot)		44.25
15050 - Computer Based Training Specialist / Instructor		30.51
15060 - Educational Technologist		33.74
15070 - Flight Instructor (Pilot)		44.25
15080 - Graphic Artist		28.95
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		39.34
15086 - Maintenance Test Pilot, Rotary Wing		39.34
15088 - Non-Maintenance Test/Co-Pilot		39.34
15090 - Technical Instructor		26.13
15095 - Technical Instructor/Course Developer		31.96
15110 - Test Proctor		21.83
15120 - Tutor		21.83
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.95
16030 - Counter Attendant		10.95
16040 - Dry Cleaner		13.14
16070 - Finisher, Flatwork, Machine		10.95
16090 - Presser, Hand		10.95
16110 - Presser, Machine, Drycleaning		10.95
16130 - Presser, Machine, Shirts		10.95
16160 - Presser, Machine, Wearing Apparel, Laundry		10.95
16190 - Sewing Machine Operator		13.69
16220 - Tailor		14.24
16250 - Washer, Machine		11.54
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.56
19040 - Tool And Die Maker		28.05
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.88
21030 - Material Coordinator		22.89
21040 - Material Expediter		22.89
21050 - Material Handling Laborer		13.07
21071 - Order Filler		15.33
21080 - Production Line Worker (Food Processing)		18.88
21110 - Shipping Packer		14.04
21130 - Shipping/Receiving Clerk		14.04
21140 - Store Worker I		12.54
21150 - Stock Clerk		16.56
21210 - Tools And Parts Attendant		18.88
21410 - Warehouse Specialist		18.88
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.52
23019 - Aircraft Logs and Records Technician		21.08
23021 - Aircraft Mechanic I		25.55
23022 - Aircraft Mechanic II		26.52
23023 - Aircraft Mechanic III		27.54
23040 - Aircraft Mechanic Helper		18.88
23050 - Aircraft, Painter		23.56
23060 - Aircraft Servicer		21.08
23070 - Aircraft Survival Flight Equipment Technician		23.56
23080 - Aircraft Worker		22.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		22.09

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.55
23110 - Appliance Mechanic	23.56
23120 - Bicycle Repairer	18.78
23125 - Cable Splicer	26.10
23130 - Carpenter, Maintenance	26.96
23140 - Carpet Layer	21.97
23160 - Electrician, Maintenance	27.92
23181 - Electronics Technician Maintenance I	22.59
23182 - Electronics Technician Maintenance II	23.97
23183 - Electronics Technician Maintenance III	27.60
23260 - Fabric Worker	20.80
23290 - Fire Alarm System Mechanic	25.09
23310 - Fire Extinguisher Repairer	19.48
23311 - Fuel Distribution System Mechanic	27.67
23312 - Fuel Distribution System Operator	21.35
23370 - General Maintenance Worker	19.20
23380 - Ground Support Equipment Mechanic	25.55
23381 - Ground Support Equipment Servicer	21.08
23382 - Ground Support Equipment Worker	22.09
23391 - Gunsmith I	19.48
23392 - Gunsmith II	22.16
23393 - Gunsmith III	25.09
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.23
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.40
23430 - Heavy Equipment Mechanic	28.70
23440 - Heavy Equipment Operator	28.86
23460 - Instrument Mechanic	25.09
23465 - Laboratory/Shelter Mechanic	23.56
23470 - Laborer	12.27
23510 - Locksmith	23.56
23530 - Machinery Maintenance Mechanic	27.13
23550 - Machinist, Maintenance	25.09
23580 - Maintenance Trades Helper	16.57
23591 - Metrology Technician I	25.09
23592 - Metrology Technician II	26.25
23593 - Metrology Technician III	30.26
23640 - Millwright	29.26
23710 - Office Appliance Repairer	23.56
23760 - Painter, Maintenance	23.41
23790 - Pipefitter, Maintenance	24.76
23810 - Plumber, Maintenance	23.93
23820 - Pneudraulic Systems Mechanic	25.09
23850 - Rigger	25.09
23870 - Scale Mechanic	22.09
23890 - Sheet-Metal Worker, Maintenance	25.09
23910 - Small Engine Mechanic	22.09
23931 - Telecommunications Mechanic I	26.33
23932 - Telecommunications Mechanic II	27.33
23950 - Telephone Lineman	26.11
23960 - Welder, Combination, Maintenance	23.82
23965 - Well Driller	25.09
23970 - Woodcraft Worker	25.09
23980 - Woodworker	19.21
24000 - Personal Needs Occupations	
24550 - Case Manager	18.83
24570 - Child Care Attendant	11.87
24580 - Child Care Center Clerk	19.94
24610 - Chore Aide	10.22

24620 - Family Readiness And Support Services Coordinator	18.83
24630 - Homemaker	20.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.72
25040 - Sewage Plant Operator	29.04
25070 - Stationary Engineer	29.73
25190 - Ventilation Equipment Tender	21.69
25210 - Water Treatment Plant Operator	29.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.98
27007 - Baggage Inspector	14.49
27008 - Corrections Officer	29.73
27010 - Court Security Officer	31.17
27030 - Detection Dog Handler	23.51
27040 - Detention Officer	29.73
27070 - Firefighter	27.18
27101 - Guard I	14.49
27102 - Guard II	23.51
27131 - Police Officer I	35.16
27132 - Police Officer II	39.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.20
28042 - Carnival Equipment Repairer	16.19
28043 - Carnival Worker	10.89
28210 - Gate Attendant/Gate Tender	15.62
28310 - Lifeguard	13.53
28350 - Park Attendant (Aide)	17.38
28510 - Recreation Aide/Health Facility Attendant	12.67
28515 - Recreation Specialist	21.52
28630 - Sports Official	13.84
28690 - Swimming Pool Operator	17.23
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.99
29020 - Hatch Tender	28.99
29030 - Line Handler	28.99
29041 - Stevedore I	27.21
29042 - Stevedore II	30.76
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.91
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.55
30021 - Archeological Technician I	20.59
30022 - Archeological Technician II	22.84
30023 - Archeological Technician III	28.30
30030 - Cartographic Technician	28.30
30040 - Civil Engineering Technician	28.48
30051 - Cryogenic Technician I	22.23
30052 - Cryogenic Technician II	24.52
30061 - Drafter/CAD Operator I	20.42
30062 - Drafter/CAD Operator II	22.84
30063 - Drafter/CAD Operator III	25.47
30064 - Drafter/CAD Operator IV	31.34
30081 - Engineering Technician I	18.88
30082 - Engineering Technician II	21.19
30083 - Engineering Technician III	23.70
30084 - Engineering Technician IV	29.36
30085 - Engineering Technician V	35.91
30086 - Engineering Technician VI	43.45
30090 - Environmental Technician	22.65
30095 - Evidence Control Specialist	20.07

30210 - Laboratory Technician	21.62
30221 - Latent Fingerprint Technician I	22.23
30222 - Latent Fingerprint Technician II	24.55
30240 - Mathematical Technician	27.79
30361 - Paralegal/Legal Assistant I	21.72
30362 - Paralegal/Legal Assistant II	26.91
30363 - Paralegal/Legal Assistant III	32.91
30364 - Paralegal/Legal Assistant IV	39.82
30375 - Petroleum Supply Specialist	24.55
30390 - Photo-Optics Technician	28.30
30395 - Radiation Control Technician	24.54
30461 - Technical Writer I	23.46
30462 - Technical Writer II	28.69
30463 - Technical Writer III	34.71
30491 - Unexploded Ordnance (UXO) Technician I	24.73
30492 - Unexploded Ordnance (UXO) Technician II	29.92
30493 - Unexploded Ordnance (UXO) Technician III	35.87
30494 - Unexploded (UXO) Safety Escort	24.73
30495 - Unexploded (UXO) Sweep Personnel	24.73
30501 - Weather Forecaster I	24.45
30502 - Weather Forecaster II	29.74
30620 - Weather Observer, Combined Upper Air Or	(see 2) 25.47
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 28.30
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	14.37
31030 - Bus Driver	17.56
31043 - Driver Courier	14.82
31260 - Parking and Lot Attendant	11.13
31290 - Shuttle Bus Driver	15.91
31310 - Taxi Driver	14.30
31361 - Truckdriver, Light	15.91
31362 - Truckdriver, Medium	18.11
31363 - Truckdriver, Heavy	20.85
31364 - Truckdriver, Tractor-Trailer	20.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	12.02
99050 - Desk Clerk	11.77
99095 - Embalmer	23.85
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	16.79
99252 - Laboratory Animal Caretaker II	17.61
99260 - Marketing Analyst	26.21
99310 - Mortician	23.85
99410 - Pest Controller	17.26
99510 - Photofinishing Worker	16.54
99710 - Recycling Laborer	19.84
99711 - Recycling Specialist	24.10
99730 - Refuse Collector	18.98
99810 - Sales Clerk	13.18
99820 - School Crossing Guard	11.77
99830 - Survey Party Chief	28.85
99831 - Surveying Aide	18.84
99832 - Surveying Technician	26.23
99840 - Vending Machine Attendant	17.17
99841 - Vending Machine Repairer	20.44
99842 - Vending Machine Repairer Helper	17.05

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-5603 (Rev.-5) was first posted on www.wdol.gov on 08/08/2017

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.: 2015-5603
Revision No.: 5
Date Of Revision: 08/03/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California

Area: California County of Kern

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		16.41
01013 - Accounting Clerk III		18.50
01020 - Administrative Assistant		25.58
01035 - Court Reporter		24.94
01041 - Customer Service Representative I		11.89
01042 - Customer Service Representative II		13.38
01043 - Customer Service Representative III		14.59
01051 - Data Entry Operator I		13.16
01052 - Data Entry Operator II		14.48
01060 - Dispatcher, Motor Vehicle		20.50
01070 - Document Preparation Clerk		14.35
01090 - Duplicating Machine Operator		14.35
01111 - General Clerk I		13.88
01112 - General Clerk II		15.15
01113 - General Clerk III		17.01
01120 - Housing Referral Assistant		21.88
01141 - Messenger Courier		12.69
01191 - Order Clerk I		14.03
01192 - Order Clerk II		15.30
01261 - Personnel Assistant (Employment) I		17.29
01262 - Personnel Assistant (Employment) II		19.34
01263 - Personnel Assistant (Employment) III		21.57
01270 - Production Control Clerk		27.88
01290 - Rental Clerk		12.72
01300 - Scheduler, Maintenance		17.54
01311 - Secretary I		17.54
01312 - Secretary II		19.62
01313 - Secretary III		21.88

01320 - Service Order Dispatcher	18.34
01410 - Supply Technician	25.58
01420 - Survey Worker	16.68
01460 - Switchboard Operator/Receptionist	12.75
01531 - Travel Clerk I	13.15
01532 - Travel Clerk II	13.85
01533 - Travel Clerk III	14.98
01611 - Word Processor I	15.21
01612 - Word Processor II	17.07
01613 - Word Processor III	19.10
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.15
05010 - Automotive Electrician	20.06
05040 - Automotive Glass Installer	19.11
05070 - Automotive Worker	19.11
05110 - Mobile Equipment Servicer	16.51
05130 - Motor Equipment Metal Mechanic	21.08
05160 - Motor Equipment Metal Worker	19.11
05190 - Motor Vehicle Mechanic	21.08
05220 - Motor Vehicle Mechanic Helper	15.14
05250 - Motor Vehicle Upholstery Worker	17.85
05280 - Motor Vehicle Wrecker	19.11
05310 - Painter, Automotive	20.05
05340 - Radiator Repair Specialist	19.11
05370 - Tire Repairer	14.73
05400 - Transmission Repair Specialist	21.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.06
07041 - Cook I	14.14
07042 - Cook II	16.30
07070 - Dishwasher	10.07
07130 - Food Service Worker	10.25
07210 - Meat Cutter	14.15
07260 - Waiter/Waitress	10.19
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.54
09040 - Furniture Handler	12.87
09080 - Furniture Refinisher	16.54
09090 - Furniture Refinisher Helper	13.30
09110 - Furniture Repairer, Minor	15.21
09130 - Upholsterer	16.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.66
11060 - Elevator Operator	12.40
11090 - Gardener	16.41
11122 - Housekeeping Aide	12.40
11150 - Janitor	12.40
11210 - Laborer, Grounds Maintenance	14.65
11240 - Maid or Houseman	10.67
11260 - Pruner	13.15
11270 - Tractor Operator	17.67
11330 - Trail Maintenance Worker	14.65
11360 - Window Cleaner	13.43
12000 - Health Occupations	
12010 - Ambulance Driver	18.87
12011 - Breath Alcohol Technician	20.76
12012 - Certified Occupational Therapist Assistant	30.68
12015 - Certified Physical Therapist Assistant	28.42
12020 - Dental Assistant	16.35
12025 - Dental Hygienist	41.76
12030 - EKG Technician	29.16

12035	- Electroneurodiagnostic Technologist	29.16
12040	- Emergency Medical Technician	18.87
12071	- Licensed Practical Nurse I	19.99
12072	- Licensed Practical Nurse II	22.36
12073	- Licensed Practical Nurse III	24.94
12100	- Medical Assistant	14.04
12130	- Medical Laboratory Technician	18.77
12160	- Medical Record Clerk	16.34
12190	- Medical Record Technician	18.27
12195	- Medical Transcriptionist	20.90
12210	- Nuclear Medicine Technologist	49.15
12221	- Nursing Assistant I	11.29
12222	- Nursing Assistant II	12.69
12223	- Nursing Assistant III	13.84
12224	- Nursing Assistant IV	15.53
12235	- Optical Dispenser	16.37
12236	- Optical Technician	19.99
12250	- Pharmacy Technician	18.78
12280	- Phlebotomist	16.64
12305	- Radiologic Technologist	31.96
12311	- Registered Nurse I	24.30
12312	- Registered Nurse II	29.72
12313	- Registered Nurse II, Specialist	29.72
12314	- Registered Nurse III	35.96
12315	- Registered Nurse III, Anesthetist	35.96
12316	- Registered Nurse IV	43.10
12317	- Scheduler (Drug and Alcohol Testing)	25.18
12320	- Substance Abuse Treatment Counselor	20.03
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	22.14
13012	- Exhibits Specialist II	27.45
13013	- Exhibits Specialist III	33.57
13041	- Illustrator I	22.14
13042	- Illustrator II	27.45
13043	- Illustrator III	33.57
13047	- Librarian	30.38
13050	- Library Aide/Clerk	15.10
13054	- Library Information Technology Systems Administrator	27.45
13058	- Library Technician	19.47
13061	- Media Specialist I	19.80
13062	- Media Specialist II	22.14
13063	- Media Specialist III	24.70
13071	- Photographer I	18.00
13072	- Photographer II	20.14
13073	- Photographer III	24.95
13074	- Photographer IV	30.52
13075	- Photographer V	36.92
13090	- Technical Order Library Clerk	18.97
13110	- Video Teleconference Technician	18.00
14000	- Information Technology Occupations	
14041	- Computer Operator I	17.85
14042	- Computer Operator II	20.61
14043	- Computer Operator III	22.98
14044	- Computer Operator IV	25.55
14045	- Computer Operator V	28.28
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 Operator		17.85
14160 - Personal Computer Support Technician		25.55
14170 - System Support Specialist		28.94
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.78
15020 - Aircrew Training Devices Instructor (Rated)		37.24
15030 - Air Crew Training Devices Instructor (Pilot)		44.48
15050 - Computer Based Training Specialist / Instructor		30.78
15060 - Educational Technologist		32.77
15070 - Flight Instructor (Pilot)		44.48
15080 - Graphic Artist		21.59
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		42.49
15086 - Maintenance Test Pilot, Rotary Wing		42.49
15088 - Non-Maintenance Test/Co-Pilot		42.49
15090 - Technical Instructor		19.96
15095 - Technical Instructor/Course Developer		24.27
15110 - Test Proctor		17.86
15120 - Tutor		17.86
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.95
16030 - Counter Attendant		10.95
16040 - Dry Cleaner		13.14
16070 - Finisher, Flatwork, Machine		10.95
16090 - Presser, Hand		10.95
16110 - Presser, Machine, Drycleaning		10.95
16130 - Presser, Machine, Shirts		10.95
16160 - Presser, Machine, Wearing Apparel, Laundry		10.95
16190 - Sewing Machine Operator		13.54
16220 - Tailor		14.24
16250 - Washer, Machine		11.47
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		27.17
19040 - Tool And Die Maker		32.95
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.11
21030 - Material Coordinator		27.88
21040 - Material Expediter		27.88
21050 - Material Handling Laborer		12.69
21071 - Order Filler		12.17
21080 - Production Line Worker (Food Processing)		13.11
21110 - Shipping Packer		15.92
21130 - Shipping/Receiving Clerk		15.92
21140 - Store Worker I		12.50
21150 - Stock Clerk		17.48
21210 - Tools And Parts Attendant		13.11
21410 - Warehouse Specialist		13.11
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		34.16
23019 - Aircraft Logs and Records Technician		26.88
23021 - Aircraft Mechanic I		32.42
23022 - Aircraft Mechanic II		34.16
23023 - Aircraft Mechanic III		35.80
23040 - Aircraft Mechanic Helper		22.81
23050 - Aircraft, Painter		26.99
23060 - Aircraft Servicer		26.88
23070 - Aircraft Survival Flight Equipment Technician		26.99
23080 - Aircraft Worker		28.78
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		28.78

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.42
23110 - Appliance Mechanic	27.17
23120 - Bicycle Repairer	18.47
23125 - Cable Splicer	37.96
23130 - Carpenter, Maintenance	22.86
23140 - Carpet Layer	19.71
23160 - Electrician, Maintenance	32.09
23181 - Electronics Technician Maintenance I	27.76
23182 - Electronics Technician Maintenance II	29.56
23183 - Electronics Technician Maintenance III	31.38
23260 - Fabric Worker	23.83
23290 - Fire Alarm System Mechanic	23.03
23310 - Fire Extinguisher Repairer	22.05
23311 - Fuel Distribution System Mechanic	29.67
23312 - Fuel Distribution System Operator	24.45
23370 - General Maintenance Worker	19.66
23380 - Ground Support Equipment Mechanic	32.42
23381 - Ground Support Equipment Servicer	26.88
23382 - Ground Support Equipment Worker	28.78
23391 - Gunsmith I	22.05
23392 - Gunsmith II	25.51
23393 - Gunsmith III	28.84
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.47
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.91
23430 - Heavy Equipment Mechanic	25.29
23440 - Heavy Equipment Operator	24.53
23460 - Instrument Mechanic	31.08
23465 - Laboratory/Shelter Mechanic	27.17
23470 - Laborer	12.69
23510 - Locksmith	21.52
23530 - Machinery Maintenance Mechanic	27.25
23550 - Machinist, Maintenance	20.44
23580 - Maintenance Trades Helper	13.36
23591 - Metrology Technician I	31.08
23592 - Metrology Technician II	32.71
23593 - Metrology Technician III	34.39
23640 - Millwright	28.11
23710 - Office Appliance Repairer	21.82
23760 - Painter, Maintenance	20.87
23790 - Pipefitter, Maintenance	23.98
23810 - Plumber, Maintenance	22.52
23820 - Pneudraulic Systems Mechanic	28.84
23850 - Rigger	28.84
23870 - Scale Mechanic	25.51
23890 - Sheet-Metal Worker, Maintenance	25.50
23910 - Small Engine Mechanic	22.53
23931 - Telecommunications Mechanic I	26.66
23932 - Telecommunications Mechanic II	28.18
23950 - Telephone Lineman	25.63
23960 - Welder, Combination, Maintenance	25.85
23965 - Well Driller	29.30
23970 - Woodcraft Worker	28.84
23980 - Woodworker	22.05
24000 - Personal Needs Occupations	
24550 - Case Manager	16.70
24570 - Child Care Attendant	11.34
24580 - Child Care Center Clerk	13.52
24610 - Chore Aide	13.07

24620 - Family Readiness And Support Services Coordinator	16.70
24630 - Homemaker	17.39
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	34.83
25040 - Sewage Plant Operator	25.50
25070 - Stationary Engineer	34.83
25190 - Ventilation Equipment Tender	21.23
25210 - Water Treatment Plant Operator	25.50
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.97
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	37.86
27010 - Court Security Officer	35.49
27030 - Detection Dog Handler	13.53
27040 - Detention Officer	37.86
27070 - Firefighter	31.65
27101 - Guard I	12.10
27102 - Guard II	13.53
27131 - Police Officer I	31.37
27132 - Police Officer II	34.86
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.01
28042 - Carnival Equipment Repairer	15.13
28043 - Carnival Worker	10.11
28210 - Gate Attendant/Gate Tender	14.98
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	16.75
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	19.84
28630 - Sports Official	13.35
28690 - Swimming Pool Operator	18.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.77
29020 - Hatch Tender	25.77
29030 - Line Handler	25.77
29041 - Stevedore I	24.04
29042 - Stevedore II	27.47
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.14
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.69
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.48
30021 - Archeological Technician I	19.91
30022 - Archeological Technician II	26.44
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	30.50
30040 - Civil Engineering Technician	28.72
30051 - Cryogenic Technician I	23.32
30052 - Cryogenic Technician II	25.75
30061 - Drafter/CAD Operator I	19.91
30062 - Drafter/CAD Operator II	26.44
30063 - Drafter/CAD Operator III	26.80
30064 - Drafter/CAD Operator IV	32.98
30081 - Engineering Technician I	17.68
30082 - Engineering Technician II	20.62
30083 - Engineering Technician III	23.07
30084 - Engineering Technician IV	28.59
30085 - Engineering Technician V	34.97
30086 - Engineering Technician VI	42.20
30090 - Environmental Technician	24.34
30095 - Evidence Control Specialist	21.05

30210 - Laboratory Technician	24.11
30221 - Latent Fingerprint Technician I	23.32
30222 - Latent Fingerprint Technician II	25.75
30240 - Mathematical Technician	27.58
30361 - Paralegal/Legal Assistant I	20.79
30362 - Paralegal/Legal Assistant II	25.77
30363 - Paralegal/Legal Assistant III	31.52
30364 - Paralegal/Legal Assistant IV	38.14
30375 - Petroleum Supply Specialist	25.75
30390 - Photo-Optics Technician	27.58
30395 - Radiation Control Technician	25.75
30461 - Technical Writer I	29.04
30462 - Technical Writer II	35.52
30463 - Technical Writer III	42.97
30491 - Unexploded Ordnance (UXO) Technician I	25.51
30492 - Unexploded Ordnance (UXO) Technician II	30.87
30493 - Unexploded Ordnance (UXO) Technician III	36.99
30494 - Unexploded (UXO) Safety Escort	25.51
30495 - Unexploded (UXO) Sweep Personnel	25.51
30501 - Weather Forecaster I	23.32
30502 - Weather Forecaster II	28.36
30620 - Weather Observer, Combined Upper Air Or	(see 2) 26.80
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.87
31020 - Bus Aide	12.21
31030 - Bus Driver	17.60
31043 - Driver Courier	13.85
31260 - Parking and Lot Attendant	10.86
31290 - Shuttle Bus Driver	14.87
31310 - Taxi Driver	11.90
31361 - Truckdriver, Light	14.87
31362 - Truckdriver, Medium	17.64
31363 - Truckdriver, Heavy	19.74
31364 - Truckdriver, Tractor-Trailer	19.74
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.05
99030 - Cashier	10.75
99050 - Desk Clerk	10.84
99095 - Embalmer	23.59
99130 - Flight Follower	25.51
99251 - Laboratory Animal Caretaker I	10.87
99252 - Laboratory Animal Caretaker II	11.80
99260 - Marketing Analyst	29.95
99310 - Mortician	23.59
99410 - Pest Controller	15.29
99510 - Photofinishing Worker	13.41
99710 - Recycling Laborer	23.31
99711 - Recycling Specialist	27.27
99730 - Refuse Collector	21.26
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	10.81
99830 - Survey Party Chief	28.28
99831 - Surveying Aide	18.77
99832 - Surveying Technician	25.72
99840 - Vending Machine Attendant	16.85
99841 - Vending Machine Repairer	21.26
99842 - Vending Machine Repairer Helper	17.37

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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.

** 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)).

**** 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.

WD 15-5613 (Rev.-7) was first posted on www.wdol.gov on 08/22/2017

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.: 2015-5613
Revision No.: 7
Date Of Revision: 08/15/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California

Area: California County of Los Angeles

OCCUPATION NOTES:

Heating, Air Conditioning, and Refrigeration services: Occupational wage rates and fringe benefits may be found on WD 1986-0879.

Laundry services: Occupational wage rates and fringe benefits may be found on WD 1977-1297.

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.60
01012 - Accounting Clerk II		18.64
01013 - Accounting Clerk III		20.85
01020 - Administrative Assistant		30.89
01035 - Court Reporter		24.11
01041 - Customer Service Representative I		13.98
01042 - Customer Service Representative II		15.72
01043 - Customer Service Representative III		17.15
01051 - Data Entry Operator I		14.04
01052 - Data Entry Operator II		15.32
01060 - Dispatcher, Motor Vehicle		22.41
01070 - Document Preparation Clerk		15.13
01090 - Duplicating Machine Operator		15.13
01111 - General Clerk I		13.43
01112 - General Clerk II		14.92
01113 - General Clerk III		17.43
01120 - Housing Referral Assistant		21.90
01141 - Messenger Courier		13.86
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53

01261 - Personnel Assistant (Employment) I	18.07
01262 - Personnel Assistant (Employment) II	20.20
01263 - Personnel Assistant (Employment) III	22.53
01270 - Production Control Clerk	23.51
01290 - Rental Clerk	16.83
01300 - Scheduler, Maintenance	17.39
01311 - Secretary I	17.39
01312 - Secretary II	19.45
01313 - Secretary III	21.90
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	30.89
01420 - Survey Worker	19.93
01460 - Switchboard Operator/Receptionist	14.51
01531 - Travel Clerk I	14.72
01532 - Travel Clerk II	16.02
01533 - Travel Clerk III	17.21
01611 - Word Processor I	16.70
01612 - Word Processor II	18.56
01613 - Word Processor III	20.64
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.56
05010 - Automotive Electrician	22.18
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	19.16
05130 - Motor Equipment Metal Mechanic	23.56
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	23.56
05220 - Motor Vehicle Mechanic Helper	18.38
05250 - Motor Vehicle Upholstery Worker	20.40
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter, Automotive	22.18
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	16.73
05400 - Transmission Repair Specialist	23.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.28
07041 - Cook I	14.72
07042 - Cook II	17.03
07070 - Dishwasher	10.29
07130 - Food Service Worker	11.28
07210 - Meat Cutter	15.92
07260 - Waiter/Waitress	10.84
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.45
09040 - Furniture Handler	13.66
09080 - Furniture Refinisher	20.45
09090 - Furniture Refinisher Helper	16.30
09110 - Furniture Repairer, Minor	18.74
09130 - Upholsterer	20.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.76
11060 - Elevator Operator	14.04
11090 - Gardener	19.21
11122 - Housekeeping Aide	14.04
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	14.40
11240 - Maid or Houseman	11.62
11260 - Pruner	13.27
11270 - Tractor Operator	17.13
11330 - Trail Maintenance Worker	14.40

11360 - Window Cleaner	15.77
12000 - Health Occupations	
12010 - Ambulance Driver	17.82
12011 - Breath Alcohol Technician	19.60
12012 - Certified Occupational Therapist Assistant	31.92
12015 - Certified Physical Therapist Assistant	32.31
12020 - Dental Assistant	17.34
12025 - Dental Hygienist	46.45
12030 - EKG Technician	30.63
12035 - Electroneurodiagnostic Technologist	30.63
12040 - Emergency Medical Technician	17.82
12071 - Licensed Practical Nurse I	19.32
12072 - Licensed Practical Nurse II	21.61
12073 - Licensed Practical Nurse III	24.09
12100 - Medical Assistant	16.38
12130 - Medical Laboratory Technician	20.02
12160 - Medical Record Clerk	17.59
12190 - Medical Record Technician	19.67
12195 - Medical Transcriptionist	23.42
12210 - Nuclear Medicine Technologist	44.21
12221 - Nursing Assistant I	11.65
12222 - Nursing Assistant II	13.10
12223 - Nursing Assistant III	14.29
12224 - Nursing Assistant IV	16.04
12235 - Optical Dispenser	17.80
12236 - Optical Technician	15.71
12250 - Pharmacy Technician	17.93
12280 - Phlebotomist	16.53
12305 - Radiologic Technologist	30.54
12311 - Registered Nurse I	31.47
12312 - Registered Nurse II	38.49
12313 - Registered Nurse II, Specialist	38.49
12314 - Registered Nurse III	48.20
12315 - Registered Nurse III, Anesthetist	48.20
12316 - Registered Nurse IV	57.77
12317 - Scheduler (Drug and Alcohol Testing)	26.76
12320 - Substance Abuse Treatment Counselor	17.48
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.83
13012 - Exhibits Specialist II	30.76
13013 - Exhibits Specialist III	37.63
13041 - Illustrator I	27.84
13042 - Illustrator II	34.51
13043 - Illustrator III	42.16
13047 - Librarian	36.64
13050 - Library Aide/Clerk	16.49
13054 - Library Information Technology Systems Administrator	33.09
13058 - Library Technician	22.40
13061 - Media Specialist I	23.87
13062 - Media Specialist II	26.70
13063 - Media Specialist III	29.77
13071 - Photographer I	17.95
13072 - Photographer II	20.08
13073 - Photographer III	26.61
13074 - Photographer IV	33.56
13075 - Photographer V	40.61
13090 - Technical Order Library Clerk	16.03
13110 - Video Teleconference Technician	24.18
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.82

14042 - Computer Operator II	19.93
14043 - Computer Operator III	22.89
14044 - Computer Operator IV	25.73
14045 - Computer Operator V	27.35
14071 - Computer Programmer I	(see 1) 27.42
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	17.82
14160 - Personal Computer Support Technician	25.73
14170 - System Support Specialist	33.61
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.73
15020 - Aircrew Training Devices Instructor (Rated)	42.03
15030 - Air Crew Training Devices Instructor (Pilot)	50.37
15050 - Computer Based Training Specialist / Instructor	34.73
15060 - Educational Technologist	36.57
15070 - Flight Instructor (Pilot)	50.37
15080 - Graphic Artist	26.72
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	43.94
15086 - Maintenance Test Pilot, Rotary Wing	43.94
15088 - Non-Maintenance Test/Co-Pilot	43.94
15090 - Technical Instructor	25.70
15095 - Technical Instructor/Course Developer	31.47
15110 - Test Proctor	20.77
15120 - Tutor	20.77
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	
16030 - Counter Attendant	
16040 - Dry Cleaner	
16070 - Finisher, Flatwork, Machine	
16090 - Presser, Hand	
16110 - Presser, Machine, Drycleaning	
16130 - Presser, Machine, Shirts	
16160 - Presser, Machine, Wearing Apparel, Laundry	
16190 - Sewing Machine Operator	
16220 - Tailor	
16250 - Washer, Machine	
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.87
19040 - Tool And Die Maker	25.31
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.02
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	13.02
21071 - Order Filler	13.31
21080 - Production Line Worker (Food Processing)	17.02
21110 - Shipping Packer	15.08
21130 - Shipping/Receiving Clerk	15.08
21140 - Store Worker I	12.50
21150 - Stock Clerk	17.48
21210 - Tools And Parts Attendant	17.02
21410 - Warehouse Specialist	17.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.86
23019 - Aircraft Logs and Records Technician	25.91
23021 - Aircraft Mechanic I	32.01

23022 - Aircraft Mechanic II	33.86
23023 - Aircraft Mechanic III	35.13
23040 - Aircraft Mechanic Helper	22.42
23050 - Aircraft, Painter	27.52
23060 - Aircraft Servicer	25.91
23070 - Aircraft Survival Flight Equipment Technician	27.52
23080 - Aircraft Worker	27.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.01
23110 - Appliance Mechanic	22.12
23120 - Bicycle Repairer	15.47
23125 - Cable Splicer	39.73
23130 - Carpenter, Maintenance	27.67
23140 - Carpet Layer	21.12
23160 - Electrician, Maintenance	30.29
23181 - Electronics Technician Maintenance I	25.24
23182 - Electronics Technician Maintenance II	26.88
23183 - Electronics Technician Maintenance III	28.53
23260 - Fabric Worker	23.97
23290 - Fire Alarm System Mechanic	22.33
23310 - Fire Extinguisher Repairer	23.06
23311 - Fuel Distribution System Mechanic	31.38
23312 - Fuel Distribution System Operator	23.99
23370 - General Maintenance Worker	23.26
23380 - Ground Support Equipment Mechanic	32.01
23381 - Ground Support Equipment Servicer	25.91
23382 - Ground Support Equipment Worker	27.04
23391 - Gunsmith I	23.06
23392 - Gunsmith II	26.68
23393 - Gunsmith III	30.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic	
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29.20
23440 - Heavy Equipment Operator	38.94
23460 - Instrument Mechanic	32.82
23465 - Laboratory/Shelter Mechanic	28.42
23470 - Laborer	12.49
23510 - Locksmith	24.42
23530 - Machinery Maintenance Mechanic	28.51
23550 - Machinist, Maintenance	25.41
23580 - Maintenance Trades Helper	14.82
23591 - Metrology Technician I	32.82
23592 - Metrology Technician II	34.76
23593 - Metrology Technician III	36.12
23640 - Millwright	30.03
23710 - Office Appliance Repairer	21.54
23760 - Painter, Maintenance	21.89
23790 - Pipefitter, Maintenance	28.31
23810 - Plumber, Maintenance	26.66
23820 - Pneudraulic Systems Mechanic	30.16
23850 - Rigger	28.45
23870 - Scale Mechanic	26.68
23890 - Sheet-Metal Worker, Maintenance	28.02
23910 - Small Engine Mechanic	20.48
23931 - Telecommunications Mechanic I	27.27
23932 - Telecommunications Mechanic II	28.88
23950 - Telephone Lineman	29.26

23960 - Welder, Combination, Maintenance	19.75
23965 - Well Driller	29.72
23970 - Woodcraft Worker	28.92
23980 - Woodworker	22.37
24000 - Personal Needs Occupations	
24550 - Case Manager	17.63
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.03
24610 - Chore Aide	11.18
24620 - Family Readiness And Support Services Coordinator	17.63
24630 - Homemaker	19.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	33.39
25040 - Sewage Plant Operator	34.88
25070 - Stationary Engineer	33.39
25190 - Ventilation Equipment Tender	23.40
25210 - Water Treatment Plant Operator	34.88
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.53
27007 - Baggage Inspector	13.15
27008 - Corrections Officer	31.01
27010 - Court Security Officer	33.16
27030 - Detection Dog Handler	23.77
27040 - Detention Officer	31.01
27070 - Firefighter	36.27
27101 - Guard I	13.15
27102 - Guard II	23.77
27131 - Police Officer I	41.71
27132 - Police Officer II	46.34
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.28
28042 - Carnival Equipment Repairer	16.62
28043 - Carnival Worker	11.13
28210 - Gate Attendant/Gate Tender	15.61
28310 - Lifeguard	14.97
28350 - Park Attendant (Aide)	17.47
28510 - Recreation Aide/Health Facility Attendant	12.74
28515 - Recreation Specialist	21.63
28630 - Sports Official	13.89
28690 - Swimming Pool Operator	19.28
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.26
29020 - Hatch Tender	26.26
29030 - Line Handler	26.26
29041 - Stevedore I	24.53
29042 - Stevedore II	27.97
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.27
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.15
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.11
30021 - Archeological Technician I	24.86
30022 - Archeological Technician II	27.81
30023 - Archeological Technician III	34.46
30030 - Cartographic Technician	34.46
30040 - Civil Engineering Technician	37.25
30051 - Cryogenic Technician I	28.93
30052 - Cryogenic Technician II	31.95
30061 - Drafter/CAD Operator I	24.86
30062 - Drafter/CAD Operator II	27.81
30063 - Drafter/CAD Operator III	31.00

30064 - Drafter/CAD Operator IV	38.15
30081 - Engineering Technician I	19.68
30082 - Engineering Technician II	22.09
30083 - Engineering Technician III	24.70
30084 - Engineering Technician IV	30.60
30085 - Engineering Technician V	37.43
30086 - Engineering Technician VI	45.29
30090 - Environmental Technician	27.72
30095 - Evidence Control Specialist	26.12
30210 - Laboratory Technician	23.13
30221 - Latent Fingerprint Technician I	39.94
30222 - Latent Fingerprint Technician II	44.09
30240 - Mathematical Technician	33.92
30361 - Paralegal/Legal Assistant I	21.83
30362 - Paralegal/Legal Assistant II	27.04
30363 - Paralegal/Legal Assistant III	33.08
30364 - Paralegal/Legal Assistant IV	40.03
30375 - Petroleum Supply Specialist	31.95
30390 - Photo-Optics Technician	33.92
30395 - Radiation Control Technician	31.95
30461 - Technical Writer I	25.09
30462 - Technical Writer II	30.68
30463 - Technical Writer III	37.12
30491 - Unexploded Ordnance (UXO) Technician I	26.87
30492 - Unexploded Ordnance (UXO) Technician II	32.51
30493 - Unexploded Ordnance (UXO) Technician III	38.96
30494 - Unexploded (UXO) Safety Escort	26.87
30495 - Unexploded (UXO) Sweep Personnel	26.87
30501 - Weather Forecaster I	31.36
30502 - Weather Forecaster II	38.17
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 31.00
30621 - Weather Observer, Senior	(see 2) 33.79
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.51
31020 - Bus Aide	13.63
31030 - Bus Driver	19.62
31043 - Driver Courier	14.00
31260 - Parking and Lot Attendant	10.69
31290 - Shuttle Bus Driver	15.26
31310 - Taxi Driver	13.23
31361 - Truckdriver, Light	15.26
31362 - Truckdriver, Medium	20.63
31363 - Truckdriver, Heavy	21.78
31364 - Truckdriver, Tractor-Trailer	21.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.85
99030 - Cashier	12.13
99050 - Desk Clerk	12.65
99095 - Embalmer	27.06
99130 - Flight Follower	26.87
99251 - Laboratory Animal Caretaker I	13.33
99252 - Laboratory Animal Caretaker II	14.58
99260 - Marketing Analyst	30.70
99310 - Mortician	34.35
99410 - Pest Controller	15.19
99510 - Photofinishing Worker	16.90
99710 - Recycling Laborer	25.44
99711 - Recycling Specialist	29.85
99730 - Refuse Collector	22.70
99810 - Sales Clerk	17.13

99820 - School Crossing Guard	11.51
99830 - Survey Party Chief	45.10
99831 - Surveying Aide	25.25
99832 - Surveying Technician	33.20
99840 - Vending Machine Attendant	13.35
99841 - Vending Machine Repairer	16.83
99842 - Vending Machine Repairer Helper	13.35

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-5725 (Rev.-3) was first posted on www.wdol.gov on 08/29/2017

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.: 2015-5725
Revision No.: 3
Date Of Revision: 08/21/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO 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		19.36
01012 - Accounting Clerk II		21.72
01013 - Accounting Clerk III		24.31
01020 - Administrative Assistant		34.50
01035 - Court Reporter		30.72
01041 - Customer Service Representative I		17.39
01042 - Customer Service Representative II		19.56
01043 - Customer Service Representative III		21.35
01051 - Data Entry Operator I		16.17
01052 - Data Entry Operator II		17.65
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		16.20
01090 - Duplicating Machine Operator		16.20
01111 - General Clerk I		16.87
01112 - General Clerk II		18.41
01113 - General Clerk III		20.66
01120 - Housing Referral Assistant		28.83
01141 - Messenger Courier		14.20
01191 - Order Clerk I		18.11
01192 - Order Clerk II		19.77
01261 - Personnel Assistant (Employment) I		20.03
01262 - Personnel Assistant (Employment) II		22.41
01263 - Personnel Assistant (Employment) III		24.98
01270 - Production Control Clerk		28.05
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	34.50
01420 - Survey Worker	24.92
01460 - Switchboard Operator/Receptionist	17.55
01531 - Travel Clerk I	15.41
01532 - Travel Clerk II	17.34
01533 - Travel Clerk III	19.53
01611 - Word Processor I	20.77
01612 - Word Processor II	23.32
01613 - Word Processor III	26.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.64
05010 - Automotive Electrician	24.75
05040 - Automotive Glass Installer	21.60
05070 - Automotive Worker	24.75
05110 - Mobile Equipment Servicer	21.54
05130 - Motor Equipment Metal Mechanic	25.85
05160 - Motor Equipment Metal Worker	23.66
05190 - Motor Vehicle Mechanic	25.64
05220 - Motor Vehicle Mechanic Helper	20.21
05250 - Motor Vehicle Upholstery Worker	22.61
05280 - Motor Vehicle Wrecker	23.66
05310 - Painter, Automotive	24.75
05340 - Radiator Repair Specialist	23.66
05370 - Tire Repairer	17.44
05400 - Transmission Repair Specialist	25.85
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.24
07041 - Cook I	17.13
07042 - Cook II	20.06
07070 - Dishwasher	12.45
07130 - Food Service Worker	12.45
07210 - Meat Cutter	20.01
07260 - Waiter/Waitress	13.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.40
09040 - Furniture Handler	18.36
09080 - Furniture Refinisher	26.40
09090 - Furniture Refinisher Helper	21.56
09110 - Furniture Repairer, Minor	23.44
09130 - Upholsterer	26.40
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.97
11060 - Elevator Operator	14.89
11090 - Gardener	23.78
11122 - Housekeeping Aide	15.83
11150 - Janitor	15.83
11210 - Laborer, Grounds Maintenance	18.29
11240 - Maid or Houseman	14.08
11260 - Pruner	17.19
11270 - Tractor Operator	21.58
11330 - Trail Maintenance Worker	18.29
11360 - Window Cleaner	17.59
12000 - Health Occupations	
12010 - Ambulance Driver	26.91
12011 - Breath Alcohol Technician	26.91
12012 - Certified Occupational Therapist Assistant	31.20
12015 - Certified Physical Therapist Assistant	33.80
12020 - Dental Assistant	24.64
12025 - Dental Hygienist	51.22
12030 - EKG Technician	33.39

12035	- Electroneurodiagnostic Technologist	33.39
12040	- Emergency Medical Technician	26.91
12071	- Licensed Practical Nurse I	24.05
12072	- Licensed Practical Nurse II	26.91
12073	- Licensed Practical Nurse III	30.00
12100	- Medical Assistant	20.98
12130	- Medical Laboratory Technician	27.67
12160	- Medical Record Clerk	22.46
12190	- Medical Record Technician	25.13
12195	- Medical Transcriptionist	24.05
12210	- Nuclear Medicine Technologist	55.54
12221	- Nursing Assistant I	13.66
12222	- Nursing Assistant II	15.35
12223	- Nursing Assistant III	16.75
12224	- Nursing Assistant IV	18.81
12235	- Optical Dispenser	27.20
12236	- Optical Technician	22.04
12250	- Pharmacy Technician	21.80
12280	- Phlebotomist	20.69
12305	- Radiologic Technologist	42.60
12311	- Registered Nurse I	43.85
12312	- Registered Nurse II	53.66
12313	- Registered Nurse II, Specialist	53.66
12314	- Registered Nurse III	64.90
12315	- Registered Nurse III, Anesthetist	64.90
12316	- Registered Nurse IV	77.80
12317	- Scheduler (Drug and Alcohol Testing)	34.02
12320	- Substance Abuse Treatment Counselor	21.92
13000	- Information And Arts 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	38.48
13050	- Library Aide/Clerk	20.80
13054	- Library Information Technology Systems Administrator	34.17
13058	- Library Technician	26.04
13061	- Media Specialist I	24.66
13062	- Media Specialist II	27.59
13063	- Media Specialist III	30.76
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 Clerk	24.41
13110	- Video Teleconference Technician	28.19
14000	- Information Technology Occupations	
14041	- Computer Operator I	19.80
14042	- Computer Operator II	22.18
14043	- Computer Operator III	24.69
14044	- Computer Operator IV	27.43
14045	- Computer Operator V	30.39
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 Operator		19.80
14160 - Personal Computer Support Technician		27.43
14170 - System Support Specialist		40.89
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		37.31
15020 - Aircrew Training Devices Instructor (Rated)		45.14
15030 - Air Crew Training Devices Instructor (Pilot)		54.12
15050 - Computer Based Training Specialist / Instructor		37.31
15060 - Educational Technologist		32.05
15070 - Flight Instructor (Pilot)		54.12
15080 - Graphic Artist		34.95
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		54.12
15086 - Maintenance Test Pilot, Rotary Wing		54.12
15088 - Non-Maintenance Test/Co-Pilot		54.12
15090 - Technical Instructor		30.19
15095 - Technical Instructor/Course Developer		36.93
15110 - Test Proctor		24.37
15120 - Tutor		24.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		12.96
16030 - Counter Attendant		12.96
16040 - Dry Cleaner		17.50
16070 - Finisher, Flatwork, Machine		12.96
16090 - Presser, Hand		12.96
16110 - Presser, Machine, Drycleaning		12.96
16130 - Presser, Machine, Shirts		12.96
16160 - Presser, Machine, Wearing Apparel, Laundry		12.96
16190 - Sewing Machine Operator		18.23
16220 - Tailor		18.96
16250 - Washer, Machine		14.53
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		27.63
19040 - Tool And Die Maker		32.59
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.90
21030 - Material Coordinator		28.05
21040 - Material Expediter		28.05
21050 - Material Handling Laborer		16.69
21071 - Order Filler		15.60
21080 - Production Line Worker (Food Processing)		21.90
21110 - Shipping Packer		18.02
21130 - Shipping/Receiving Clerk		18.02
21140 - Store Worker I		15.49
21150 - Stock Clerk		21.32
21210 - Tools And Parts Attendant		21.90
21410 - Warehouse Specialist		21.90
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		36.92
23019 - Aircraft Logs and Records Technician		29.71
23021 - Aircraft Mechanic I		35.11
23022 - Aircraft Mechanic II		36.92
23023 - Aircraft Mechanic III		38.48
23040 - Aircraft Mechanic Helper		25.65
23050 - Aircraft, Painter		31.20
23060 - Aircraft Servicer		29.71
23070 - Aircraft Survival Flight Equipment Technician		31.20
23080 - Aircraft Worker		31.53
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		31.53

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.11
23110 - Appliance Mechanic	27.65
23120 - Bicycle Repairer	22.47
23125 - Cable Splicer	36.47
23130 - Carpenter, Maintenance	30.00
23140 - Carpet Layer	30.36
23160 - Electrician, Maintenance	45.03
23181 - Electronics Technician Maintenance I	33.59
23182 - Electronics Technician Maintenance II	35.50
23183 - Electronics Technician Maintenance III	37.42
23260 - Fabric Worker	29.26
23290 - Fire Alarm System Mechanic	29.44
23310 - Fire Extinguisher Repairer	28.22
23311 - Fuel Distribution System Mechanic	36.47
23312 - Fuel Distribution System Operator	28.72
23370 - General Maintenance Worker	24.33
23380 - Ground Support Equipment Mechanic	35.11
23381 - Ground Support Equipment Servicer	29.71
23382 - Ground Support Equipment Worker	31.53
23391 - Gunsmith I	28.22
23392 - Gunsmith II	32.02
23393 - Gunsmith III	35.67
23410 - Heating, Ventilation And Air-Conditioning Mechanic	34.27
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	36.03
23430 - Heavy Equipment Mechanic	36.47
23440 - Heavy Equipment Operator	36.51
23460 - Instrument Mechanic	36.47
23465 - Laboratory/Shelter Mechanic	33.78
23470 - Laborer	16.00
23510 - Locksmith	26.40
23530 - Machinery Maintenance Mechanic	34.22
23550 - Machinist, Maintenance	33.01
23580 - Maintenance Trades Helper	18.69
23591 - Metrology Technician I	36.47
23592 - Metrology Technician II	38.34
23593 - Metrology Technician III	39.95
23640 - Millwright	36.47
23710 - Office Appliance Repairer	27.93
23760 - Painter, Maintenance	27.78
23790 - Pipefitter, Maintenance	34.82
23810 - Plumber, Maintenance	34.44
23820 - Pneudraulic Systems Mechanic	35.67
23850 - Rigger	33.67
23870 - Scale Mechanic	32.02
23890 - Sheet-Metal Worker, Maintenance	36.47
23910 - Small Engine Mechanic	25.66
23931 - Telecommunications Mechanic I	34.02
23932 - Telecommunications Mechanic II	35.77
23950 - Telephone Lineman	31.79
23960 - Welder, Combination, Maintenance	28.07
23965 - Well Driller	35.28
23970 - Woodcraft Worker	35.67
23980 - Woodworker	26.75
24000 - Personal Needs Occupations	
24550 - Case Manager	19.23
24570 - Child Care Attendant	16.42
24580 - Child Care Center Clerk	20.24
24610 - Chore Aide	13.18

24620 - Family Readiness And Support Services Coordinator	19.23
24630 - Homemaker	19.23
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.73
25040 - Sewage Plant Operator	39.68
25070 - Stationary Engineer	38.73
25190 - Ventilation Equipment Tender	28.31
25210 - Water Treatment Plant Operator	39.68
27000 - Protective Service Occupations	
27004 - Alarm Monitor	31.63
27007 - Baggage Inspector	16.06
27008 - Corrections Officer	38.84
27010 - Court Security Officer	40.66
27030 - Detection Dog Handler	25.35
27040 - Detention Officer	38.84
27070 - Firefighter	39.82
27101 - Guard I	16.06
27102 - Guard II	25.35
27131 - Police Officer I	44.32
27132 - Police Officer II	49.26
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.59
28042 - Carnival Equipment Repairer	16.80
28043 - Carnival Worker	12.45
28210 - Gate Attendant/Gate Tender	18.97
28310 - Lifeguard	13.82
28350 - Park Attendant (Aide)	21.23
28510 - Recreation Aide/Health Facility Attendant	15.49
28515 - Recreation Specialist	25.43
28630 - Sports Official	16.91
28690 - Swimming Pool Operator	22.07
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	32.73
29020 - Hatch Tender	32.73
29030 - Line Handler	32.73
29041 - Stevedore I	30.85
29042 - Stevedore II	34.59
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	45.06
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.07
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.22
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	38.15
30051 - Cryogenic Technician I	32.55
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	27.51
30095 - Evidence Control Specialist	26.72

30210 - Laboratory Technician	27.28
30221 - Latent Fingerprint Technician I	39.40
30222 - Latent Fingerprint Technician II	43.52
30240 - Mathematical Technician	35.89
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	32.67
30390 - Photo-Optics Technician	35.89
30395 - Radiation Control Technician	32.68
30461 - Technical Writer I	26.03
30462 - Technical Writer II	31.72
30463 - Technical Writer III	38.31
30491 - Unexploded Ordnance (UXO) Technician I	28.63
30492 - Unexploded Ordnance (UXO) Technician II	34.64
30493 - Unexploded Ordnance (UXO) Technician III	41.53
30494 - Unexploded (UXO) Safety Escort	28.63
30495 - Unexploded (UXO) Sweep Personnel	28.63
30501 - Weather Forecaster I	38.15
30502 - Weather Forecaster II	46.39
30620 - Weather Observer, Combined Upper Air Or	(see 2) 30.99
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 32.89
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.64
31020 - Bus Aide	15.83
31030 - Bus Driver	22.01
31043 - Driver Courier	17.77
31260 - Parking and Lot Attendant	12.91
31290 - Shuttle Bus Driver	19.22
31310 - Taxi Driver	15.44
31361 - Truckdriver, Light	19.22
31362 - Truckdriver, Medium	20.64
31363 - Truckdriver, Heavy	22.39
31364 - Truckdriver, Tractor-Trailer	22.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.89
99030 - Cashier	13.32
99050 - Desk Clerk	15.37
99095 - Embalmer	29.47
99130 - Flight Follower	28.63
99251 - Laboratory Animal Caretaker I	18.48
99252 - Laboratory Animal Caretaker II	20.00
99260 - Marketing Analyst	42.67
99310 - Mortician	29.47
99410 - Pest Controller	20.13
99510 - Photofinishing Worker	17.70
99710 - Recycling Laborer	28.70
99711 - Recycling Specialist	34.47
99730 - Refuse Collector	25.83
99810 - Sales Clerk	16.39
99820 - School Crossing Guard	16.64
99830 - Survey Party Chief	44.75
99831 - Surveying Aide	25.86
99832 - Surveying Technician	30.51
99840 - Vending Machine Attendant	18.87
99841 - Vending Machine Repairer	22.07
99842 - Vending Machine Repairer Helper	18.87

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-5645 (Rev.-4) was first posted on www.wdol.gov on 08/22/2017

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.: 2015-5645
Revision No.: 4
Date Of Revision: 08/11/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California

Area: California County of Orange

OCCUPATION NOTES:

Heating, Air Conditioning, and Refrigeration services: Occupational wage rates and fringe benefits may be found on WD 1986-0879.

Laundry services: Occupational wage rates and fringe benefits may be found on WD 1977-1297.

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.48
01012 - Accounting Clerk II		19.62
01013 - Accounting Clerk III		21.95
01020 - Administrative Assistant		29.45
01035 - Court Reporter		22.49
01041 - Customer Service Representative I		14.80
01042 - Customer Service Representative II		16.63
01043 - Customer Service Representative III		18.14
01051 - Data Entry Operator I		14.63
01052 - Data Entry Operator II		15.96
01060 - Dispatcher, Motor Vehicle		22.41
01070 - Document Preparation Clerk		15.13
01090 - Duplicating Machine Operator		15.13
01111 - General Clerk I		13.44
01112 - General Clerk II		15.15
01113 - General Clerk III		17.43
01120 - Housing Referral Assistant		21.90
01141 - Messenger Courier		12.73
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53

01261 - Personnel Assistant (Employment) I	18.07
01262 - Personnel Assistant (Employment) II	20.20
01263 - Personnel Assistant (Employment) III	22.53
01270 - Production Control Clerk	24.13
01290 - Rental Clerk	16.83
01300 - Scheduler, Maintenance	17.39
01311 - Secretary I	17.39
01312 - Secretary II	19.45
01313 - Secretary III	21.90
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	29.45
01420 - Survey Worker	19.93
01460 - Switchboard Operator/Receptionist	14.90
01531 - Travel Clerk I	14.72
01532 - Travel Clerk II	16.02
01533 - Travel Clerk III	17.21
01611 - Word Processor I	17.39
01612 - Word Processor II	19.52
01613 - Word Processor III	21.84
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.61
05010 - Automotive Electrician	23.93
05040 - Automotive Glass Installer	22.47
05070 - Automotive Worker	22.47
05110 - Mobile Equipment Servicer	19.42
05130 - Motor Equipment Metal Mechanic	25.40
05160 - Motor Equipment Metal Worker	22.47
05190 - Motor Vehicle Mechanic	25.40
05220 - Motor Vehicle Mechanic Helper	18.38
05250 - Motor Vehicle Upholstery Worker	20.99
05280 - Motor Vehicle Wrecker	22.47
05310 - Painter, Automotive	23.93
05340 - Radiator Repair Specialist	22.47
05370 - Tire Repairer	15.47
05400 - Transmission Repair Specialist	25.40
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.28
07041 - Cook I	14.10
07042 - Cook II	16.32
07070 - Dishwasher	10.47
07130 - Food Service Worker	11.20
07210 - Meat Cutter	15.92
07260 - Waiter/Waitress	10.84
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.45
09040 - Furniture Handler	13.66
09080 - Furniture Refinisher	20.45
09090 - Furniture Refinisher Helper	16.30
09110 - Furniture Repairer, Minor	18.74
09130 - Upholsterer	20.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.76
11060 - Elevator Operator	11.76
11090 - Gardener	19.21
11122 - Housekeeping Aide	14.04
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	14.40
11240 - Maid or Houseman	11.35
11260 - Pruner	13.27
11270 - Tractor Operator	17.13
11330 - Trail Maintenance Worker	14.40

11360 - Window Cleaner	15.77
12000 - Health Occupations	
12010 - Ambulance Driver	17.82
12011 - Breath Alcohol Technician	19.60
12012 - Certified Occupational Therapist Assistant	29.91
12015 - Certified Physical Therapist Assistant	29.85
12020 - Dental Assistant	17.27
12025 - Dental Hygienist	46.14
12030 - EKG Technician	34.05
12035 - Electroneurodiagnostic Technologist	34.05
12040 - Emergency Medical Technician	17.82
12071 - Licensed Practical Nurse I	19.72
12072 - Licensed Practical Nurse II	22.06
12073 - Licensed Practical Nurse III	24.60
12100 - Medical Assistant	16.30
12130 - Medical Laboratory Technician	20.75
12160 - Medical Record Clerk	18.01
12190 - Medical Record Technician	20.38
12195 - Medical Transcriptionist	21.70
12210 - Nuclear Medicine Technologist	44.21
12221 - Nursing Assistant I	12.12
12222 - Nursing Assistant II	13.63
12223 - Nursing Assistant III	14.87
12224 - Nursing Assistant IV	16.70
12235 - Optical Dispenser	18.70
12236 - Optical Technician	15.71
12250 - Pharmacy Technician	17.83
12280 - Phlebotomist	16.97
12305 - Radiologic Technologist	30.54
12311 - Registered Nurse I	31.47
12312 - Registered Nurse II	38.49
12313 - Registered Nurse II, Specialist	38.49
12314 - Registered Nurse III	48.20
12315 - Registered Nurse III, Anesthetist	48.20
12316 - Registered Nurse IV	57.77
12317 - Scheduler (Drug and Alcohol Testing)	26.31
12320 - Substance Abuse Treatment Counselor	26.31
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	26.14
13012 - Exhibits Specialist II	32.39
13013 - Exhibits Specialist III	39.61
13041 - Illustrator I	27.84
13042 - Illustrator II	34.51
13043 - Illustrator III	42.16
13047 - Librarian	35.87
13050 - Library Aide/Clerk	16.49
13054 - Library Information Technology Systems Administrator	32.39
13058 - Library Technician	22.40
13061 - Media Specialist I	23.37
13062 - Media Specialist II	26.14
13063 - Media Specialist III	29.15
13071 - Photographer I	19.75
13072 - Photographer II	22.09
13073 - Photographer III	29.27
13074 - Photographer IV	36.92
13075 - Photographer V	44.67
13090 - Technical Order Library Clerk	20.68
13110 - Video Teleconference Technician	20.08
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.82

14042 - Computer Operator II	19.93
14043 - Computer Operator III	22.89
14044 - Computer Operator IV	25.73
14045 - Computer Operator V	27.35
14071 - Computer Programmer I	(see 1) 27.42
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	17.82
14160 - Personal Computer Support Technician	25.73
14170 - System Support Specialist	33.12
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.73
15020 - Aircrew Training Devices Instructor (Rated)	42.03
15030 - Air Crew Training Devices Instructor (Pilot)	50.37
15050 - Computer Based Training Specialist / Instructor	34.73
15060 - Educational Technologist	42.92
15070 - Flight Instructor (Pilot)	50.37
15080 - Graphic Artist	26.72
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	45.34
15086 - Maintenance Test Pilot, Rotary Wing	45.34
15088 - Non-Maintenance Test/Co-Pilot	45.34
15090 - Technical Instructor	25.70
15095 - Technical Instructor/Course Developer	31.47
15110 - Test Proctor	20.77
15120 - Tutor	20.77
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.07
19040 - Tool And Die Maker	25.64
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.97
21030 - Material Coordinator	24.13
21040 - Material Expediter	24.13
21050 - Material Handling Laborer	13.02
21071 - Order Filler	13.31
21080 - Production Line Worker (Food Processing)	15.97
21110 - Shipping Packer	15.14
21130 - Shipping/Receiving Clerk	15.14
21140 - Store Worker I	12.50
21150 - Stock Clerk	17.48
21210 - Tools And Parts Attendant	15.97
21410 - Warehouse Specialist	15.97
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.78
23019 - Aircraft Logs and Records Technician	23.55
23021 - Aircraft Mechanic I	29.10
23022 - Aircraft Mechanic II	30.78
23023 - Aircraft Mechanic III	31.94
23040 - Aircraft Mechanic Helper	20.38
23050 - Aircraft, Painter	24.91
23060 - Aircraft Servicer	23.55
23070 - Aircraft Survival Flight Equipment Technician	24.91
23080 - Aircraft Worker	24.58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.10
23110 - Appliance Mechanic	20.11

23120 - Bicycle Repairer	17.02
23125 - Cable Splicer	39.73
23130 - Carpenter, Maintenance	27.67
23140 - Carpet Layer	21.38
23160 - Electrician, Maintenance	30.18
23181 - Electronics Technician Maintenance I	26.04
23182 - Electronics Technician Maintenance II	27.73
23183 - Electronics Technician Maintenance III	29.44
23260 - Fabric Worker	28.89
23290 - Fire Alarm System Mechanic	23.89
23310 - Fire Extinguisher Repairer	21.58
23311 - Fuel Distribution System Mechanic	28.53
23312 - Fuel Distribution System Operator	21.81
23370 - General Maintenance Worker	23.26
23380 - Ground Support Equipment Mechanic	29.10
23381 - Ground Support Equipment Servicer	23.55
23382 - Ground Support Equipment Worker	24.58
23391 - Gunsmith I	21.58
23392 - Gunsmith II	24.98
23393 - Gunsmith III	28.24
23430 - Heavy Equipment Mechanic	28.30
23440 - Heavy Equipment Operator	37.52
23460 - Instrument Mechanic	29.84
23465 - Laboratory/Shelter Mechanic	26.60
23470 - Laborer	12.49
23510 - Locksmith	25.04
23530 - Machinery Maintenance Mechanic	27.12
23550 - Machinist, Maintenance	25.41
23580 - Maintenance Trades Helper	14.82
23591 - Metrology Technician I	29.84
23592 - Metrology Technician II	31.60
23593 - Metrology Technician III	32.84
23640 - Millwright	30.14
23710 - Office Appliance Repairer	22.93
23760 - Painter, Maintenance	21.05
23790 - Pipefitter, Maintenance	27.10
23810 - Plumber, Maintenance	25.53
23820 - Pneudraulic Systems Mechanic	28.24
23850 - Rigger	28.24
23870 - Scale Mechanic	24.98
23890 - Sheet-Metal Worker, Maintenance	24.34
23910 - Small Engine Mechanic	18.70
23931 - Telecommunications Mechanic I	27.42
23932 - Telecommunications Mechanic II	28.78
23950 - Telephone Lineman	29.26
23960 - Welder, Combination, Maintenance	19.75
23965 - Well Driller	29.72
23970 - Woodcraft Worker	28.24
23980 - Woodworker	21.58
24000 - Personal Needs Occupations	
24550 - Case Manager	16.53
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.03
24610 - Chore Aide	11.14
24620 - Family Readiness And Support Services Coordinator	16.53
24630 - Homemaker	19.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	33.39
25040 - Sewage Plant Operator	34.88
25070 - Stationary Engineer	33.39

25190 - Ventilation Equipment Tender	23.40
25210 - Water Treatment Plant Operator	34.88
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.77
27007 - Baggage Inspector	13.15
27008 - Corrections Officer	31.31
27010 - Court Security Officer	34.10
27030 - Detection Dog Handler	23.77
27040 - Detention Officer	31.31
27070 - Firefighter	36.27
27101 - Guard I	13.15
27102 - Guard II	23.77
27131 - Police Officer I	42.01
27132 - Police Officer II	46.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.74
28042 - Carnival Equipment Repairer	14.98
28043 - Carnival Worker	10.01
28210 - Gate Attendant/Gate Tender	14.54
28310 - Lifeguard	13.48
28350 - Park Attendant (Aide)	16.26
28510 - Recreation Aide/Health Facility Attendant	11.87
28515 - Recreation Specialist	20.15
28630 - Sports Official	12.95
28690 - Swimming Pool Operator	17.34
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.09
29020 - Hatch Tender	28.09
29030 - Line Handler	28.09
29041 - Stevedore I	26.24
29042 - Stevedore II	29.92
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.27
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.15
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.11
30021 - Archeological Technician I	24.86
30022 - Archeological Technician II	27.81
30023 - Archeological Technician III	34.46
30030 - Cartographic Technician	34.46
30040 - Civil Engineering Technician	32.65
30051 - Cryogenic Technician I	28.45
30052 - Cryogenic Technician II	31.20
30061 - Drafter/CAD Operator I	24.86
30062 - Drafter/CAD Operator II	27.81
30063 - Drafter/CAD Operator III	31.00
30064 - Drafter/CAD Operator IV	38.15
30081 - Engineering Technician I	19.68
30082 - Engineering Technician II	22.09
30083 - Engineering Technician III	24.70
30084 - Engineering Technician IV	30.60
30085 - Engineering Technician V	37.43
30086 - Engineering Technician VI	45.29
30090 - Environmental Technician	27.72
30095 - Evidence Control Specialist	25.51
30210 - Laboratory Technician	23.13
30221 - Latent Fingerprint Technician I	36.00
30222 - Latent Fingerprint Technician II	39.77
30240 - Mathematical Technician	33.92
30361 - Paralegal/Legal Assistant I	21.83
30362 - Paralegal/Legal Assistant II	27.04
30363 - Paralegal/Legal Assistant III	33.08

30364 - Paralegal/Legal Assistant IV	40.03
30375 - Petroleum Supply Specialist	31.20
30390 - Photo-Optics Technician	33.92
30395 - Radiation Control Technician	31.20
30461 - Technical Writer I	26.32
30462 - Technical Writer II	32.19
30463 - Technical Writer III	38.95
30491 - Unexploded Ordnance (UXO) Technician I	26.87
30492 - Unexploded Ordnance (UXO) Technician II	32.51
30493 - Unexploded Ordnance (UXO) Technician III	38.96
30494 - Unexploded (UXO) Safety Escort	26.87
30495 - Unexploded (UXO) Sweep Personnel	26.87
30501 - Weather Forecaster I	28.45
30502 - Weather Forecaster II	34.36
30620 - Weather Observer, Combined Upper Air Or	(see 2) 31.00
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 33.79
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.51
31020 - Bus Aide	17.17
31030 - Bus Driver	21.58
31043 - Driver Courier	14.30
31260 - Parking and Lot Attendant	11.11
31290 - Shuttle Bus Driver	15.59
31310 - Taxi Driver	13.70
31361 - Truckdriver, Light	15.59
31362 - Truckdriver, Medium	20.63
31363 - Truckdriver, Heavy	21.78
31364 - Truckdriver, Tractor-Trailer	21.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.85
99030 - Cashier	12.13
99050 - Desk Clerk	13.12
99095 - Embalmer	25.51
99130 - Flight Follower	26.87
99251 - Laboratory Animal Caretaker I	12.73
99252 - Laboratory Animal Caretaker II	13.88
99260 - Marketing Analyst	31.96
99310 - Mortician	34.35
99410 - Pest Controller	16.71
99510 - Photofinishing Worker	16.89
99710 - Recycling Laborer	21.03
99711 - Recycling Specialist	25.30
99730 - Refuse Collector	18.76
99810 - Sales Clerk	17.13
99820 - School Crossing Guard	11.51
99830 - Survey Party Chief	43.63
99831 - Surveying Aide	24.42
99832 - Surveying Technician	32.11
99840 - Vending Machine Attendant	14.05
99841 - Vending Machine Repairer	16.96
99842 - Vending Machine Repairer Helper	14.05

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-5629 (Rev.-5) was first posted on www.wdol.gov on 08/01/2017

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.: 2015-5629
Revision No.: 5
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California

Area: California Counties of Riverside, San Bernardino

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.83
01012 - Accounting Clerk II		17.77
01013 - Accounting Clerk III		20.27
01020 - Administrative Assistant		28.08
01035 - Court Reporter		24.11
01041 - Customer Service Representative I		13.45
01042 - Customer Service Representative II		15.12
01043 - Customer Service Representative III		16.49
01051 - Data Entry Operator I		13.43
01052 - Data Entry Operator II		14.65
01060 - Dispatcher, Motor Vehicle		22.41
01070 - Document Preparation Clerk		15.30
01090 - Duplicating Machine Operator		15.34
01111 - General Clerk I		13.01
01112 - General Clerk II		14.92
01113 - General Clerk III		17.43
01120 - Housing Referral Assistant		21.90
01141 - Messenger Courier		13.34
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		18.07
01262 - Personnel Assistant (Employment) II		20.20
01263 - Personnel Assistant (Employment) III		22.53
01270 - Production Control Clerk		23.51
01290 - Rental Clerk		16.61
01300 - Scheduler, Maintenance		17.39
01311 - Secretary I		17.39
01312 - Secretary II		19.45
01313 - Secretary III		21.90

01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	28.08
01420 - Survey Worker	19.93
01460 - Switchboard Operator/Receptionist	14.51
01531 - Travel Clerk I	13.19
01532 - Travel Clerk II	13.98
01533 - Travel Clerk III	14.85
01611 - Word Processor I	16.09
01612 - Word Processor II	18.06
01613 - Word Processor III	20.20
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.65
05010 - Automotive Electrician	24.40
05040 - Automotive Glass Installer	22.92
05070 - Automotive Worker	22.92
05110 - Mobile Equipment Servicer	21.08
05130 - Motor Equipment Metal Mechanic	23.56
05160 - Motor Equipment Metal Worker	22.92
05190 - Motor Vehicle Mechanic	23.56
05220 - Motor Vehicle Mechanic Helper	20.22
05250 - Motor Vehicle Upholstery Worker	22.44
05280 - Motor Vehicle Wrecker	22.92
05310 - Painter, Automotive	24.40
05340 - Radiator Repair Specialist	22.92
05370 - Tire Repairer	13.98
05400 - Transmission Repair Specialist	23.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.36
07041 - Cook I	14.47
07042 - Cook II	16.94
07070 - Dishwasher	10.29
07130 - Food Service Worker	11.20
07210 - Meat Cutter	17.59
07260 - Waiter/Waitress	11.22
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.84
09040 - Furniture Handler	12.46
09080 - Furniture Refinisher	18.16
09090 - Furniture Refinisher Helper	14.86
09110 - Furniture Repairer, Minor	17.40
09130 - Upholsterer	18.16
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.76
11060 - Elevator Operator	12.94
11090 - Gardener	19.21
11122 - Housekeeping Aide	14.04
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	14.40
11240 - Maid or Houseman	11.32
11260 - Pruner	13.27
11270 - Tractor Operator	18.21
11330 - Trail Maintenance Worker	14.40
11360 - Window Cleaner	16.17
12000 - Health Occupations	
12010 - Ambulance Driver	17.85
12011 - Breath Alcohol Technician	17.85
12012 - Certified Occupational Therapist Assistant	32.51
12015 - Certified Physical Therapist Assistant	30.58
12020 - Dental Assistant	17.27
12025 - Dental Hygienist	45.16
12030 - EKG Technician	27.58

12035	- Electroneurodiagnostic Technologist	27.58
12040	- Emergency Medical Technician	17.85
12071	- Licensed Practical Nurse I	18.94
12072	- Licensed Practical Nurse II	21.18
12073	- Licensed Practical Nurse III	23.72
12100	- Medical Assistant	14.26
12130	- Medical Laboratory Technician	20.05
12160	- Medical Record Clerk	18.32
12190	- Medical Record Technician	20.49
12195	- Medical Transcriptionist	21.88
12210	- Nuclear Medicine Technologist	47.96
12221	- Nursing Assistant I	12.33
12222	- Nursing Assistant II	13.87
12223	- Nursing Assistant III	15.13
12224	- Nursing Assistant IV	16.97
12235	- Optical Dispenser	16.88
12236	- Optical Technician	18.00
12250	- Pharmacy Technician	17.83
12280	- Phlebotomist	16.97
12305	- Radiologic Technologist	30.54
12311	- Registered Nurse I	31.47
12312	- Registered Nurse II	38.49
12313	- Registered Nurse II, Specialist	38.49
12314	- Registered Nurse III	48.20
12315	- Registered Nurse III, Anesthetist	48.20
12316	- Registered Nurse IV	57.77
12317	- Scheduler (Drug and Alcohol Testing)	25.31
12320	- Substance Abuse Treatment Counselor	25.31
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	21.72
13012	- Exhibits Specialist II	26.91
13013	- Exhibits Specialist III	35.57
13041	- Illustrator I	26.08
13042	- Illustrator II	32.31
13043	- Illustrator III	39.52
13047	- Librarian	29.81
13050	- Library Aide/Clerk	16.49
13054	- Library Information Technology Systems Administrator	26.91
13058	- Library Technician	22.40
13061	- Media Specialist I	19.42
13062	- Media Specialist II	21.72
13063	- Media Specialist III	24.22
13071	- Photographer I	16.93
13072	- Photographer II	18.94
13073	- Photographer III	24.13
13074	- Photographer IV	32.91
13075	- Photographer V	39.80
13090	- Technical Order Library Clerk	15.42
13110	- Video Teleconference Technician	18.25
14000	- Information Technology Occupations	
14041	- Computer Operator I	17.82
14042	- Computer Operator II	19.93
14043	- Computer Operator III	22.89
14044	- Computer Operator IV	25.73
14045	- Computer Operator V	28.50
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 Operator		17.82
14160 - Personal Computer Support Technician		25.73
14170 - System Support Specialist		30.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.73
15020 - Aircrew Training Devices Instructor (Rated)		42.03
15030 - Air Crew Training Devices Instructor (Pilot)		50.37
15050 - Computer Based Training Specialist / Instructor		34.73
15060 - Educational Technologist		43.97
15070 - Flight Instructor (Pilot)		50.37
15080 - Graphic Artist		22.59
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		44.88
15086 - Maintenance Test Pilot, Rotary Wing		44.88
15088 - Non-Maintenance Test/Co-Pilot		44.88
15090 - Technical Instructor		22.82
15095 - Technical Instructor/Course Developer		27.91
15110 - Test Proctor		18.42
15120 - Tutor		18.42
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.95
16030 - Counter Attendant		10.95
16040 - Dry Cleaner		13.21
16070 - Finisher, Flatwork, Machine		10.95
16090 - Presser, Hand		10.95
16110 - Presser, Machine, Drycleaning		10.95
16130 - Presser, Machine, Shirts		10.95
16160 - Presser, Machine, Wearing Apparel, Laundry		10.95
16190 - Sewing Machine Operator		14.17
16220 - Tailor		15.14
16250 - Washer, Machine		11.78
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.24
19040 - Tool And Die Maker		24.16
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.02
21030 - Material Coordinator		22.14
21040 - Material Expediter		22.14
21050 - Material Handling Laborer		16.24
21071 - Order Filler		14.17
21080 - Production Line Worker (Food Processing)		15.02
21110 - Shipping Packer		15.08
21130 - Shipping/Receiving Clerk		15.08
21140 - Store Worker I		11.72
21150 - Stock Clerk		16.88
21210 - Tools And Parts Attendant		15.02
21410 - Warehouse Specialist		15.02
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		33.22
23019 - Aircraft Logs and Records Technician		25.96
23021 - Aircraft Mechanic I		30.55
23022 - Aircraft Mechanic II		33.22
23023 - Aircraft Mechanic III		34.49
23040 - Aircraft Mechanic Helper		21.76
23050 - Aircraft, Painter		29.04
23060 - Aircraft Servicer		25.96
23070 - Aircraft Survival Flight Equipment Technician		29.04
23080 - Aircraft Worker		27.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		27.46

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.55
23110 - Appliance Mechanic	22.13
23120 - Bicycle Repairer	13.98
23125 - Cable Splicer	35.29
23130 - Carpenter, Maintenance	27.67
23140 - Carpet Layer	25.72
23160 - Electrician, Maintenance	29.81
23181 - Electronics Technician Maintenance I	28.04
23182 - Electronics Technician Maintenance II	30.18
23183 - Electronics Technician Maintenance III	30.97
23260 - Fabric Worker	21.45
23290 - Fire Alarm System Mechanic	23.19
23310 - Fire Extinguisher Repairer	22.39
23311 - Fuel Distribution System Mechanic	32.09
23312 - Fuel Distribution System Operator	25.39
23370 - General Maintenance Worker	21.13
23380 - Ground Support Equipment Mechanic	30.55
23381 - Ground Support Equipment Servicer	25.96
23382 - Ground Support Equipment Worker	27.46
23391 - Gunsmith I	22.39
23392 - Gunsmith II	26.33
23393 - Gunsmith III	27.10
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.62
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.42
23430 - Heavy Equipment Mechanic	26.93
23440 - Heavy Equipment Operator	29.68
23460 - Instrument Mechanic	28.63
23465 - Laboratory/Shelter Mechanic	28.19
23470 - Laborer	12.83
23510 - Locksmith	24.00
23530 - Machinery Maintenance Mechanic	27.12
23550 - Machinist, Maintenance	24.78
23580 - Maintenance Trades Helper	13.87
23591 - Metrology Technician I	28.63
23592 - Metrology Technician II	32.07
23593 - Metrology Technician III	33.29
23640 - Millwright	22.51
23710 - Office Appliance Repairer	20.06
23760 - Painter, Maintenance	21.05
23790 - Pipefitter, Maintenance	25.18
23810 - Plumber, Maintenance	23.72
23820 - Pneudraulic Systems Mechanic	27.10
23850 - Rigger	27.10
23870 - Scale Mechanic	26.33
23890 - Sheet-Metal Worker, Maintenance	25.15
23910 - Small Engine Mechanic	17.79
23931 - Telecommunications Mechanic I	26.92
23932 - Telecommunications Mechanic II	31.30
23950 - Telephone Lineman	25.88
23960 - Welder, Combination, Maintenance	19.51
23965 - Well Driller	34.09
23970 - Woodcraft Worker	27.10
23980 - Woodworker	20.52
24000 - Personal Needs Occupations	
24550 - Case Manager	15.94
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.40
24610 - Chore Aide	10.73

24620 - Family Readiness And Support Services Coordinator	15.94
24630 - Homemaker	17.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.59
25040 - Sewage Plant Operator	30.54
25070 - Stationary Engineer	30.59
25190 - Ventilation Equipment Tender	21.88
25210 - Water Treatment Plant Operator	30.54
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.36
27007 - Baggage Inspector	13.15
27008 - Corrections Officer	37.52
27010 - Court Security Officer	33.62
27030 - Detection Dog Handler	15.95
27040 - Detention Officer	37.52
27070 - Firefighter	28.64
27101 - Guard I	13.15
27102 - Guard II	15.95
27131 - Police Officer I	39.94
27132 - Police Officer II	44.38
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.09
28042 - Carnival Equipment Repairer	15.46
28043 - Carnival Worker	10.43
28210 - Gate Attendant/Gate Tender	14.46
28310 - Lifeguard	12.86
28350 - Park Attendant (Aide)	16.18
28510 - Recreation Aide/Health Facility Attendant	11.81
28515 - Recreation Specialist	19.86
28630 - Sports Official	12.86
28690 - Swimming Pool Operator	19.24
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.51
29020 - Hatch Tender	25.51
29030 - Line Handler	25.51
29041 - Stevedore I	23.70
29042 - Stevedore II	27.33
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.27
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.15
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.11
30021 - Archeological Technician I	24.64
30022 - Archeological Technician II	27.72
30023 - Archeological Technician III	34.21
30030 - Cartographic Technician	34.35
30040 - Civil Engineering Technician	30.51
30051 - Cryogenic Technician I	29.49
30052 - Cryogenic Technician II	31.97
30061 - Drafter/CAD Operator I	24.64
30062 - Drafter/CAD Operator II	27.72
30063 - Drafter/CAD Operator III	30.79
30064 - Drafter/CAD Operator IV	37.88
30081 - Engineering Technician I	19.68
30082 - Engineering Technician II	22.09
30083 - Engineering Technician III	24.70
30084 - Engineering Technician IV	30.60
30085 - Engineering Technician V	37.43
30086 - Engineering Technician VI	45.29
30090 - Environmental Technician	26.89
30095 - Evidence Control Specialist	26.14

30210 - Laboratory Technician	23.13
30221 - Latent Fingerprint Technician I	27.24
30222 - Latent Fingerprint Technician II	30.08
30240 - Mathematical Technician	33.92
30361 - Paralegal/Legal Assistant I	21.25
30362 - Paralegal/Legal Assistant II	26.32
30363 - Paralegal/Legal Assistant III	32.20
30364 - Paralegal/Legal Assistant IV	38.69
30375 - Petroleum Supply Specialist	31.97
30390 - Photo-Optics Technician	33.63
30395 - Radiation Control Technician	31.97
30461 - Technical Writer I	24.26
30462 - Technical Writer II	29.67
30463 - Technical Writer III	35.91
30491 - Unexploded Ordnance (UXO) Technician I	26.87
30492 - Unexploded Ordnance (UXO) Technician II	32.51
30493 - Unexploded Ordnance (UXO) Technician III	38.96
30494 - Unexploded (UXO) Safety Escort	26.87
30495 - Unexploded (UXO) Sweep Personnel	26.87
30501 - Weather Forecaster I	29.49
30502 - Weather Forecaster II	35.20
30620 - Weather Observer, Combined Upper Air Or	(see 2) 30.79
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 32.23
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.51
31020 - Bus Aide	13.88
31030 - Bus Driver	20.57
31043 - Driver Courier	15.40
31260 - Parking and Lot Attendant	10.20
31290 - Shuttle Bus Driver	16.90
31310 - Taxi Driver	11.90
31361 - Truckdriver, Light	16.90
31362 - Truckdriver, Medium	21.82
31363 - Truckdriver, Heavy	22.51
31364 - Truckdriver, Tractor-Trailer	22.51
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.85
99030 - Cashier	12.13
99050 - Desk Clerk	12.27
99095 - Embalmer	26.65
99130 - Flight Follower	26.87
99251 - Laboratory Animal Caretaker I	14.00
99252 - Laboratory Animal Caretaker II	15.19
99260 - Marketing Analyst	26.41
99310 - Mortician	30.87
99410 - Pest Controller	16.58
99510 - Photofinishing Worker	15.19
99710 - Recycling Laborer	25.03
99711 - Recycling Specialist	31.13
99730 - Refuse Collector	21.74
99810 - Sales Clerk	17.13
99820 - School Crossing Guard	11.21
99830 - Survey Party Chief	39.32
99831 - Surveying Aide	20.78
99832 - Surveying Technician	28.42
99840 - Vending Machine Attendant	14.42
99841 - Vending Machine Repairer	18.52
99842 - Vending Machine Repairer Helper	14.42

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-4121 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of		Wage Determination No.: 2015-4121
Director	Wage Determinations		Revision No.: 4
			Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

HARTFORD COUNTY: Berlin, Bristol, Burlington, Hartland, New Britain, Plainville, Southington

LITCHFIELD COUNTY: Barkhamsted, Harwinton, Plymouth, Thomaston

MIDDLESEX COUNTY: East Haddam, Haddam, Middletown

TOLLAND COUNTY: Mansfield, Union

WINDHAM COUNTY: Ashford, Chaplin, Scotland, Windham

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.79
01012 - Accounting Clerk II		18.80
01013 - Accounting Clerk III		21.03
01020 - Administrative Assistant		29.49
01035 - Court Reporter		21.64
01041 - Customer Service Representative I		15.64
01042 - Customer Service Representative II		17.58
01043 - Customer Service Representative III		19.19
01051 - Data Entry Operator I		15.69
01052 - Data Entry Operator II		17.12
01060 - Dispatcher, Motor Vehicle		20.15
01070 - Document Preparation Clerk		17.14
01090 - Duplicating Machine Operator		17.14
01111 - General Clerk I		14.90
01112 - General Clerk II		16.26
01113 - General Clerk III		18.26
01120 - Housing Referral Assistant		22.34
01141 - Messenger Courier		14.44
01191 - Order Clerk I		16.78
01192 - Order Clerk II		18.67

01261 - Personnel Assistant (Employment) I	18.32
01262 - Personnel Assistant (Employment) II	20.49
01263 - Personnel Assistant (Employment) III	22.85
01270 - Production Control Clerk	22.72
01290 - Rental Clerk	15.52
01300 - Scheduler, Maintenance	17.58
01311 - Secretary I	17.58
01312 - Secretary II	19.67
01313 - Secretary III	22.21
01320 - Service Order Dispatcher	19.27
01410 - Supply Technician	29.49
01420 - Survey Worker	19.20
01460 - Switchboard Operator/Receptionist	16.22
01531 - Travel Clerk I	13.24
01532 - Travel Clerk II	14.43
01533 - Travel Clerk III	15.70
01611 - Word Processor I	15.17
01612 - Word Processor II	17.03
01613 - Word Processor III	19.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.81
05010 - Automotive Electrician	22.65
05040 - Automotive Glass Installer	21.90
05070 - Automotive Worker	21.90
05110 - Mobile Equipment Servicer	20.56
05130 - Motor Equipment Metal Mechanic	23.27
05160 - Motor Equipment Metal Worker	21.90
05190 - Motor Vehicle Mechanic	21.30
05220 - Motor Vehicle Mechanic Helper	19.81
05250 - Motor Vehicle Upholstery Worker	21.27
05280 - Motor Vehicle Wrecker	21.90
05310 - Painter, Automotive	20.38
05340 - Radiator Repair Specialist	19.72
05370 - Tire Repairer	15.94
05400 - Transmission Repair Specialist	21.30
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.46
07041 - Cook I	15.74
07042 - Cook II	17.03
07070 - Dishwasher	11.24
07130 - Food Service Worker	11.46
07210 - Meat Cutter	20.41
07260 - Waiter/Waitress	11.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.22
09040 - Furniture Handler	18.11
09080 - Furniture Refinisher	23.86
09090 - Furniture Refinisher Helper	19.99
09110 - Furniture Repairer, Minor	21.98
09130 - Upholsterer	22.22
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.04
11060 - Elevator Operator	15.10
11090 - Gardener	16.36
11122 - Housekeeping Aide	15.16
11150 - Janitor	15.16
11210 - Laborer, Grounds Maintenance	14.36
11240 - Maid or Houseman	11.90
11260 - Pruner	13.81
11270 - Tractor Operator	15.96
11330 - Trail Maintenance Worker	14.36
11360 - Window Cleaner	16.60

12000 - Health Occupations	
12010 - Ambulance Driver	21.05
12011 - Breath Alcohol Technician	21.05
12012 - Certified Occupational Therapist Assistant	29.36
12015 - Certified Physical Therapist Assistant	28.91
12020 - Dental Assistant	20.61
12025 - Dental Hygienist	42.28
12030 - EKG Technician	34.82
12035 - Electroneurodiagnostic Technologist	34.82
12040 - Emergency Medical Technician	21.05
12071 - Licensed Practical Nurse I	21.82
12072 - Licensed Practical Nurse II	24.41
12073 - Licensed Practical Nurse III	27.20
12100 - Medical Assistant	16.88
12130 - Medical Laboratory Technician	25.03
12160 - Medical Record Clerk	18.85
12190 - Medical Record Technician	21.09
12195 - Medical Transcriptionist	20.42
12210 - Nuclear Medicine Technologist	39.30
12221 - Nursing Assistant I	12.30
12222 - Nursing Assistant II	14.36
12223 - Nursing Assistant III	15.67
12224 - Nursing Assistant IV	16.78
12235 - Optical Dispenser	24.10
12236 - Optical Technician	21.82
12250 - Pharmacy Technician	15.11
12280 - Phlebotomist	18.15
12305 - Radiologic Technologist	31.46
12311 - Registered Nurse I	27.91
12312 - Registered Nurse II	34.14
12313 - Registered Nurse II, Specialist	34.14
12314 - Registered Nurse III	41.30
12315 - Registered Nurse III, Anesthetist	41.30
12316 - Registered Nurse IV	49.50
12317 - Scheduler (Drug and Alcohol Testing)	26.07
12320 - Substance Abuse Treatment Counselor	22.49
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.71
13012 - Exhibits Specialist II	28.13
13013 - Exhibits Specialist III	34.42
13041 - Illustrator I	24.46
13042 - Illustrator II	30.29
13043 - Illustrator III	37.06
13047 - Librarian	33.55
13050 - Library Aide/Clerk	14.97
13054 - Library Information Technology Systems Administrator	30.29
13058 - Library Technician	20.36
13061 - Media Specialist I	21.86
13062 - Media Specialist II	24.46
13063 - Media Specialist III	27.26
13071 - Photographer I	18.79
13072 - Photographer II	21.93
13073 - Photographer III	27.17
13074 - Photographer IV	33.24
13075 - Photographer V	40.21
13090 - Technical Order Library Clerk	19.50
13110 - Video Teleconference Technician	21.52
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.75
14042 - Computer Operator II	19.85
14043 - Computer Operator III	22.12

14044 - Computer Operator IV	24.58
14045 - Computer Operator V	27.23
14071 - Computer Programmer I (see 1)	24.15
14072 - Computer Programmer II (see 1)	
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	17.75
14160 - Personal Computer Support Technician	26.63
14170 - System Support Specialist	36.03
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.51
15020 - Aircrew Training Devices Instructor (Rated)	36.91
15030 - Air Crew Training Devices Instructor (Pilot)	44.24
15050 - Computer Based Training Specialist / Instructor	30.51
15060 - Educational Technologist	43.80
15070 - Flight Instructor (Pilot)	44.24
15080 - Graphic Artist	26.09
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	44.24
15086 - Maintenance Test Pilot, Rotary Wing	44.24
15088 - Non-Maintenance Test/Co-Pilot	44.24
15090 - Technical Instructor	27.44
15095 - Technical Instructor/Course Developer	33.58
15110 - Test Proctor	22.16
15120 - Tutor	22.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.05
16030 - Counter Attendant	11.05
16040 - Dry Cleaner	12.86
16070 - Finisher, Flatwork, Machine	11.05
16090 - Presser, Hand	11.05
16110 - Presser, Machine, Drycleaning	11.05
16130 - Presser, Machine, Shirts	11.05
16160 - Presser, Machine, Wearing Apparel, Laundry	11.05
16190 - Sewing Machine Operator	14.04
16220 - Tailor	15.16
16250 - Washer, Machine	11.58
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.52
19040 - Tool And Die Maker	28.04
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.48
21030 - Material Coordinator	22.72
21040 - Material Expediter	22.72
21050 - Material Handling Laborer	15.84
21071 - Order Filler	14.33
21080 - Production Line Worker (Food Processing)	18.48
21110 - Shipping Packer	17.12
21130 - Shipping/Receiving Clerk	17.12
21140 - Store Worker I	14.41
21150 - Stock Clerk	18.64
21210 - Tools And Parts Attendant	18.48
21410 - Warehouse Specialist	18.48
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.06
23019 - Aircraft Logs and Records Technician	28.56
23021 - Aircraft Mechanic I	31.95
23022 - Aircraft Mechanic II	33.06
23023 - Aircraft Mechanic III	34.24
23040 - Aircraft Mechanic Helper	26.18

23050 - Aircraft, Painter	30.81
23060 - Aircraft Servicer	28.56
23070 - Aircraft Survival Flight Equipment Technician	30.81
23080 - Aircraft Worker	29.62
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.62
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.95
23110 - Appliance Mechanic	22.77
23120 - Bicycle Repairer	17.72
23125 - Cable Splicer	40.74
23130 - Carpenter, Maintenance	25.13
23140 - Carpet Layer	24.53
23160 - Electrician, Maintenance	26.58
23181 - Electronics Technician Maintenance I	29.88
23182 - Electronics Technician Maintenance II	31.17
23183 - Electronics Technician Maintenance III	32.46
23260 - Fabric Worker	25.20
23290 - Fire Alarm System Mechanic	26.05
23310 - Fire Extinguisher Repairer	24.16
23311 - Fuel Distribution System Mechanic	31.39
23312 - Fuel Distribution System Operator	27.97
23370 - General Maintenance Worker	20.46
23380 - Ground Support Equipment Mechanic	31.95
23381 - Ground Support Equipment Servicer	28.56
23382 - Ground Support Equipment Worker	29.62
23391 - Gunsmith I	24.16
23392 - Gunsmith II	26.15
23393 - Gunsmith III	28.20
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.33
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.28
23430 - Heavy Equipment Mechanic	27.28
23440 - Heavy Equipment Operator	30.81
23460 - Instrument Mechanic	27.34
23465 - Laboratory/Shelter Mechanic	27.20
23470 - Laborer	14.34
23510 - Locksmith	27.69
23530 - Machinery Maintenance Mechanic	26.24
23550 - Machinist, Maintenance	24.17
23580 - Maintenance Trades Helper	19.38
23591 - Metrology Technician I	27.34
23592 - Metrology Technician II	28.30
23593 - Metrology Technician III	29.46
23640 - Millwright	29.99
23710 - Office Appliance Repairer	22.93
23760 - Painter, Maintenance	23.07
23790 - Pipefitter, Maintenance	30.64
23810 - Plumber, Maintenance	29.55
23820 - Pneudraulic Systems Mechanic	28.20
23850 - Rigger	23.33
23870 - Scale Mechanic	26.15
23890 - Sheet-Metal Worker, Maintenance	27.33
23910 - Small Engine Mechanic	23.89
23931 - Telecommunications Mechanic I	29.14
23932 - Telecommunications Mechanic II	30.15
23950 - Telephone Lineman	27.49
23960 - Welder, Combination, Maintenance	22.84
23965 - Well Driller	28.20
23970 - Woodcraft Worker	28.20
23980 - Woodworker	22.33

24000 - Personal Needs Occupations	
24550 - Case Manager	19.38
24570 - Child Care Attendant	13.75
24580 - Child Care Center Clerk	17.44
24610 - Chore Aide	12.53
24620 - Family Readiness And Support Services Coordinator	19.38
24630 - Homemaker	22.09
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.43
25040 - Sewage Plant Operator	28.93
25070 - Stationary Engineer	28.43
25190 - Ventilation Equipment Tender	23.29
25210 - Water Treatment Plant Operator	28.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.00
27007 - Baggage Inspector	14.14
27008 - Corrections Officer	31.96
27010 - Court Security Officer	31.96
27030 - Detection Dog Handler	19.88
27040 - Detention Officer	31.96
27070 - Firefighter	31.96
27101 - Guard I	14.14
27102 - Guard II	19.88
27131 - Police Officer I	30.33
27132 - Police Officer II	33.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.89
28042 - Carnival Equipment Repairer	12.44
28043 - Carnival Worker	10.96
28210 - Gate Attendant/Gate Tender	16.23
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	18.15
28510 - Recreation Aide/Health Facility Attendant	13.24
28515 - Recreation Specialist	22.48
28630 - Sports Official	14.45
28690 - Swimming Pool Operator	17.71
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.99
29020 - Hatch Tender	28.99
29030 - Line Handler	28.99
29041 - Stevedore I	27.85
29042 - Stevedore II	31.12
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	18.94
30022 - Archeological Technician II	21.95
30023 - Archeological Technician III	26.41
30030 - Cartographic Technician	26.66
30040 - Civil Engineering Technician	31.54
30051 - Cryogenic Technician I	29.07
30052 - Cryogenic Technician II	32.11
30061 - Drafter/CAD Operator I	18.94
30062 - Drafter/CAD Operator II	21.95
30063 - Drafter/CAD Operator III	23.62
30064 - Drafter/CAD Operator IV	29.07
30081 - Engineering Technician I	16.86
30082 - Engineering Technician II	18.91
30083 - Engineering Technician III	21.96
30084 - Engineering Technician IV	25.74

30085 - Engineering Technician V	30.54
30086 - Engineering Technician VI	36.92
30090 - Environmental Technician	24.81
30095 - Evidence Control Specialist	26.24
30210 - Laboratory Technician	22.56
30221 - Latent Fingerprint Technician I	29.07
30222 - Latent Fingerprint Technician II	32.11
30240 - Mathematical Technician	26.66
30361 - Paralegal/Legal Assistant I	19.36
30362 - Paralegal/Legal Assistant II	23.99
30363 - Paralegal/Legal Assistant III	29.35
30364 - Paralegal/Legal Assistant IV	35.50
30375 - Petroleum Supply Specialist	32.11
30390 - Photo-Optics Technician	26.66
30395 - Radiation Control Technician	32.11
30461 - Technical Writer I	26.19
30462 - Technical Writer II	32.05
30463 - Technical Writer III	38.77
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	29.07
30502 - Weather Forecaster II	35.36
30620 - Weather Observer, Combined Upper Air Or	(see 2) 23.62
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 26.24
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	14.99
31030 - Bus Driver	18.71
31043 - Driver Courier	15.24
31260 - Parking and Lot Attendant	10.51
31290 - Shuttle Bus Driver	15.94
31310 - Taxi Driver	14.53
31361 - Truckdriver, Light	15.94
31362 - Truckdriver, Medium	19.84
31363 - Truckdriver, Heavy	22.64
31364 - Truckdriver, Tractor-Trailer	22.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	10.95
99050 - Desk Clerk	13.41
99095 - Embalmer	32.31
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	13.19
99252 - Laboratory Animal Caretaker II	13.87
99260 - Marketing Analyst	30.71
99310 - Mortician	32.85
99410 - Pest Controller	19.84
99510 - Photofinishing Worker	16.02
99710 - Recycling Laborer	20.16
99711 - Recycling Specialist	22.62
99730 - Refuse Collector	18.42
99810 - Sales Clerk	13.39
99820 - School Crossing Guard	15.95
99830 - Survey Party Chief	31.82
99831 - Surveying Aide	19.92
99832 - Surveying Technician	24.09
99840 - Vending Machine Attendant	17.83
99841 - Vending Machine Repairer	20.33

99842 - Vending Machine Repairer Helper

17.83

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial 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)).

WD 15-4133 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-4133
Director	Wage Determinations	Revision No.: 4
		Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

LITCHFIELD COUNTY: Canaan, Colebrook, Cornwall, Goshen, Kent, Litchfield, Morris, Norfolk, North Canaan, Roxbury, Salisbury, Sharon, Torrington, Warren, Washington, Winchester

WINDHAM COUNTY: Eastford, Hampton

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.79
01012 - Accounting Clerk II		18.80
01013 - Accounting Clerk III		21.03
01020 - Administrative Assistant		27.15
01035 - Court Reporter		19.67
01041 - Customer Service Representative I		13.16
01042 - Customer Service Representative II		14.80
01043 - Customer Service Representative III		16.15
01051 - Data Entry Operator I		13.79
01052 - Data Entry Operator II		15.05
01060 - Dispatcher, Motor Vehicle		19.67
01070 - Document Preparation Clerk		14.16
01090 - Duplicating Machine Operator		14.16
01111 - General Clerk I		13.69
01112 - General Clerk II		14.90
01113 - General Clerk III		17.00
01120 - Housing Referral Assistant		22.34
01141 - Messenger Courier		14.44
01191 - Order Clerk I		15.25
01192 - Order Clerk II		18.40
01261 - Personnel Assistant (Employment) I		18.32
01262 - Personnel Assistant (Employment) II		20.49
01263 - Personnel Assistant (Employment) III		22.85
01270 - Production Control Clerk		22.72
01290 - Rental Clerk		15.52

01300 - Scheduler, Maintenance	17.58
01311 - Secretary I	17.58
01312 - Secretary II	19.67
01313 - Secretary III	22.21
01320 - Service Order Dispatcher	19.27
01410 - Supply Technician	27.15
01420 - Survey Worker	16.83
01460 - Switchboard Operator/Receptionist	14.59
01531 - Travel Clerk I	13.24
01532 - Travel Clerk II	14.43
01533 - Travel Clerk III	15.70
01611 - Word Processor I	16.69
01612 - Word Processor II	18.73
01613 - Word Processor III	19.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.50
05010 - Automotive Electrician	22.65
05040 - Automotive Glass Installer	21.90
05070 - Automotive Worker	21.90
05110 - Mobile Equipment Servicer	20.56
05130 - Motor Equipment Metal Mechanic	23.27
05160 - Motor Equipment Metal Worker	21.90
05190 - Motor Vehicle Mechanic	21.30
05220 - Motor Vehicle Mechanic Helper	19.81
05250 - Motor Vehicle Upholstery Worker	21.27
05280 - Motor Vehicle Wrecker	21.90
05310 - Painter, Automotive	20.38
05340 - Radiator Repair Specialist	19.72
05370 - Tire Repairer	17.84
05400 - Transmission Repair Specialist	21.30
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.81
07041 - Cook I	15.70
07042 - Cook II	17.09
07070 - Dishwasher	11.24
07130 - Food Service Worker	12.63
07210 - Meat Cutter	22.45
07260 - Waiter/Waitress	11.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.38
09040 - Furniture Handler	18.27
09080 - Furniture Refinisher	24.38
09090 - Furniture Refinisher Helper	20.71
09110 - Furniture Repairer, Minor	22.73
09130 - Upholsterer	24.38
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.15
11060 - Elevator Operator	13.48
11090 - Gardener	17.86
11122 - Housekeeping Aide	13.48
11150 - Janitor	13.48
11210 - Laborer, Grounds Maintenance	15.02
11240 - Maid or Houseman	11.56
11260 - Pruner	13.81
11270 - Tractor Operator	17.02
11330 - Trail Maintenance Worker	15.02
11360 - Window Cleaner	14.98
12000 - Health Occupations	
12010 - Ambulance Driver	21.86
12011 - Breath Alcohol Technician	23.65
12012 - Certified Occupational Therapist Assistant	32.14
12015 - Certified Physical Therapist Assistant	31.56

12020 - Dental Assistant	23.44
12025 - Dental Hygienist	41.38
12030 - EKG Technician	35.06
12035 - Electroneurodiagnostic Technologist	35.06
12040 - Emergency Medical Technician	21.86
12071 - Licensed Practical Nurse I	21.43
12072 - Licensed Practical Nurse II	23.98
12073 - Licensed Practical Nurse III	26.72
12100 - Medical Assistant	17.16
12130 - Medical Laboratory Technician	21.43
12160 - Medical Record Clerk	15.58
12190 - Medical Record Technician	29.49
12195 - Medical Transcriptionist	21.15
12210 - Nuclear Medicine Technologist	44.69
12221 - Nursing Assistant I	12.30
12222 - Nursing Assistant II	14.36
12223 - Nursing Assistant III	15.67
12224 - Nursing Assistant IV	16.78
12235 - Optical Dispenser	24.10
12236 - Optical Technician	21.15
12250 - Pharmacy Technician	15.62
12280 - Phlebotomist	16.78
12305 - Radiologic Technologist	35.06
12311 - Registered Nurse I	27.91
12312 - Registered Nurse II	34.14
12313 - Registered Nurse II, Specialist	34.14
12314 - Registered Nurse III	41.30
12315 - Registered Nurse III, Anesthetist	41.30
12316 - Registered Nurse IV	49.50
12317 - Scheduler (Drug and Alcohol Testing)	27.10
12320 - Substance Abuse Treatment Counselor	25.53
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.71
13012 - Exhibits Specialist II	28.13
13013 - Exhibits Specialist III	34.42
13041 - Illustrator I	23.40
13042 - Illustrator II	29.00
13043 - Illustrator III	35.47
13047 - Librarian	30.08
13050 - Library Aide/Clerk	14.53
13054 - Library Information Technology Systems Administrator	27.17
13058 - Library Technician	16.83
13061 - Media Specialist I	19.60
13062 - Media Specialist II	21.93
13063 - Media Specialist III	24.46
13071 - Photographer I	18.79
13072 - Photographer II	21.93
13073 - Photographer III	27.17
13074 - Photographer IV	33.24
13075 - Photographer V	40.21
13090 - Technical Order Library Clerk	17.98
13110 - Video Teleconference Technician	17.78
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.71
14042 - Computer Operator II	18.69
14043 - Computer Operator III	20.85
14044 - Computer Operator IV	24.21
14045 - Computer Operator V	26.82
14071 - Computer Programmer I	(see 1) 24.15
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)

14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.71
14160 - Personal Computer Support Technician		26.63
14170 - System Support Specialist		23.36
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.29
15020 - Aircrew Training Devices Instructor (Rated)		34.29
15030 - Air Crew Training Devices Instructor (Pilot)		41.01
15050 - Computer Based Training Specialist / Instructor		28.35
15060 - Educational Technologist		36.20
15070 - Flight Instructor (Pilot)		41.01
15080 - Graphic Artist		25.72
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		41.01
15086 - Maintenance Test Pilot, Rotary Wing		41.01
15088 - Non-Maintenance Test/Co-Pilot		41.01
15090 - Technical Instructor		26.47
15095 - Technical Instructor/Course Developer		32.37
15110 - Test Proctor		21.36
15120 - Tutor		21.36
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.05
16030 - Counter Attendant		11.05
16040 - Dry Cleaner		12.86
16070 - Finisher, Flatwork, Machine		11.05
16090 - Presser, Hand		11.05
16110 - Presser, Machine, Drycleaning		11.05
16130 - Presser, Machine, Shirts		11.05
16160 - Presser, Machine, Wearing Apparel, Laundry		11.05
16190 - Sewing Machine Operator		14.04
16220 - Tailor		15.16
16250 - Washer, Machine		11.58
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.55
19040 - Tool And Die Maker		30.85
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.46
21030 - Material Coordinator		22.72
21040 - Material Expediter		22.72
21050 - Material Handling Laborer		15.84
21071 - Order Filler		14.33
21080 - Production Line Worker (Food Processing)		18.46
21110 - Shipping Packer		17.47
21130 - Shipping/Receiving Clerk		17.47
21140 - Store Worker I		14.40
21150 - Stock Clerk		19.29
21210 - Tools And Parts Attendant		18.46
21410 - Warehouse Specialist		18.46
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		28.72
23019 - Aircraft Logs and Records Technician		24.52
23021 - Aircraft Mechanic I		27.73
23022 - Aircraft Mechanic II		28.72
23023 - Aircraft Mechanic III		29.88
23040 - Aircraft Mechanic Helper		22.29
23050 - Aircraft, Painter		26.63
23060 - Aircraft Servicer		24.52
23070 - Aircraft Survival Flight Equipment Technician		26.63
23080 - Aircraft Worker		25.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		25.42

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	27.73
II		
23110	- Appliance Mechanic	24.68
23120	- Bicycle Repairer	21.44
23125	- Cable Splicer	33.67
23130	- Carpenter, Maintenance	26.30
23140	- Carpet Layer	23.66
23160	- Electrician, Maintenance	28.27
23181	- Electronics Technician Maintenance I	24.69
23182	- Electronics Technician Maintenance II	25.76
23183	- Electronics Technician Maintenance III	26.83
23260	- Fabric Worker	22.73
23290	- Fire Alarm System Mechanic	25.68
23310	- Fire Extinguisher Repairer	21.73
23311	- Fuel Distribution System Mechanic	28.54
23312	- Fuel Distribution System Operator	25.43
23370	- General Maintenance Worker	20.46
23380	- Ground Support Equipment Mechanic	27.73
23381	- Ground Support Equipment Servicer	24.52
23382	- Ground Support Equipment Worker	25.43
23391	- Gunsmith I	21.73
23392	- Gunsmith II	23.66
23393	- Gunsmith III	25.68
23410	- Heating, Ventilation And Air-Conditioning Mechanic	26.64
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.58
23430	- Heavy Equipment Mechanic	25.68
23440	- Heavy Equipment Operator	29.21
23460	- Instrument Mechanic	25.68
23465	- Laboratory/Shelter Mechanic	24.68
23470	- Laborer	13.67
23510	- Locksmith	24.68
23530	- Machinery Maintenance Mechanic	25.67
23550	- Machinist, Maintenance	22.84
23580	- Maintenance Trades Helper	20.71
23591	- Metrology Technician I	25.68
23592	- Metrology Technician II	26.58
23593	- Metrology Technician III	27.65
23640	- Millwright	25.68
23710	- Office Appliance Repairer	24.68
23760	- Painter, Maintenance	21.76
23790	- Pipefitter, Maintenance	29.97
23810	- Plumber, Maintenance	28.81
23820	- Pneudraulic Systems Mechanic	25.68
23850	- Rigger	25.68
23870	- Scale Mechanic	23.66
23890	- Sheet-Metal Worker, Maintenance	25.35
23910	- Small Engine Mechanic	23.66
23931	- Telecommunications Mechanic I	24.64
23932	- Telecommunications Mechanic II	25.52
23950	- Telephone Lineman	25.68
23960	- Welder, Combination, Maintenance	23.85
23965	- Well Driller	25.68
23970	- Woodcraft Worker	25.68
23980	- Woodworker	21.73
24000	- Personal Needs Occupations	
24550	- Case Manager	19.38
24570	- Child Care Attendant	13.75
24580	- Child Care Center Clerk	17.44
24610	- Chore Aide	12.53

24620 - Family Readiness And Support Services Coordinator	19.38
24630 - Homemaker	22.09
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.96
25040 - Sewage Plant Operator	24.68
25070 - Stationary Engineer	25.96
25190 - Ventilation Equipment Tender	20.87
25210 - Water Treatment Plant Operator	24.68
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.00
27007 - Baggage Inspector	14.67
27008 - Corrections Officer	27.19
27010 - Court Security Officer	27.19
27030 - Detection Dog Handler	19.88
27040 - Detention Officer	27.19
27070 - Firefighter	27.05
27101 - Guard I	14.67
27102 - Guard II	19.88
27131 - Police Officer I	29.39
27132 - Police Officer II	32.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.15
28042 - Carnival Equipment Repairer	11.76
28043 - Carnival Worker	10.96
28210 - Gate Attendant/Gate Tender	15.20
28310 - Lifeguard	13.54
28350 - Park Attendant (Aide)	17.01
28510 - Recreation Aide/Health Facility Attendant	12.41
28515 - Recreation Specialist	21.06
28630 - Sports Official	13.54
28690 - Swimming Pool Operator	21.43
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.35
29020 - Hatch Tender	26.35
29030 - Line Handler	26.35
29041 - Stevedore I	25.32
29042 - Stevedore II	28.29
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	18.49
30022 - Archeological Technician II	21.95
30023 - Archeological Technician III	26.41
30030 - Cartographic Technician	26.66
30040 - Civil Engineering Technician	27.35
30051 - Cryogenic Technician I	21.24
30052 - Cryogenic Technician II	23.46
30061 - Drafter/CAD Operator I	18.49
30062 - Drafter/CAD Operator II	21.95
30063 - Drafter/CAD Operator III	23.43
30064 - Drafter/CAD Operator IV	28.84
30081 - Engineering Technician I	16.86
30082 - Engineering Technician II	18.91
30083 - Engineering Technician III	21.96
30084 - Engineering Technician IV	25.74
30085 - Engineering Technician V	30.54
30086 - Engineering Technician VI	36.92
30090 - Environmental Technician	24.81
30095 - Evidence Control Specialist	19.18
30210 - Laboratory Technician	22.79

30221 - Latent Fingerprint Technician I	21.24
30222 - Latent Fingerprint Technician II	23.46
30240 - Mathematical Technician	26.66
30361 - Paralegal/Legal Assistant I	19.36
30362 - Paralegal/Legal Assistant II	23.99
30363 - Paralegal/Legal Assistant III	29.35
30364 - Paralegal/Legal Assistant IV	35.50
30375 - Petroleum Supply Specialist	23.46
30390 - Photo-Optics Technician	26.66
30395 - Radiation Control Technician	23.46
30461 - Technical Writer I	22.99
30462 - Technical Writer II	28.13
30463 - Technical Writer III	34.04
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	28.84
30502 - Weather Forecaster II	35.09
30620 - Weather Observer, Combined Upper Air Or	(see 2) 23.43
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.62
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	16.20
31030 - Bus Driver	20.59
31043 - Driver Courier	14.89
31260 - Parking and Lot Attendant	12.54
31290 - Shuttle Bus Driver	15.66
31310 - Taxi Driver	14.53
31361 - Truckdriver, Light	15.66
31362 - Truckdriver, Medium	19.84
31363 - Truckdriver, Heavy	21.52
31364 - Truckdriver, Tractor-Trailer	21.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	10.95
99050 - Desk Clerk	13.41
99095 - Embalmer	32.31
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	14.66
99252 - Laboratory Animal Caretaker II	15.39
99260 - Marketing Analyst	20.14
99310 - Mortician	32.85
99410 - Pest Controller	19.84
99510 - Photofinishing Worker	13.24
99710 - Recycling Laborer	17.99
99711 - Recycling Specialist	20.39
99730 - Refuse Collector	16.41
99810 - Sales Clerk	13.39
99820 - School Crossing Guard	16.02
99830 - Survey Party Chief	26.30
99831 - Surveying Aide	16.46
99832 - Surveying Technician	19.91
99840 - Vending Machine Attendant	17.83
99841 - Vending Machine Repairer	20.33
99842 - Vending Machine Repairer Helper	17.83

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial 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)).

WD 15-4119 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of		Wage Determination No.: 2015-4119
Director	Wage Determinations		Revision No.: 4
			Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

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

LITCHFIELD COUNTY: New Hartford

MIDDLESEX COUNTY: Cromwell, East Hampton, Portland

NEW LONDON COUNTY: Colchester

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

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.48
01012 - Accounting Clerk II		18.48
01013 - Accounting Clerk III		20.70
01020 - Administrative Assistant		32.80
01035 - Court Reporter		20.25
01041 - Customer Service Representative I		15.64
01042 - Customer Service Representative II		17.58
01043 - Customer Service Representative III		19.19
01051 - Data Entry Operator I		15.69
01052 - Data Entry Operator II		17.16
01060 - Dispatcher, Motor Vehicle		20.15
01070 - Document Preparation Clerk		17.44
01090 - Duplicating Machine Operator		17.44
01111 - General Clerk I		16.86
01112 - General Clerk II		18.39
01113 - General Clerk III		20.64
01120 - Housing Referral Assistant		24.22
01141 - Messenger Courier		15.37

01191 - Order Clerk I	16.96
01192 - Order Clerk II	18.51
01261 - Personnel Assistant (Employment) I	17.77
01262 - Personnel Assistant (Employment) II	19.88
01263 - Personnel Assistant (Employment) III	24.37
01270 - Production Control Clerk	24.62
01290 - Rental Clerk	16.43
01300 - Scheduler, Maintenance	19.42
01311 - Secretary I	19.42
01312 - Secretary II	21.73
01313 - Secretary III	24.22
01320 - Service Order Dispatcher	19.42
01410 - Supply Technician	32.80
01420 - Survey Worker	19.20
01460 - Switchboard Operator/Receptionist	16.22
01531 - Travel Clerk I	13.52
01532 - Travel Clerk II	14.74
01533 - Travel Clerk III	16.03
01611 - Word Processor I	15.62
01612 - Word Processor II	17.53
01613 - Word Processor III	19.62
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.81
05010 - Automotive Electrician	21.13
05040 - Automotive Glass Installer	20.86
05070 - Automotive Worker	20.21
05110 - Mobile Equipment Servicer	18.56
05130 - Motor Equipment Metal Mechanic	21.40
05160 - Motor Equipment Metal Worker	20.21
05190 - Motor Vehicle Mechanic	21.40
05220 - Motor Vehicle Mechanic Helper	17.69
05250 - Motor Vehicle Upholstery Worker	19.40
05280 - Motor Vehicle Wrecker	20.21
05310 - Painter, Automotive	21.15
05340 - Radiator Repair Specialist	20.21
05370 - Tire Repairer	15.68
05400 - Transmission Repair Specialist	21.40
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.94
07041 - Cook I	15.74
07042 - Cook II	17.03
07070 - Dishwasher	11.11
07130 - Food Service Worker	11.46
07210 - Meat Cutter	19.53
07260 - Waiter/Waitress	11.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.43
09040 - Furniture Handler	16.51
09080 - Furniture Refinisher	21.94
09090 - Furniture Refinisher Helper	18.50
09110 - Furniture Repairer, Minor	20.20
09130 - Upholsterer	19.81
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.04
11060 - Elevator Operator	14.66
11090 - Gardener	17.12
11122 - Housekeeping Aide	15.16
11150 - Janitor	15.16
11210 - Laborer, Grounds Maintenance	14.43
11240 - Maid or Houseman	12.28
11260 - Pruner	12.98
11270 - Tractor Operator	16.33

11330 - Trail Maintenance Worker	14.43
11360 - Window Cleaner	16.60
12000 - Health Occupations	
12010 - Ambulance Driver	21.05
12011 - Breath Alcohol Technician	21.91
12012 - Certified Occupational Therapist Assistant	28.59
12015 - Certified Physical Therapist Assistant	28.91
12020 - Dental Assistant	20.61
12025 - Dental Hygienist	40.98
12030 - EKG Technician	27.81
12035 - Electroneurodiagnostic Technologist	27.81
12040 - Emergency Medical Technician	21.05
12071 - Licensed Practical Nurse I	21.82
12072 - Licensed Practical Nurse II	24.41
12073 - Licensed Practical Nurse III	27.20
12100 - Medical Assistant	16.88
12130 - Medical Laboratory Technician	24.92
12160 - Medical Record Clerk	19.18
12190 - Medical Record Technician	21.44
12195 - Medical Transcriptionist	20.42
12210 - Nuclear Medicine Technologist	38.75
12221 - Nursing Assistant I	12.00
12222 - Nursing Assistant II	13.50
12223 - Nursing Assistant III	14.73
12224 - Nursing Assistant IV	16.53
12235 - Optical Dispenser	23.64
12236 - Optical Technician	21.56
12250 - Pharmacy Technician	15.93
12280 - Phlebotomist	18.15
12305 - Radiologic Technologist	31.46
12311 - Registered Nurse I	27.82
12312 - Registered Nurse II	34.04
12313 - Registered Nurse II, Specialist	34.04
12314 - Registered Nurse III	41.18
12315 - Registered Nurse III, Anesthetist	41.18
12316 - Registered Nurse IV	49.36
12317 - Scheduler (Drug and Alcohol Testing)	26.07
12320 - Substance Abuse Treatment Counselor	22.49
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.58
13012 - Exhibits Specialist II	25.48
13013 - Exhibits Specialist III	31.18
13041 - Illustrator I	24.46
13042 - Illustrator II	30.29
13043 - Illustrator III	37.06
13047 - Librarian	33.55
13050 - Library Aide/Clerk	14.97
13054 - Library Information Technology Systems Administrator	30.29
13058 - Library Technician	21.15
13061 - Media Specialist I	21.86
13062 - Media Specialist II	24.46
13063 - Media Specialist III	27.26
13071 - Photographer I	19.17
13072 - Photographer II	22.01
13073 - Photographer III	26.63
13074 - Photographer IV	32.48
13075 - Photographer V	39.41
13090 - Technical Order Library Clerk	19.50
13110 - Video Teleconference Technician	22.69
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.10

14042 - Computer Operator II	20.44
14043 - Computer Operator III	23.13
14044 - Computer Operator IV	25.31
14045 - Computer Operator V	28.04
14071 - Computer Programmer I	(see 1) 23.65
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	18.10
14160 - Personal Computer Support Technician	25.31
14170 - System Support Specialist	36.03
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.19
15020 - Aircrew Training Devices Instructor (Rated)	40.16
15030 - Air Crew Training Devices Instructor (Pilot)	48.13
15050 - Computer Based Training Specialist / Instructor	33.19
15060 - Educational Technologist	39.31
15070 - Flight Instructor (Pilot)	48.13
15080 - Graphic Artist	26.00
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	44.24
15086 - Maintenance Test Pilot, Rotary Wing	44.24
15088 - Non-Maintenance Test/Co-Pilot	44.24
15090 - Technical Instructor	27.44
15095 - Technical Instructor/Course Developer	33.58
15110 - Test Proctor	22.16
15120 - Tutor	22.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.05
16030 - Counter Attendant	11.05
16040 - Dry Cleaner	13.14
16070 - Finisher, Flatwork, Machine	11.05
16090 - Presser, Hand	11.05
16110 - Presser, Machine, Drycleaning	11.05
16130 - Presser, Machine, Shirts	11.05
16160 - Presser, Machine, Wearing Apparel, Laundry	11.05
16190 - Sewing Machine Operator	14.34
16220 - Tailor	15.48
16250 - Washer, Machine	11.58
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.40
19040 - Tool And Die Maker	28.04
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.48
21030 - Material Coordinator	22.51
21040 - Material Expediter	22.51
21050 - Material Handling Laborer	14.34
21071 - Order Filler	14.22
21080 - Production Line Worker (Food Processing)	18.48
21110 - Shipping Packer	17.12
21130 - Shipping/Receiving Clerk	17.12
21140 - Store Worker I	14.41
21150 - Stock Clerk	18.64
21210 - Tools And Parts Attendant	18.48
21410 - Warehouse Specialist	18.48
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.07
23019 - Aircraft Logs and Records Technician	25.36
23021 - Aircraft Mechanic I	28.67
23022 - Aircraft Mechanic II	30.07

23023 - Aircraft Mechanic III	31.57
23040 - Aircraft Mechanic Helper	23.12
23050 - Aircraft, Painter	27.94
23060 - Aircraft Servicer	25.36
23070 - Aircraft Survival Flight Equipment Technician	27.94
23080 - Aircraft Worker	26.41
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.41
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.67
23110 - Appliance Mechanic	22.98
23120 - Bicycle Repairer	15.68
23125 - Cable Splicer	37.30
23130 - Carpenter, Maintenance	25.13
23140 - Carpet Layer	24.22
23160 - Electrician, Maintenance	26.58
23181 - Electronics Technician Maintenance I	28.90
23182 - Electronics Technician Maintenance II	30.15
23183 - Electronics Technician Maintenance III	31.41
23260 - Fabric Worker	25.20
23290 - Fire Alarm System Mechanic	26.05
23310 - Fire Extinguisher Repairer	24.16
23311 - Fuel Distribution System Mechanic	31.31
23312 - Fuel Distribution System Operator	26.47
23370 - General Maintenance Worker	20.26
23380 - Ground Support Equipment Mechanic	28.67
23381 - Ground Support Equipment Servicer	25.36
23382 - Ground Support Equipment Worker	26.41
23391 - Gunsmith I	24.16
23392 - Gunsmith II	26.15
23393 - Gunsmith III	28.20
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.33
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.28
23430 - Heavy Equipment Mechanic	27.23
23440 - Heavy Equipment Operator	30.48
23460 - Instrument Mechanic	25.54
23465 - Laboratory/Shelter Mechanic	27.20
23470 - Laborer	14.34
23510 - Locksmith	27.69
23530 - Machinery Maintenance Mechanic	26.24
23550 - Machinist, Maintenance	24.17
23580 - Maintenance Trades Helper	18.72
23591 - Metrology Technician I	25.54
23592 - Metrology Technician II	26.46
23593 - Metrology Technician III	27.52
23640 - Millwright	27.21
23710 - Office Appliance Repairer	24.11
23760 - Painter, Maintenance	23.07
23790 - Pipefitter, Maintenance	30.64
23810 - Plumber, Maintenance	29.55
23820 - Pneudraulic Systems Mechanic	28.20
23850 - Rigger	23.93
23870 - Scale Mechanic	26.15
23890 - Sheet-Metal Worker, Maintenance	27.33
23910 - Small Engine Mechanic	23.54
23931 - Telecommunications Mechanic I	29.14
23932 - Telecommunications Mechanic II	30.15
23950 - Telephone Lineman	27.49
23960 - Welder, Combination, Maintenance	22.19
23965 - Well Driller	28.09

23970 - Woodcraft Worker	28.20
23980 - Woodworker	22.59
24000 - Personal Needs Occupations	
24550 - Case Manager	20.65
24570 - Child Care Attendant	14.25
24580 - Child Care Center Clerk	19.47
24610 - Chore Aide	12.92
24620 - Family Readiness And Support Services Coordinator	20.65
24630 - Homemaker	23.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.43
25040 - Sewage Plant Operator	29.63
25070 - Stationary Engineer	28.43
25190 - Ventilation Equipment Tender	23.29
25210 - Water Treatment Plant Operator	29.63
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.29
27007 - Baggage Inspector	14.14
27008 - Corrections Officer	31.96
27010 - Court Security Officer	31.96
27030 - Detection Dog Handler	19.25
27040 - Detention Officer	31.96
27070 - Firefighter	31.96
27101 - Guard I	14.14
27102 - Guard II	19.25
27131 - Police Officer I	30.33
27132 - Police Officer II	33.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.10
28042 - Carnival Equipment Repairer	13.74
28043 - Carnival Worker	11.09
28210 - Gate Attendant/Gate Tender	16.95
28310 - Lifeguard	15.10
28350 - Park Attendant (Aide)	18.97
28510 - Recreation Aide/Health Facility Attendant	13.84
28515 - Recreation Specialist	22.48
28630 - Sports Official	15.10
28690 - Swimming Pool Operator	17.45
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	32.82
29020 - Hatch Tender	32.82
29030 - Line Handler	32.82
29041 - Stevedore I	31.64
29042 - Stevedore II	34.14
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.43
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.18
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.94
30021 - Archeological Technician I	18.94
30022 - Archeological Technician II	21.19
30023 - Archeological Technician III	26.24
30030 - Cartographic Technician	26.24
30040 - Civil Engineering Technician	31.78
30051 - Cryogenic Technician I	29.07
30052 - Cryogenic Technician II	32.11
30061 - Drafter/CAD Operator I	18.94
30062 - Drafter/CAD Operator II	21.19
30063 - Drafter/CAD Operator III	23.62
30064 - Drafter/CAD Operator IV	29.07
30081 - Engineering Technician I	16.21
30082 - Engineering Technician II	18.50

30083 - Engineering Technician III	20.82
30084 - Engineering Technician IV	25.79
30085 - Engineering Technician V	33.14
30086 - Engineering Technician VI	38.16
30090 - Environmental Technician	21.21
30095 - Evidence Control Specialist	26.24
30210 - Laboratory Technician	22.56
30221 - Latent Fingerprint Technician I	29.07
30222 - Latent Fingerprint Technician II	32.11
30240 - Mathematical Technician	26.24
30361 - Paralegal/Legal Assistant I	20.67
30362 - Paralegal/Legal Assistant II	25.60
30363 - Paralegal/Legal Assistant III	31.32
30364 - Paralegal/Legal Assistant IV	37.90
30375 - Petroleum Supply Specialist	32.11
30390 - Photo-Optics Technician	26.24
30395 - Radiation Control Technician	32.11
30461 - Technical Writer I	26.19
30462 - Technical Writer II	32.05
30463 - Technical Writer III	38.77
30491 - Unexploded Ordnance (UXO) Technician I	25.06
30492 - Unexploded Ordnance (UXO) Technician II	30.32
30493 - Unexploded Ordnance (UXO) Technician III	36.34
30494 - Unexploded (UXO) Safety Escort	25.06
30495 - Unexploded (UXO) Sweep Personnel	25.06
30501 - Weather Forecaster I	29.07
30502 - Weather Forecaster II	35.36
30620 - Weather Observer, Combined Upper Air Or	(see 2) 23.62
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 26.24
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	14.07
31030 - Bus Driver	18.67
31043 - Driver Courier	15.70
31260 - Parking and Lot Attendant	10.64
31290 - Shuttle Bus Driver	16.47
31310 - Taxi Driver	15.47
31361 - Truckdriver, Light	16.47
31362 - Truckdriver, Medium	20.26
31363 - Truckdriver, Heavy	22.64
31364 - Truckdriver, Tractor-Trailer	22.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	10.36
99050 - Desk Clerk	11.13
99095 - Embalmer	33.78
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	12.83
99252 - Laboratory Animal Caretaker II	13.42
99260 - Marketing Analyst	30.71
99310 - Mortician	37.63
99410 - Pest Controller	18.70
99510 - Photofinishing Worker	16.17
99710 - Recycling Laborer	20.16
99711 - Recycling Specialist	22.62
99730 - Refuse Collector	18.42
99810 - Sales Clerk	16.37
99820 - School Crossing Guard	15.95
99830 - Survey Party Chief	27.09
99831 - Surveying Aide	14.95
99832 - Surveying Technician	24.63

99840 - Vending Machine Attendant	17.45
99841 - Vending Machine Repairer	19.95
99842 - Vending Machine Repairer Helper	17.45

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial 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)).

WD 15-4535 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-4535
Director	Wage Determinations	Revision No.: 4
		Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida County of Broward

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.55
01012 - Accounting Clerk II		16.74
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		25.07
01035 - Court Reporter		18.82
01041 - Customer Service Representative I		11.45
01042 - Customer Service Representative II		12.88
01043 - Customer Service Representative III		14.05
01051 - Data Entry Operator I		12.96
01052 - Data Entry Operator II		14.14
01060 - Dispatcher, Motor Vehicle		17.16
01070 - Document Preparation Clerk		13.44
01090 - Duplicating Machine Operator		13.44
01111 - General Clerk I		12.62
01112 - General Clerk II		13.88
01113 - General Clerk III		15.59
01120 - Housing Referral Assistant		20.88
01141 - Messenger Courier		14.15
01191 - Order Clerk I		13.98
01192 - Order Clerk II		15.25
01261 - Personnel Assistant (Employment) I		15.88
01262 - Personnel Assistant (Employment) II		17.90
01263 - Personnel Assistant (Employment) III		20.30
01270 - Production Control Clerk		20.00
01290 - Rental Clerk		14.93
01300 - Scheduler, Maintenance		16.74
01311 - Secretary I		16.74
01312 - Secretary II		18.73
01313 - Secretary III		20.88

01320 - Service Order Dispatcher	15.35
01410 - Supply Technician	25.07
01420 - Survey Worker	18.82
01460 - Switchboard Operator/Receptionist	13.44
01531 - Travel Clerk I	13.27
01532 - Travel Clerk II	14.42
01533 - Travel Clerk III	15.45
01611 - Word Processor I	14.63
01612 - Word Processor II	16.42
01613 - Word Processor III	18.38
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.50
05010 - Automotive Electrician	16.61
05040 - Automotive Glass Installer	15.52
05070 - Automotive Worker	15.52
05110 - Mobile Equipment Servicer	13.34
05130 - Motor Equipment Metal Mechanic	17.68
05160 - Motor Equipment Metal Worker	15.52
05190 - Motor Vehicle Mechanic	17.68
05220 - Motor Vehicle Mechanic Helper	12.24
05250 - Motor Vehicle Upholstery Worker	14.42
05280 - Motor Vehicle Wrecker	15.52
05310 - Painter, Automotive	16.62
05340 - Radiator Repair Specialist	15.52
05370 - Tire Repairer	11.60
05400 - Transmission Repair Specialist	17.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.94
07041 - Cook I	13.41
07042 - Cook II	15.61
07070 - Dishwasher	9.79
07130 - Food Service Worker	10.47
07210 - Meat Cutter	14.78
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.41
09040 - Furniture Handler	9.80
09080 - Furniture Refinisher	16.48
09090 - Furniture Refinisher Helper	11.83
09110 - Furniture Repairer, Minor	14.27
09130 - Upholsterer	16.48
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.80
11060 - Elevator Operator	10.39
11090 - Gardener	16.47
11122 - Housekeeping Aide	10.39
11150 - Janitor	10.39
11210 - Laborer, Grounds Maintenance	11.86
11240 - Maid or Houseman	10.27
11260 - Pruner	10.33
11270 - Tractor Operator	14.95
11330 - Trail Maintenance Worker	11.86
11360 - Window Cleaner	11.94
12000 - Health Occupations	
12010 - Ambulance Driver	15.34
12011 - Breath Alcohol Technician	17.33
12012 - Certified Occupational Therapist Assistant	31.45
12015 - Certified Physical Therapist Assistant	28.23
12020 - Dental Assistant	17.55
12025 - Dental Hygienist	31.91
12030 - EKG Technician	24.21

12035 - Electroneurodiagnostic Technologist	24.21
12040 - Emergency Medical Technician	15.34
12071 - Licensed Practical Nurse I	16.99
12072 - Licensed Practical Nurse II	19.00
12073 - Licensed Practical Nurse III	21.19
12100 - Medical Assistant	15.58
12130 - Medical Laboratory Technician	17.89
12160 - Medical Record Clerk	16.35
12190 - Medical Record Technician	18.29
12195 - Medical Transcriptionist	17.90
12210 - Nuclear Medicine Technologist	36.19
12221 - Nursing Assistant I	11.86
12222 - Nursing Assistant II	13.34
12223 - Nursing Assistant III	14.55
12224 - Nursing Assistant IV	16.33
12235 - Optical Dispenser	19.33
12236 - Optical Technician	15.24
12250 - Pharmacy Technician	15.81
12280 - Phlebotomist	14.87
12305 - Radiologic Technologist	27.98
12311 - Registered Nurse I	26.32
12312 - Registered Nurse II	29.80
12313 - Registered Nurse II, Specialist	29.80
12314 - Registered Nurse III	36.04
12315 - Registered Nurse III, Anesthetist	36.04
12316 - Registered Nurse IV	43.22
12317 - Scheduler (Drug and Alcohol Testing)	19.28
12320 - Substance Abuse Treatment Counselor	24.02
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.36
13012 - Exhibits Specialist II	25.23
13013 - Exhibits Specialist III	30.86
13041 - Illustrator I	20.64
13042 - Illustrator II	25.57
13043 - Illustrator III	30.86
13047 - Librarian	30.39
13050 - Library Aide/Clerk	13.13
13054 - Library Information Technology Systems Administrator	26.99
13058 - Library Technician	18.88
13061 - Media Specialist I	18.21
13062 - Media Specialist II	20.36
13063 - Media Specialist III	22.71
13071 - Photographer I	15.69
13072 - Photographer II	17.55
13073 - Photographer III	21.74
13074 - Photographer IV	26.60
13075 - Photographer V	32.18
13090 - Technical Order Library Clerk	16.49
13110 - Video Teleconference Technician	17.08
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.41
14042 - Computer Operator II	18.36
14043 - Computer Operator III	20.47
14044 - Computer Operator IV	22.75
14045 - Computer Operator V	25.19
14071 - Computer Programmer I	(see 1) 22.63
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)

14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.41
14160 - Personal Computer Support Technician		22.75
14170 - System Support Specialist		25.84
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.48
15020 - Aircrew Training Devices Instructor (Rated)		38.08
15030 - Air Crew Training Devices Instructor (Pilot)		41.70
15050 - Computer Based Training Specialist / Instructor		31.48
15060 - Educational Technologist		26.98
15070 - Flight Instructor (Pilot)		41.70
15080 - Graphic Artist		23.71
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		39.28
15086 - Maintenance Test Pilot, Rotary Wing		39.28
15088 - Non-Maintenance Test/Co-Pilot		39.28
15090 - Technical Instructor		24.00
15095 - Technical Instructor/Course Developer		29.36
15110 - Test Proctor		19.37
15120 - Tutor		19.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.62
16030 - Counter Attendant		9.62
16040 - Dry Cleaner		11.86
16070 - Finisher, Flatwork, Machine		9.62
16090 - Presser, Hand		9.62
16110 - Presser, Machine, Drycleaning		9.62
16130 - Presser, Machine, Shirts		9.62
16160 - Presser, Machine, Wearing Apparel, Laundry		9.62
16190 - Sewing Machine Operator		12.61
16220 - Tailor		13.37
16250 - Washer, Machine		10.41
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.86
19040 - Tool And Die Maker		22.71
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.29
21030 - Material Coordinator		19.13
21040 - Material Expediter		19.13
21050 - Material Handling Laborer		12.17
21071 - Order Filler		11.60
21080 - Production Line Worker (Food Processing)		16.29
21110 - Shipping Packer		14.95
21130 - Shipping/Receiving Clerk		14.95
21140 - Store Worker I		10.01
21150 - Stock Clerk		15.29
21210 - Tools And Parts Attendant		16.29
21410 - Warehouse Specialist		16.29
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.29
23019 - Aircraft Logs and Records Technician		22.10
23021 - Aircraft Mechanic I		27.48
23022 - Aircraft Mechanic II		29.29
23023 - Aircraft Mechanic III		31.10
23040 - Aircraft Mechanic Helper		18.32
23050 - Aircraft, Painter		22.85
23060 - Aircraft Servicer		22.10
23070 - Aircraft Survival Flight Equipment Technician		22.85
23080 - Aircraft Worker		23.87
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		23.87

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23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.48
23110 - Appliance Mechanic	18.53
23120 - Bicycle Repairer	14.04
23125 - Cable Splicer	24.61
23130 - Carpenter, Maintenance	19.31
23140 - Carpet Layer	17.51
23160 - Electrician, Maintenance	20.42
23181 - Electronics Technician Maintenance I	21.89
23182 - Electronics Technician Maintenance II	26.58
23183 - Electronics Technician Maintenance III	29.81
23260 - Fabric Worker	17.63
23290 - Fire Alarm System Mechanic	19.92
23310 - Fire Extinguisher Repairer	15.57
23311 - Fuel Distribution System Mechanic	20.52
23312 - Fuel Distribution System Operator	15.20
23370 - General Maintenance Worker	16.44
23380 - Ground Support Equipment Mechanic	27.48
23381 - Ground Support Equipment Servicer	22.10
23382 - Ground Support Equipment Worker	23.87
23391 - Gunsmith I	15.57
23392 - Gunsmith II	18.42
23393 - Gunsmith III	21.02
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.48
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.79
23430 - Heavy Equipment Mechanic	21.21
23440 - Heavy Equipment Operator	19.84
23460 - Instrument Mechanic	21.09
23465 - Laboratory/Shelter Mechanic	19.72
23470 - Laborer	11.51
23510 - Locksmith	20.01
23530 - Machinery Maintenance Mechanic	22.98
23550 - Machinist, Maintenance	18.22
23580 - Maintenance Trades Helper	13.90
23591 - Metrology Technician I	21.09
23592 - Metrology Technician II	22.74
23593 - Metrology Technician III	23.86
23640 - Millwright	21.19
23710 - Office Appliance Repairer	19.50
23760 - Painter, Maintenance	17.51
23790 - Pipefitter, Maintenance	22.37
23810 - Plumber, Maintenance	20.98
23820 - Pneudraulic Systems Mechanic	21.02
23850 - Rigger	21.02
23870 - Scale Mechanic	18.42
23890 - Sheet-Metal Worker, Maintenance	18.24
23910 - Small Engine Mechanic	17.14
23931 - Telecommunications Mechanic I	24.54
23932 - Telecommunications Mechanic II	26.11
23950 - Telephone Lineman	20.79
23960 - Welder, Combination, Maintenance	18.69
23965 - Well Driller	20.58
23970 - Woodcraft Worker	21.02
23980 - Woodworker	15.57
24000 - Personal Needs Occupations	
24550 - Case Manager	15.96
24570 - Child Care Attendant	9.57
24580 - Child Care Center Clerk	15.33
24610 - Chore Aide	10.49

24620 - Family Readiness And Support Services Coordinator	15.96
24630 - Homemaker	17.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.02
25040 - Sewage Plant Operator	24.02
25070 - Stationary Engineer	21.02
25190 - Ventilation Equipment Tender	14.15
25210 - Water Treatment Plant Operator	24.02
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.13
27007 - Baggage Inspector	10.74
27008 - Corrections Officer	30.44
27010 - Court Security Officer	32.13
27030 - Detection Dog Handler	18.11
27040 - Detention Officer	30.44
27070 - Firefighter	31.57
27101 - Guard I	10.74
27102 - Guard II	18.11
27131 - Police Officer I	32.04
27132 - Police Officer II	35.60
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.85
28042 - Carnival Equipment Repairer	16.40
28043 - Carnival Worker	10.29
28210 - Gate Attendant/Gate Tender	14.64
28310 - Lifeguard	14.70
28350 - Park Attendant (Aide)	16.39
28510 - Recreation Aide/Health Facility Attendant	11.96
28515 - Recreation Specialist	20.28
28630 - Sports Official	13.04
28690 - Swimming Pool Operator	19.42
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.61
29020 - Hatch Tender	23.61
29030 - Line Handler	23.61
29041 - Stevedore I	21.85
29042 - Stevedore II	25.30
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.83
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.46
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.24
30021 - Archeological Technician I	18.66
30022 - Archeological Technician II	20.89
30023 - Archeological Technician III	24.98
30030 - Cartographic Technician	25.86
30040 - Civil Engineering Technician	25.11
30051 - Cryogenic Technician I	26.57
30052 - Cryogenic Technician II	29.34
30061 - Drafter/CAD Operator I	18.66
30062 - Drafter/CAD Operator II	20.89
30063 - Drafter/CAD Operator III	23.28
30064 - Drafter/CAD Operator IV	28.66
30081 - Engineering Technician I	18.79
30082 - Engineering Technician II	21.92
30083 - Engineering Technician III	24.53
30084 - Engineering Technician IV	29.22
30085 - Engineering Technician V	35.73
30086 - Engineering Technician VI	41.29
30090 - Environmental Technician	20.88
30095 - Evidence Control Specialist	21.81

30210	- Laboratory Technician	19.03
30221	- Latent Fingerprint Technician I	23.75
30222	- Latent Fingerprint Technician II	26.23
30240	- Mathematical Technician	25.86
30361	- Paralegal/Legal Assistant I	17.91
30362	- Paralegal/Legal Assistant II	22.18
30363	- Paralegal/Legal Assistant III	27.14
30364	- Paralegal/Legal Assistant IV	32.83
30375	- Petroleum Supply Specialist	26.67
30390	- Photo-Optics Technician	25.86
30395	- Radiation Control Technician	26.67
30461	- Technical Writer I	23.25
30462	- Technical Writer II	28.46
30463	- Technical Writer III	33.93
30491	- Unexploded Ordnance (UXO) Technician I	25.31
30492	- Unexploded Ordnance (UXO) Technician II	30.62
30493	- Unexploded Ordnance (UXO) Technician III	36.70
30494	- Unexploded (UXO) Safety Escort	25.31
30495	- Unexploded (UXO) Sweep Personnel	25.31
30501	- Weather Forecaster I	26.57
30502	- Weather Forecaster II	29.36
30620	- Weather Observer, Combined Upper Air Or	(see 2) 23.28
Surface Programs		
30621	- Weather Observer, Senior	(see 2) 25.86
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	30.62
31020	- Bus Aide	10.76
31030	- Bus Driver	16.35
31043	- Driver Courier	14.92
31260	- Parking and Lot Attendant	9.46
31290	- Shuttle Bus Driver	16.45
31310	- Taxi Driver	11.15
31361	- Truckdriver, Light	16.45
31362	- Truckdriver, Medium	17.99
31363	- Truckdriver, Heavy	19.54
31364	- Truckdriver, Tractor-Trailer	19.54
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.93
99030	- Cashier	9.38
99050	- Desk Clerk	11.02
99095	- Embalmer	23.69
99130	- Flight Follower	25.31
99251	- Laboratory Animal Caretaker I	11.91
99252	- Laboratory Animal Caretaker II	13.15
99260	- Marketing Analyst	27.41
99310	- Mortician	24.52
99410	- Pest Controller	15.69
99510	- Photofinishing Worker	11.95
99710	- Recycling Laborer	18.52
99711	- Recycling Specialist	23.35
99730	- Refuse Collector	16.13
99810	- Sales Clerk	12.58
99820	- School Crossing Guard	12.68
99830	- Survey Party Chief	19.48
99831	- Surveying Aide	11.76
99832	- Surveying Technician	17.75
99840	- Vending Machine Attendant	11.98
99841	- Vending Machine Repairer	15.62
99842	- Vending Machine Repairer Helper	11.98

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-4565 (Rev.-3) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-4565
Director	Wage Determinations	Revision No.: 3
		Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida County of Charlotte

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.55
01012 - Accounting Clerk II		16.15
01013 - Accounting Clerk III		18.08
01020 - Administrative Assistant		21.10
01035 - Court Reporter		18.36
01041 - Customer Service Representative I		11.01
01042 - Customer Service Representative II		12.38
01043 - Customer Service Representative III		13.51
01051 - Data Entry Operator I		12.05
01052 - Data Entry Operator II		13.33
01060 - Dispatcher, Motor Vehicle		15.88
01070 - Document Preparation Clerk		12.69
01090 - Duplicating Machine Operator		12.69
01111 - General Clerk I		12.58
01112 - General Clerk II		13.73
01113 - General Clerk III		15.15
01120 - Housing Referral Assistant		19.46
01141 - Messenger Courier		11.26
01191 - Order Clerk I		12.81
01192 - Order Clerk II		13.98
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	14.23
01410 - Supply Technician	21.10
01420 - Survey Worker	14.84
01460 - Switchboard Operator/Receptionist	12.93
01531 - Travel Clerk I	12.72
01532 - Travel Clerk II	13.84
01533 - Travel Clerk III	15.06
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, Fiberglass	22.22
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 Mechanic	21.75
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	12.78
05400 - Transmission Repair Specialist	21.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.30
07041 - Cook I	11.46
07042 - Cook II	13.32
07070 - Dishwasher	9.19
07130 - Food Service Worker	10.36
07210 - Meat Cutter	14.28
07260 - Waiter/Waitress	9.73
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.65
09040 - Furniture Handler	12.13
09080 - Furniture Refinisher	16.48
09090 - Furniture Refinisher Helper	12.72
09110 - Furniture Repairer, Minor	14.98
09130 - Upholsterer	16.65
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.76
11060 - Elevator Operator	9.76
11090 - Gardener	14.61
11122 - Housekeeping Aide	11.32
11150 - Janitor	11.32
11210 - Laborer, Grounds Maintenance	11.05
11240 - Maid or Houseman	9.36
11260 - Pruner	9.78
11270 - Tractor Operator	13.43
11330 - Trail Maintenance Worker	11.05
11360 - Window Cleaner	12.62
12000 - Health Occupations	
12010 - Ambulance Driver	18.17
12011 - Breath Alcohol Technician	18.17
12012 - Certified Occupational Therapist Assistant	26.35
12015 - Certified Physical Therapist Assistant	31.89
12020 - Dental Assistant	18.48
12025 - Dental Hygienist	31.50
12030 - EKG Technician	25.86

12035 - Electroneurodiagnostic Technologist	25.86
12040 - Emergency Medical Technician	18.17
12071 - Licensed Practical Nurse I	17.44
12072 - Licensed Practical Nurse II	19.51
12073 - Licensed Practical Nurse III	21.75
12100 - Medical Assistant	14.95
12130 - Medical Laboratory Technician	16.70
12160 - Medical Record Clerk	15.52
12190 - Medical Record Technician	22.65
12195 - Medical Transcriptionist	16.24
12210 - Nuclear Medicine Technologist	37.49
12221 - Nursing Assistant I	10.61
12222 - Nursing Assistant II	11.93
12223 - Nursing Assistant III	13.02
12224 - Nursing Assistant IV	14.62
12235 - Optical Dispenser	20.94
12236 - Optical Technician	15.73
12250 - Pharmacy Technician	14.03
12280 - Phlebotomist	14.62
12305 - Radiologic Technologist	25.53
12311 - Registered Nurse I	23.88
12312 - Registered Nurse II	28.20
12313 - Registered Nurse II, Specialist	28.20
12314 - Registered Nurse III	34.11
12315 - Registered Nurse III, Anesthetist	34.11
12316 - Registered Nurse IV	40.89
12317 - Scheduler (Drug and Alcohol Testing)	22.50
12320 - Substance Abuse Treatment Counselor	22.50
13000 - Information And Arts 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 Technology Systems Administrator	24.65
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 Clerk	16.70
13110 - Video Teleconference Technician	18.18
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 Operator		15.66
14160 - Personal Computer Support Technician		21.70
14170 - System Support Specialist		23.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.58
15020 - Aircrew Training Devices Instructor (Rated)		34.55
15030 - Air Crew Training Devices Instructor (Pilot)		40.18
15050 - Computer Based Training Specialist / Instructor		29.03
15060 - Educational Technologist		31.66
15070 - Flight Instructor (Pilot)		40.18
15080 - Graphic Artist		22.03
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		40.18
15086 - Maintenance Test Pilot, Rotary Wing		40.18
15088 - Non-Maintenance Test/Co-Pilot		40.18
15090 - Technical Instructor		22.78
15095 - Technical Instructor/Course Developer		27.87
15110 - Test Proctor		18.39
15120 - Tutor		18.39
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.69
16030 - Counter Attendant		9.69
16040 - Dry Cleaner		12.25
16070 - Finisher, Flatwork, Machine		9.69
16090 - Presser, Hand		9.69
16110 - Presser, Machine, Drycleaning		9.69
16130 - Presser, Machine, Shirts		9.69
16160 - Presser, Machine, Wearing Apparel, Laundry		9.69
16190 - Sewing Machine Operator		13.11
16220 - Tailor		13.93
16250 - Washer, Machine		10.57
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.11
19040 - Tool And Die Maker		20.84
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		10.87
21071 - Order Filler		11.42
21080 - Production Line Worker (Food Processing)		16.62
21110 - Shipping Packer		13.73
21130 - Shipping/Receiving Clerk		13.73
21140 - Store Worker I		10.65
21150 - Stock Clerk		15.10
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		22.87

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23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.04
23110 - Appliance Mechanic	17.67
23120 - Bicycle Repairer	13.85
23125 - Cable Splicer	22.88
23130 - Carpenter, Maintenance	17.07
23140 - Carpet Layer	16.68
23160 - Electrician, Maintenance	19.67
23181 - Electronics Technician Maintenance I	18.96
23182 - Electronics Technician Maintenance II	20.76
23183 - Electronics Technician Maintenance III	24.93
23260 - Fabric Worker	15.47
23290 - Fire Alarm System Mechanic	18.21
23310 - Fire Extinguisher Repairer	13.85
23311 - Fuel Distribution System Mechanic	18.21
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	19.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.28
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19.25
23430 - Heavy Equipment Mechanic	19.76
23440 - Heavy Equipment Operator	17.33
23460 - Instrument Mechanic	19.79
23465 - Laboratory/Shelter Mechanic	18.32
23470 - Laborer	11.48
23510 - Locksmith	17.11
23530 - Machinery Maintenance Mechanic	20.38
23550 - Machinist, Maintenance	18.21
23580 - Maintenance Trades Helper	14.98
23591 - Metrology Technician I	19.79
23592 - Metrology Technician II	20.78
23593 - Metrology Technician III	21.82
23640 - Millwright	19.28
23710 - Office Appliance Repairer	18.68
23760 - Painter, Maintenance	17.67
23790 - Pipefitter, Maintenance	19.63
23810 - Plumber, Maintenance	18.45
23820 - Pneudraulic Systems Mechanic	18.75
23850 - Rigger	18.21
23870 - Scale Mechanic	16.63
23890 - Sheet-Metal Worker, Maintenance	18.21
23910 - Small Engine Mechanic	16.34
23931 - Telecommunications Mechanic I	22.37
23932 - Telecommunications Mechanic II	26.54
23950 - Telephone Lineman	23.50
23960 - Welder, Combination, Maintenance	18.21
23965 - Well Driller	18.21
23970 - Woodcraft Worker	18.75
23980 - Woodworker	14.30
24000 - Personal Needs Occupations	
24550 - Case Manager	14.55
24570 - Child Care Attendant	10.50
24580 - Child Care Center Clerk	14.10
24610 - Chore Aide	10.49

24620 - Family Readiness And Support Services Coordinator	14.55
24630 - Homemaker	17.33
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.86
25040 - Sewage Plant Operator	21.26
25070 - Stationary Engineer	20.86
25190 - Ventilation Equipment Tender	14.64
25210 - Water Treatment Plant Operator	21.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.22
27007 - Baggage Inspector	10.37
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	10.37
27102 - Guard II	16.29
27131 - Police Officer I	24.05
27132 - Police Officer II	26.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.41
28042 - Carnival Equipment Repairer	13.33
28043 - Carnival Worker	9.04
28210 - Gate Attendant/Gate Tender	14.01
28310 - Lifeguard	12.27
28350 - Park Attendant (Aide)	15.67
28510 - Recreation Aide/Health Facility Attendant	9.66
28515 - Recreation Specialist	18.72
28630 - Sports Official	12.48
28690 - Swimming Pool Operator	15.70
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 Specialist, Center (HFO) (see 2)	39.35
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.13
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.88
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	23.44
30051 - Cryogenic Technician I	22.92
30052 - Cryogenic Technician II	25.31
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	20.69

30210 - Laboratory Technician	17.50
30221 - Latent Fingerprint Technician I	22.92
30222 - Latent Fingerprint Technician II	25.31
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	25.31
30390 - Photo-Optics Technician	22.93
30395 - Radiation Control Technician	25.31
30461 - Technical Writer I	18.74
30462 - Technical Writer II	22.95
30463 - Technical Writer III	27.73
30491 - Unexploded Ordnance (UXO) Technician I	24.57
30492 - Unexploded Ordnance (UXO) Technician II	29.73
30493 - Unexploded Ordnance (UXO) Technician III	35.64
30494 - Unexploded (UXO) Safety Escort	24.57
30495 - Unexploded (UXO) Sweep Personnel	24.57
30501 - Weather Forecaster I	22.92
30502 - Weather Forecaster II	27.87
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 18.41
30621 - Weather Observer, Senior	(see 2) 19.10
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.62
31020 - Bus Aide	10.86
31030 - Bus Driver	15.51
31043 - Driver Courier	13.12
31260 - Parking and Lot Attendant	9.69
31290 - Shuttle Bus Driver	14.30
31310 - Taxi Driver	10.96
31361 - Truckdriver, Light	14.30
31362 - Truckdriver, Medium	15.47
31363 - Truckdriver, Heavy	16.96
31364 - Truckdriver, Tractor-Trailer	16.96
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.93
99030 - Cashier	9.29
99050 - Desk Clerk	10.60
99095 - Embalmer	24.54
99130 - Flight Follower	25.31
99251 - Laboratory Animal Caretaker I	12.07
99252 - Laboratory Animal Caretaker II	13.13
99260 - Marketing Analyst	22.92
99310 - Mortician	26.58
99410 - Pest Controller	14.30
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	13.63
99711 - Recycling Specialist	16.56
99730 - Refuse Collector	12.06
99810 - Sales Clerk	12.49
99820 - School Crossing Guard	11.13
99830 - Survey Party Chief	17.78
99831 - Surveying Aide	10.94
99832 - Surveying Technician	16.70
99840 - Vending Machine Attendant	15.77
99841 - Vending Machine Repairer	18.67
99842 - Vending Machine Repairer Helper	15.77

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-4581 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of		Wage Determination No.: 2015-4581
Director	Wage Determinations		Revision No.: 4
			Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida Counties of Glades, Hendry, Okeechobee

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.26
01012 - Accounting Clerk II		16.74
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		22.64
01035 - Court Reporter		18.82
01041 - Customer Service Representative I		10.95
01042 - Customer Service Representative II		12.31
01043 - Customer Service Representative III		13.43
01051 - Data Entry Operator I		14.26
01052 - Data Entry Operator II		15.56
01060 - Dispatcher, Motor Vehicle		17.16
01070 - Document Preparation Clerk		13.34
01090 - Duplicating Machine Operator		13.34
01111 - General Clerk I		12.62
01112 - General Clerk II		13.88
01113 - General Clerk III		15.59
01120 - Housing Referral Assistant		20.88
01141 - Messenger Courier		13.28
01191 - Order Clerk I		12.71
01192 - Order Clerk II		13.86
01261 - Personnel Assistant (Employment) I		15.88
01262 - Personnel Assistant (Employment) II		17.90
01263 - Personnel Assistant (Employment) III		20.30
01270 - Production Control Clerk		23.97
01290 - Rental Clerk		14.93
01300 - Scheduler, Maintenance		16.74
01311 - Secretary I		16.74
01312 - Secretary II		18.73
01313 - Secretary III		20.88
01320 - Service Order Dispatcher		15.35

01410 - Supply Technician	23.21
01420 - Survey Worker	18.82
01460 - Switchboard Operator/Receptionist	13.44
01531 - Travel Clerk I	12.57
01532 - Travel Clerk II	13.48
01533 - Travel Clerk III	14.33
01611 - Word Processor I	13.30
01612 - Word Processor II	14.93
01613 - Word Processor III	16.71
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.74
05010 - Automotive Electrician	16.61
05040 - Automotive Glass Installer	15.52
05070 - Automotive Worker	15.52
05110 - Mobile Equipment Servicer	13.34
05130 - Motor Equipment Metal Mechanic	17.56
05160 - Motor Equipment Metal Worker	15.52
05190 - Motor Vehicle Mechanic	17.68
05220 - Motor Vehicle Mechanic Helper	12.24
05250 - Motor Vehicle Upholstery Worker	14.42
05280 - Motor Vehicle Wrecker	15.52
05310 - Painter, Automotive	16.62
05340 - Radiator Repair Specialist	15.52
05370 - Tire Repairer	12.62
05400 - Transmission Repair Specialist	17.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.65
07041 - Cook I	11.70
07042 - Cook II	13.76
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.72
07210 - Meat Cutter	15.43
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.48
09040 - Furniture Handler	11.77
09080 - Furniture Refinisher	16.48
09090 - Furniture Refinisher Helper	13.34
09110 - Furniture Repairer, Minor	15.73
09130 - Upholsterer	18.13
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.80
11060 - Elevator Operator	11.21
11090 - Gardener	16.31
11122 - Housekeeping Aide	11.21
11150 - Janitor	11.21
11210 - Laborer, Grounds Maintenance	11.94
11240 - Maid or Houseman	10.68
11260 - Pruner	10.47
11270 - Tractor Operator	14.85
11330 - Trail Maintenance Worker	11.94
11360 - Window Cleaner	12.79
12000 - Health Occupations	
12010 - Ambulance Driver	15.34
12011 - Breath Alcohol Technician	19.00
12012 - Certified Occupational Therapist Assistant	26.46
12015 - Certified Physical Therapist Assistant	29.23
12020 - Dental Assistant	17.75
12025 - Dental Hygienist	31.91
12030 - EKG Technician	26.63
12035 - Electroneurodiagnostic Technologist	26.63
12040 - Emergency Medical Technician	15.34

12071 - Licensed Practical Nurse I	16.98
12072 - Licensed Practical Nurse II	19.00
12073 - Licensed Practical Nurse III	21.18
12100 - Medical Assistant	15.38
12130 - Medical Laboratory Technician	17.89
12160 - Medical Record Clerk	14.47
12190 - Medical Record Technician	16.18
12195 - Medical Transcriptionist	16.98
12210 - Nuclear Medicine Technologist	41.69
12221 - Nursing Assistant I	11.47
12222 - Nursing Assistant II	12.89
12223 - Nursing Assistant III	14.07
12224 - Nursing Assistant IV	15.79
12235 - Optical Dispenser	18.60
12236 - Optical Technician	16.98
12250 - Pharmacy Technician	15.81
12280 - Phlebotomist	15.79
12305 - Radiologic Technologist	26.60
12311 - Registered Nurse I	26.32
12312 - Registered Nurse II	29.80
12313 - Registered Nurse II, Specialist	29.80
12314 - Registered Nurse III	36.04
12315 - Registered Nurse III, Anesthetist	36.04
12316 - Registered Nurse IV	43.22
12317 - Scheduler (Drug and Alcohol Testing)	23.33
12320 - Substance Abuse Treatment Counselor	22.03
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.30
13012 - Exhibits Specialist II	23.54
13013 - Exhibits Specialist III	28.80
13041 - Illustrator I	20.64
13042 - Illustrator II	25.57
13043 - Illustrator III	30.22
13047 - Librarian	30.39
13050 - Library Aide/Clerk	14.16
13054 - Library Information Technology Systems Administrator	26.99
13058 - Library Technician	18.61
13061 - Media Specialist I	16.64
13062 - Media Specialist II	18.61
13063 - Media Specialist III	20.75
13071 - Photographer I	15.46
13072 - Photographer II	17.30
13073 - Photographer III	21.43
13074 - Photographer IV	26.21
13075 - Photographer V	31.70
13090 - Technical Order Library Clerk	17.78
13110 - Video Teleconference Technician	18.20
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.41
14042 - Computer Operator II	18.36
14043 - Computer Operator III	20.47
14044 - Computer Operator IV	22.75
14045 - Computer Operator V	25.19
14071 - Computer Programmer I	(see 1) 22.94
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	16.41

14160 - Personal Computer Support Technician	22.75
14170 - System Support Specialist	24.74
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.48
15020 - Aircrew Training Devices Instructor (Rated)	38.08
15030 - Air Crew Training Devices Instructor (Pilot)	41.70
15050 - Computer Based Training Specialist / Instructor	31.48
15060 - Educational Technologist	26.06
15070 - Flight Instructor (Pilot)	41.70
15080 - Graphic Artist	23.71
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	41.57
15086 - Maintenance Test Pilot, Rotary Wing	41.57
15088 - Non-Maintenance Test/Co-Pilot	41.57
15090 - Technical Instructor	21.38
15095 - Technical Instructor/Course Developer	26.16
15110 - Test Proctor	17.26
15120 - Tutor	17.26
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.63
16030 - Counter Attendant	10.63
16040 - Dry Cleaner	12.98
16070 - Finisher, Flatwork, Machine	10.63
16090 - Presser, Hand	10.63
16110 - Presser, Machine, Drycleaning	10.63
16130 - Presser, Machine, Shirts	10.63
16160 - Presser, Machine, Wearing Apparel, Laundry	10.63
16190 - Sewing Machine Operator	13.60
16220 - Tailor	14.23
16250 - Washer, Machine	11.48
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.20
19040 - Tool And Die Maker	25.45
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.81
21030 - Material Coordinator	23.01
21040 - Material Expediter	23.01
21050 - Material Handling Laborer	13.01
21071 - Order Filler	11.83
21080 - Production Line Worker (Food Processing)	14.81
21110 - Shipping Packer	14.81
21130 - Shipping/Receiving Clerk	14.81
21140 - Store Worker I	10.10
21150 - Stock Clerk	15.01
21210 - Tools And Parts Attendant	14.81
21410 - Warehouse Specialist	14.81
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.81
23019 - Aircraft Logs and Records Technician	18.80
23021 - Aircraft Mechanic I	23.31
23022 - Aircraft Mechanic II	24.81
23023 - Aircraft Mechanic III	26.28
23040 - Aircraft Mechanic Helper	15.59
23050 - Aircraft, Painter	20.20
23060 - Aircraft Servicer	18.80
23070 - Aircraft Survival Flight Equipment Technician	20.20
23080 - Aircraft Worker	20.33
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.33
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.31
23110 - Appliance Mechanic	20.20
23120 - Bicycle Repairer	14.04

23125 - Cable Splicer	28.12
23130 - Carpenter, Maintenance	21.24
23140 - Carpet Layer	18.90
23160 - Electrician, Maintenance	22.75
23181 - Electronics Technician Maintenance I	21.43
23182 - Electronics Technician Maintenance II	26.58
23183 - Electronics Technician Maintenance III	29.81
23260 - Fabric Worker	17.63
23290 - Fire Alarm System Mechanic	21.57
23310 - Fire Extinguisher Repairer	16.08
23311 - Fuel Distribution System Mechanic	21.57
23312 - Fuel Distribution System Operator	16.08
23370 - General Maintenance Worker	16.44
23380 - Ground Support Equipment Mechanic	23.31
23381 - Ground Support Equipment Servicer	18.80
23382 - Ground Support Equipment Worker	20.33
23391 - Gunsmith I	16.08
23392 - Gunsmith II	18.90
23393 - Gunsmith III	21.57
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.12
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.35
23430 - Heavy Equipment Mechanic	21.57
23440 - Heavy Equipment Operator	19.18
23460 - Instrument Mechanic	21.57
23465 - Laboratory/Shelter Mechanic	20.20
23470 - Laborer	13.01
23510 - Locksmith	20.20
23530 - Machinery Maintenance Mechanic	24.03
23550 - Machinist, Maintenance	19.80
23580 - Maintenance Trades Helper	13.90
23591 - Metrology Technician I	21.57
23592 - Metrology Technician II	22.89
23593 - Metrology Technician III	24.16
23640 - Millwright	21.57
23710 - Office Appliance Repairer	20.20
23760 - Painter, Maintenance	17.51
23790 - Pipefitter, Maintenance	20.20
23810 - Plumber, Maintenance	19.23
23820 - Pneudraulic Systems Mechanic	21.57
23850 - Rigger	21.57
23870 - Scale Mechanic	18.90
23890 - Sheet-Metal Worker, Maintenance	21.57
23910 - Small Engine Mechanic	18.78
23931 - Telecommunications Mechanic I	28.27
23932 - Telecommunications Mechanic II	30.81
23950 - Telephone Lineman	21.57
23960 - Welder, Combination, Maintenance	20.04
23965 - Well Driller	21.57
23970 - Woodcraft Worker	21.57
23980 - Woodworker	16.08
24000 - Personal Needs Occupations	
24550 - Case Manager	14.62
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	15.33
24610 - Chore Aide	10.10
24620 - Family Readiness And Support Services Coordinator	14.62
24630 - Homemaker	17.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.57

25040 - Sewage Plant Operator	22.32
25070 - Stationary Engineer	21.57
25190 - Ventilation Equipment Tender	14.64
25210 - Water Treatment Plant Operator	22.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.47
27007 - Baggage Inspector	12.84
27008 - Corrections Officer	25.15
27010 - Court Security Officer	28.50
27030 - Detection Dog Handler	18.11
27040 - Detention Officer	25.15
27070 - Firefighter	26.09
27101 - Guard I	12.84
27102 - Guard II	18.11
27131 - Police Officer I	30.90
27132 - Police Officer II	34.34
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.47
28042 - Carnival Equipment Repairer	16.98
28043 - Carnival Worker	10.90
28210 - Gate Attendant/Gate Tender	15.57
28310 - Lifeguard	13.49
28350 - Park Attendant (Aide)	17.41
28510 - Recreation Aide/Health Facility Attendant	12.71
28515 - Recreation Specialist	21.57
28630 - Sports Official	13.87
28690 - Swimming Pool Operator	19.97
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.65
29020 - Hatch Tender	21.65
29030 - Line Handler	21.65
29041 - Stevedore I	20.86
29042 - Stevedore II	24.35
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.83
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.46
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.24
30021 - Archeological Technician I	18.66
30022 - Archeological Technician II	20.89
30023 - Archeological Technician III	24.98
30030 - Cartographic Technician	25.86
30040 - Civil Engineering Technician	23.88
30051 - Cryogenic Technician I	22.49
30052 - Cryogenic Technician II	24.84
30061 - Drafter/CAD Operator I	18.66
30062 - Drafter/CAD Operator II	20.89
30063 - Drafter/CAD Operator III	23.28
30064 - Drafter/CAD Operator IV	28.66
30081 - Engineering Technician I	18.79
30082 - Engineering Technician II	21.92
30083 - Engineering Technician III	24.53
30084 - Engineering Technician IV	29.22
30085 - Engineering Technician V	35.73
30086 - Engineering Technician VI	41.29
30090 - Environmental Technician	20.88
30095 - Evidence Control Specialist	20.31
30210 - Laboratory Technician	18.62
30221 - Latent Fingerprint Technician I	22.49
30222 - Latent Fingerprint Technician II	24.84
30240 - Mathematical Technician	25.86
30361 - Paralegal/Legal Assistant I	18.36
30362 - Paralegal/Legal Assistant II	22.75

30363 - Paralegal/Legal Assistant III	27.83
30364 - Paralegal/Legal Assistant IV	33.66
30375 - Petroleum Supply Specialist	24.84
30390 - Photo-Optics Technician	25.86
30395 - Radiation Control Technician	24.84
30461 - Technical Writer I	23.25
30462 - Technical Writer II	28.46
30463 - Technical Writer III	32.87
30491 - Unexploded Ordnance (UXO) Technician I	25.31
30492 - Unexploded Ordnance (UXO) Technician II	30.62
30493 - Unexploded Ordnance (UXO) Technician III	36.70
30494 - Unexploded (UXO) Safety Escort	25.31
30495 - Unexploded (UXO) Sweep Personnel	25.31
30501 - Weather Forecaster I	27.42
30502 - Weather Forecaster II	33.35
30620 - Weather Observer, Combined Upper Air Or	(see 2) 23.28
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.86
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.62
31020 - Bus Aide	9.95
31030 - Bus Driver	14.86
31043 - Driver Courier	14.92
31260 - Parking and Lot Attendant	9.46
31290 - Shuttle Bus Driver	16.45
31310 - Taxi Driver	11.71
31361 - Truckdriver, Light	16.45
31362 - Truckdriver, Medium	17.99
31363 - Truckdriver, Heavy	19.54
31364 - Truckdriver, Tractor-Trailer	19.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.93
99030 - Cashier	9.56
99050 - Desk Clerk	11.29
99095 - Embalmer	25.31
99130 - Flight Follower	25.31
99251 - Laboratory Animal Caretaker I	11.43
99252 - Laboratory Animal Caretaker II	12.55
99260 - Marketing Analyst	25.31
99310 - Mortician	25.31
99410 - Pest Controller	17.26
99510 - Photofinishing Worker	13.30
99710 - Recycling Laborer	15.31
99711 - Recycling Specialist	19.30
99730 - Refuse Collector	13.33
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	11.80
99830 - Survey Party Chief	18.42
99831 - Surveying Aide	11.12
99832 - Surveying Technician	16.78
99840 - Vending Machine Attendant	14.12
99841 - Vending Machine Repairer	17.92
99842 - Vending Machine Repairer Helper	14.11

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years.

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

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-4567 (Rev.-3) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-4567
Director	Wage Determinations	Revision No.: 3
		Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida County of Indian River

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.63
01012 - Accounting Clerk II		15.30
01013 - Accounting Clerk III		18.43
01020 - Administrative Assistant		21.12
01035 - Court Reporter		17.52
01041 - Customer Service Representative I		11.69
01042 - Customer Service Representative II		13.15
01043 - Customer Service Representative III		14.35
01051 - Data Entry Operator I		11.69
01052 - Data Entry Operator II		13.31
01060 - Dispatcher, Motor Vehicle		16.31
01070 - Document Preparation Clerk		13.95
01090 - Duplicating Machine Operator		13.95
01111 - General Clerk I		12.89
01112 - General Clerk II		14.06
01113 - General Clerk III		15.79
01120 - Housing Referral Assistant		19.53
01141 - Messenger Courier		12.16
01191 - Order Clerk I		12.71
01192 - Order Clerk II		13.95
01261 - Personnel Assistant (Employment) I		15.57
01262 - Personnel Assistant (Employment) II		17.42
01263 - Personnel Assistant (Employment) III		19.42
01270 - Production Control Clerk		19.41
01290 - Rental Clerk		12.83
01300 - Scheduler, Maintenance		15.66
01311 - Secretary I		15.66
01312 - Secretary II		17.52
01313 - Secretary III		19.53
01320 - Service Order Dispatcher		14.82

01410 - Supply Technician	21.12
01420 - Survey Worker	16.86
01460 - Switchboard Operator/Receptionist	13.68
01531 - Travel Clerk I	13.27
01532 - Travel Clerk II	14.42
01533 - Travel Clerk III	15.45
01611 - Word Processor I	13.95
01612 - Word Processor II	15.66
01613 - Word Processor III	17.52
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.32
05010 - Automotive Electrician	18.15
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.17
05110 - Mobile Equipment Servicer	15.50
05130 - Motor Equipment Metal Mechanic	18.88
05160 - Motor Equipment Metal Worker	17.17
05190 - Motor Vehicle Mechanic	18.80
05220 - Motor Vehicle Mechanic Helper	14.58
05250 - Motor Vehicle Upholstery Worker	16.58
05280 - Motor Vehicle Wrecker	17.17
05310 - Painter, Automotive	18.04
05340 - Radiator Repair Specialist	17.17
05370 - Tire Repairer	13.08
05400 - Transmission Repair Specialist	18.88
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.76
07041 - Cook I	11.71
07042 - Cook II	13.47
07070 - Dishwasher	9.83
07130 - Food Service Worker	11.14
07210 - Meat Cutter	14.83
07260 - Waiter/Waitress	9.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.93
09040 - Furniture Handler	13.01
09080 - Furniture Refinisher	17.46
09090 - Furniture Refinisher Helper	13.38
09110 - Furniture Repairer, Minor	15.38
09130 - Upholsterer	17.46
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.09
11060 - Elevator Operator	11.47
11090 - Gardener	14.85
11122 - Housekeeping Aide	11.47
11150 - Janitor	11.47
11210 - Laborer, Grounds Maintenance	11.61
11240 - Maid or Houseman	10.51
11260 - Pruner	10.57
11270 - Tractor Operator	13.78
11330 - Trail Maintenance Worker	11.61
11360 - Window Cleaner	12.61
12000 - Health Occupations	
12010 - Ambulance Driver	17.73
12011 - Breath Alcohol Technician	18.01
12012 - Certified Occupational Therapist Assistant	27.42
12015 - Certified Physical Therapist Assistant	29.20
12020 - Dental Assistant	16.90
12025 - Dental Hygienist	29.82
12030 - EKG Technician	21.49
12035 - Electroneurodiagnostic Technologist	21.49
12040 - Emergency Medical Technician	17.73

12071 - Licensed Practical Nurse I	16.45
12072 - Licensed Practical Nurse II	18.40
12073 - Licensed Practical Nurse III	20.52
12100 - Medical Assistant	14.63
12130 - Medical Laboratory Technician	22.59
12160 - Medical Record Clerk	15.60
12190 - Medical Record Technician	17.45
12195 - Medical Transcriptionist	16.10
12210 - Nuclear Medicine Technologist	37.40
12221 - Nursing Assistant I	11.63
12222 - Nursing Assistant II	13.08
12223 - Nursing Assistant III	14.27
12224 - Nursing Assistant IV	16.02
12235 - Optical Dispenser	17.68
12236 - Optical Technician	15.23
12250 - Pharmacy Technician	14.85
12280 - Phlebotomist	15.14
12305 - Radiologic Technologist	24.80
12311 - Registered Nurse I	23.89
12312 - Registered Nurse II	29.22
12313 - Registered Nurse II, Specialist	29.22
12314 - Registered Nurse III	35.35
12315 - Registered Nurse III, Anesthetist	35.35
12316 - Registered Nurse IV	42.37
12317 - Scheduler (Drug and Alcohol Testing)	22.80
12320 - Substance Abuse Treatment Counselor	22.31
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.20
13012 - Exhibits Specialist II	25.23
13013 - Exhibits Specialist III	28.90
13041 - Illustrator I	19.71
13042 - Illustrator II	23.62
13043 - Illustrator III	28.20
13047 - Librarian	27.12
13050 - Library Aide/Clerk	14.51
13054 - Library Information Technology Systems Administrator	24.48
13058 - Library Technician	19.06
13061 - Media Specialist I	18.22
13062 - Media Specialist II	20.03
13063 - Media Specialist III	21.26
13071 - Photographer I	18.41
13072 - Photographer II	20.59
13073 - Photographer III	25.52
13074 - Photographer IV	29.87
13075 - Photographer V	33.02
13090 - Technical Order Library Clerk	16.70
13110 - Video Teleconference Technician	19.04
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.15
14042 - Computer Operator II	18.06
14043 - Computer Operator III	20.14
14044 - Computer Operator IV	22.37
14045 - Computer Operator V	24.79
14071 - Computer Programmer I	(see 1) 23.18
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	16.15

14160 - Personal Computer Support Technician	22.37
14170 - System Support Specialist	24.79
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.98
15020 - Aircrew Training Devices Instructor (Rated)	34.26
15030 - Air Crew Training Devices Instructor (Pilot)	38.96
15050 - Computer Based Training Specialist / Instructor	29.98
15060 - Educational Technologist	27.99
15070 - Flight Instructor (Pilot)	38.96
15080 - Graphic Artist	20.58
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	41.06
15086 - Maintenance Test Pilot, Rotary Wing	41.06
15088 - Non-Maintenance Test/Co-Pilot	41.06
15090 - Technical Instructor	21.82
15095 - Technical Instructor/Course Developer	25.91
15110 - Test Proctor	17.90
15120 - Tutor	17.90
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.77
16030 - Counter Attendant	9.77
16040 - Dry Cleaner	12.14
16070 - Finisher, Flatwork, Machine	9.77
16090 - Presser, Hand	9.77
16110 - Presser, Machine, Drycleaning	9.77
16130 - Presser, Machine, Shirts	9.77
16160 - Presser, Machine, Wearing Apparel, Laundry	9.77
16190 - Sewing Machine Operator	12.91
16220 - Tailor	13.69
16250 - Washer, Machine	10.57
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.55
19040 - Tool And Die Maker	21.59
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.39
21030 - Material Coordinator	19.41
21040 - Material Expediter	19.41
21050 - Material Handling Laborer	12.17
21071 - Order Filler	11.67
21080 - Production Line Worker (Food Processing)	14.39
21110 - Shipping Packer	15.05
21130 - Shipping/Receiving Clerk	15.05
21140 - Store Worker I	12.57
21150 - Stock Clerk	16.77
21210 - Tools And Parts Attendant	14.66
21410 - Warehouse Specialist	14.58
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.29
23019 - Aircraft Logs and Records Technician	17.51
23021 - Aircraft Mechanic I	22.18
23022 - Aircraft Mechanic II	23.29
23023 - Aircraft Mechanic III	24.46
23040 - Aircraft Mechanic Helper	15.59
23050 - Aircraft, Painter	19.91
23060 - Aircraft Servicer	17.51
23070 - Aircraft Survival Flight Equipment Technician	19.91
23080 - Aircraft Worker	18.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	18.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22.18
23110 - Appliance Mechanic	18.95
23120 - Bicycle Repairer	14.28

23125 - Cable Splicer	24.84
23130 - Carpenter, Maintenance	18.77
23140 - Carpet Layer	17.82
23160 - Electrician, Maintenance	22.10
23181 - Electronics Technician Maintenance I	22.65
23182 - Electronics Technician Maintenance II	24.25
23183 - Electronics Technician Maintenance III	25.73
23260 - Fabric Worker	16.67
23290 - Fire Alarm System Mechanic	18.55
23310 - Fire Extinguisher Repairer	15.49
23311 - Fuel Distribution System Mechanic	20.11
23312 - Fuel Distribution System Operator	16.75
23370 - General Maintenance Worker	17.61
23380 - Ground Support Equipment Mechanic	22.18
23381 - Ground Support Equipment Servicer	17.51
23382 - Ground Support Equipment Worker	18.71
23391 - Gunsmith I	17.56
23392 - Gunsmith II	20.20
23393 - Gunsmith III	22.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.49
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19.55
23430 - Heavy Equipment Mechanic	20.74
23440 - Heavy Equipment Operator	16.89
23460 - Instrument Mechanic	20.11
23465 - Laboratory/Shelter Mechanic	20.21
23470 - Laborer	12.17
23510 - Locksmith	17.48
23530 - Machinery Maintenance Mechanic	23.76
23550 - Machinist, Maintenance	20.27
23580 - Maintenance Trades Helper	15.08
23591 - Metrology Technician I	20.11
23592 - Metrology Technician II	21.26
23593 - Metrology Technician III	22.06
23640 - Millwright	20.21
23710 - Office Appliance Repairer	18.22
23760 - Painter, Maintenance	17.34
23790 - Pipefitter, Maintenance	22.94
23810 - Plumber, Maintenance	21.61
23820 - Pneudraulic Systems Mechanic	20.11
23850 - Rigger	19.60
23870 - Scale Mechanic	17.82
23890 - Sheet-Metal Worker, Maintenance	19.20
23910 - Small Engine Mechanic	16.50
23931 - Telecommunications Mechanic I	24.60
23932 - Telecommunications Mechanic II	26.01
23950 - Telephone Lineman	21.31
23960 - Welder, Combination, Maintenance	18.14
23965 - Well Driller	20.11
23970 - Woodcraft Worker	20.11
23980 - Woodworker	14.58
24000 - Personal Needs Occupations	
24550 - Case Manager	14.59
24570 - Child Care Attendant	11.20
24580 - Child Care Center Clerk	13.97
24610 - Chore Aide	10.70
24620 - Family Readiness And Support Services Coordinator	14.59
24630 - Homemaker	16.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.20

25040 - Sewage Plant Operator	20.67
25070 - Stationary Engineer	19.20
25190 - Ventilation Equipment Tender	14.23
25210 - Water Treatment Plant Operator	20.67
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.00
27007 - Baggage Inspector	12.42
27008 - Corrections Officer	18.77
27010 - Court Security Officer	18.77
27030 - Detection Dog Handler	17.09
27040 - Detention Officer	18.77
27070 - Firefighter	19.22
27101 - Guard I	12.42
27102 - Guard II	17.09
27131 - Police Officer I	20.62
27132 - Police Officer II	22.91
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.12
28042 - Carnival Equipment Repairer	13.43
28043 - Carnival Worker	9.47
28210 - Gate Attendant/Gate Tender	15.48
28310 - Lifeguard	14.25
28350 - Park Attendant (Aide)	17.32
28510 - Recreation Aide/Health Facility Attendant	12.64
28515 - Recreation Specialist	21.45
28630 - Sports Official	13.79
28690 - Swimming Pool Operator	15.31
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.91
29020 - Hatch Tender	17.91
29030 - Line Handler	17.91
29041 - Stevedore I	17.02
29042 - Stevedore II	20.11
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.83
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.46
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.24
30021 - Archeological Technician I	16.84
30022 - Archeological Technician II	18.84
30023 - Archeological Technician III	24.48
30030 - Cartographic Technician	23.85
30040 - Civil Engineering Technician	24.52
30051 - Cryogenic Technician I	27.17
30052 - Cryogenic Technician II	30.00
30061 - Drafter/CAD Operator I	16.84
30062 - Drafter/CAD Operator II	18.84
30063 - Drafter/CAD Operator III	22.03
30064 - Drafter/CAD Operator IV	25.85
30081 - Engineering Technician I	15.76
30082 - Engineering Technician II	17.70
30083 - Engineering Technician III	19.79
30084 - Engineering Technician IV	24.52
30085 - Engineering Technician V	30.00
30086 - Engineering Technician VI	36.29
30090 - Environmental Technician	22.73
30095 - Evidence Control Specialist	24.52
30210 - Laboratory Technician	22.77
30221 - Latent Fingerprint Technician I	27.17
30222 - Latent Fingerprint Technician II	30.00
30240 - Mathematical Technician	23.34
30361 - Paralegal/Legal Assistant I	18.38
30362 - Paralegal/Legal Assistant II	23.45

30363 - Paralegal/Legal Assistant III	28.69
30364 - Paralegal/Legal Assistant IV	34.71
30375 - Petroleum Supply Specialist	30.00
30390 - Photo-Optics Technician	19.86
30395 - Radiation Control Technician	30.00
30461 - Technical Writer I	24.04
30462 - Technical Writer II	29.39
30463 - Technical Writer III	35.56
30491 - Unexploded Ordnance (UXO) Technician I	25.31
30492 - Unexploded Ordnance (UXO) Technician II	30.62
30493 - Unexploded Ordnance (UXO) Technician III	36.70
30494 - Unexploded (UXO) Safety Escort	25.31
30495 - Unexploded (UXO) Sweep Personnel	25.31
30501 - Weather Forecaster I	27.17
30502 - Weather Forecaster II	33.03
30620 - Weather Observer, Combined Upper Air Or	(see 2) 22.03
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 23.71
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.62
31020 - Bus Aide	11.22
31030 - Bus Driver	14.10
31043 - Driver Courier	15.56
31260 - Parking and Lot Attendant	11.35
31290 - Shuttle Bus Driver	14.77
31310 - Taxi Driver	13.42
31361 - Truckdriver, Light	14.77
31362 - Truckdriver, Medium	15.11
31363 - Truckdriver, Heavy	15.38
31364 - Truckdriver, Tractor-Trailer	15.38
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.93
99030 - Cashier	9.59
99050 - Desk Clerk	10.61
99095 - Embalmer	25.31
99130 - Flight Follower	25.31
99251 - Laboratory Animal Caretaker I	11.55
99252 - Laboratory Animal Caretaker II	12.45
99260 - Marketing Analyst	30.36
99310 - Mortician	25.31
99410 - Pest Controller	17.23
99510 - Photofinishing Worker	13.09
99710 - Recycling Laborer	15.37
99711 - Recycling Specialist	18.24
99730 - Refuse Collector	13.99
99810 - Sales Clerk	11.66
99820 - School Crossing Guard	13.15
99830 - Survey Party Chief	20.00
99831 - Surveying Aide	13.25
99832 - Surveying Technician	18.18
99840 - Vending Machine Attendant	16.01
99841 - Vending Machine Repairer	18.74
99842 - Vending Machine Repairer Helper	16.01

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years.

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

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-4553 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-4553
Director	Wage Determinations	Revision No.: 4
		Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida Counties of Orange, Osceola, Seminole

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.48
01012 - Accounting Clerk II		15.13
01013 - Accounting Clerk III		16.93
01020 - Administrative Assistant		22.60
01035 - Court Reporter		20.91
01041 - Customer Service Representative I		11.59
01042 - Customer Service Representative II		13.03
01043 - Customer Service Representative III		14.22
01051 - Data Entry Operator I		12.58
01052 - Data Entry Operator II		13.73
01060 - Dispatcher, Motor Vehicle		17.17
01070 - Document Preparation Clerk		13.32
01090 - Duplicating Machine Operator		13.32
01111 - General Clerk I		12.05
01112 - General Clerk II		13.15
01113 - General Clerk III		14.77
01120 - Housing Referral Assistant		18.54
01141 - Messenger Courier		13.37
01191 - Order Clerk I		14.03
01192 - Order Clerk II		15.30
01261 - Personnel Assistant (Employment) I		14.51
01262 - Personnel Assistant (Employment) II		16.23
01263 - Personnel Assistant (Employment) III		18.08
01270 - Production Control Clerk		20.30
01290 - Rental Clerk		13.74
01300 - Scheduler, Maintenance		14.87
01311 - Secretary I		14.87
01312 - Secretary II		16.64
01313 - Secretary III		18.54

01320 - Service Order Dispatcher	14.87
01410 - Supply Technician	22.60
01420 - Survey Worker	15.33
01460 - Switchboard Operator/Receptionist	12.87
01531 - Travel Clerk I	12.32
01532 - Travel Clerk II	12.86
01533 - Travel Clerk III	13.44
01611 - Word Processor I	14.54
01612 - Word Processor II	16.32
01613 - Word Processor III	18.25
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.71
05010 - Automotive Electrician	17.28
05040 - Automotive Glass Installer	16.36
05070 - Automotive Worker	16.36
05110 - Mobile Equipment Servicer	13.56
05130 - Motor Equipment Metal Mechanic	18.18
05160 - Motor Equipment Metal Worker	16.36
05190 - Motor Vehicle Mechanic	18.18
05220 - Motor Vehicle Mechanic Helper	13.10
05250 - Motor Vehicle Upholstery Worker	15.80
05280 - Motor Vehicle Wrecker	16.37
05310 - Painter, Automotive	17.92
05340 - Radiator Repair Specialist	16.36
05370 - Tire Repairer	10.83
05400 - Transmission Repair Specialist	18.18
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.80
07041 - Cook I	12.51
07042 - Cook II	14.52
07070 - Dishwasher	9.94
07130 - Food Service Worker	10.48
07210 - Meat Cutter	14.40
07260 - Waiter/Waitress	10.33
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.65
09040 - Furniture Handler	9.64
09080 - Furniture Refinisher	15.19
09090 - Furniture Refinisher Helper	11.72
09110 - Furniture Repairer, Minor	13.78
09130 - Upholsterer	15.61
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.59
11060 - Elevator Operator	10.41
11090 - Gardener	14.98
11122 - Housekeeping Aide	10.71
11150 - Janitor	10.71
11210 - Laborer, Grounds Maintenance	11.33
11240 - Maid or Houseman	10.48
11260 - Pruner	10.06
11270 - Tractor Operator	13.78
11330 - Trail Maintenance Worker	11.33
11360 - Window Cleaner	13.14
12000 - Health Occupations	
12010 - Ambulance Driver	17.78
12011 - Breath Alcohol Technician	17.65
12012 - Certified Occupational Therapist Assistant	28.15
12015 - Certified Physical Therapist Assistant	28.63
12020 - Dental Assistant	17.26
12025 - Dental Hygienist	33.03
12030 - EKG Technician	24.33

12035 - Electroneurodiagnostic Technologist	24.33
12040 - Emergency Medical Technician	17.78
12071 - Licensed Practical Nurse I	15.78
12072 - Licensed Practical Nurse II	17.65
12073 - Licensed Practical Nurse III	19.67
12100 - Medical Assistant	14.35
12130 - Medical Laboratory Technician	17.14
12160 - Medical Record Clerk	17.99
12190 - Medical Record Technician	18.02
12195 - Medical Transcriptionist	15.03
12210 - Nuclear Medicine Technologist	34.45
12221 - Nursing Assistant I	10.33
12222 - Nursing Assistant II	11.62
12223 - Nursing Assistant III	12.68
12224 - Nursing Assistant IV	14.24
12235 - Optical Dispenser	19.70
12236 - Optical Technician	16.81
12250 - Pharmacy Technician	15.85
12280 - Phlebotomist	15.00
12305 - Radiologic Technologist	24.21
12311 - Registered Nurse I	22.12
12312 - Registered Nurse II	27.06
12313 - Registered Nurse II, Specialist	27.06
12314 - Registered Nurse III	32.74
12315 - Registered Nurse III, Anesthetist	32.74
12316 - Registered Nurse IV	39.23
12317 - Scheduler (Drug and Alcohol Testing)	22.12
12320 - Substance Abuse Treatment Counselor	18.76
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.37
13012 - Exhibits Specialist II	22.76
13013 - Exhibits Specialist III	27.81
13041 - Illustrator I	21.64
13042 - Illustrator II	25.12
13043 - Illustrator III	31.42
13047 - Librarian	27.87
13050 - Library Aide/Clerk	12.77
13054 - Library Information Technology Systems Administrator	25.12
13058 - Library Technician	14.97
13061 - Media Specialist I	16.50
13062 - Media Specialist II	18.47
13063 - Media Specialist III	20.58
13071 - Photographer I	13.91
13072 - Photographer II	15.91
13073 - Photographer III	19.29
13074 - Photographer IV	23.54
13075 - Photographer V	28.55
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	19.64
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.38
14042 - Computer Operator II	19.58
14043 - Computer Operator III	22.42
14044 - Computer Operator IV	24.72
14045 - Computer Operator V	27.37
14071 - Computer Programmer I	(see 1) 22.24
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 Operator		17.38
14160 - Personal Computer Support Technician		24.72
14170 - System Support Specialist		26.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.67
15020 - Aircrew Training Devices Instructor (Rated)		39.50
15030 - Air Crew Training Devices Instructor (Pilot)		41.13
15050 - Computer Based Training Specialist / Instructor		30.03
15060 - Educational Technologist		29.00
15070 - Flight Instructor (Pilot)		41.13
15080 - Graphic Artist		22.58
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		38.68
15086 - Maintenance Test Pilot, Rotary Wing		38.68
15088 - Non-Maintenance Test/Co-Pilot		38.68
15090 - Technical Instructor		20.56
15095 - Technical Instructor/Course Developer		25.15
15110 - Test Proctor		16.59
15120 - Tutor		16.59
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.10
16030 - Counter Attendant		10.10
16040 - Dry Cleaner		12.14
16070 - Finisher, Flatwork, Machine		10.10
16090 - Presser, Hand		10.10
16110 - Presser, Machine, Drycleaning		10.10
16130 - Presser, Machine, Shirts		10.10
16160 - Presser, Machine, Wearing Apparel, Laundry		10.10
16190 - Sewing Machine Operator		12.93
16220 - Tailor		13.59
16250 - Washer, Machine		10.75
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.88
19040 - Tool And Die Maker		23.80
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.26
21030 - Material Coordinator		20.30
21040 - Material Expediter		20.30
21050 - Material Handling Laborer		11.28
21071 - Order Filler		11.41
21080 - Production Line Worker (Food Processing)		16.26
21110 - Shipping Packer		13.79
21130 - Shipping/Receiving Clerk		13.79
21140 - Store Worker I		10.42
21150 - Stock Clerk		14.86
21210 - Tools And Parts Attendant		16.26
21410 - Warehouse Specialist		16.26
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.53
23019 - Aircraft Logs and Records Technician		24.17
23021 - Aircraft Mechanic I		28.79
23022 - Aircraft Mechanic II		30.53
23023 - Aircraft Mechanic III		35.91
23040 - Aircraft Mechanic Helper		21.32
23050 - Aircraft, Painter		26.86
23060 - Aircraft Servicer		24.17
23070 - Aircraft Survival Flight Equipment Technician		26.86
23080 - Aircraft Worker		25.88
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		25.88
I		

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.79
23110 - Appliance Mechanic	18.09
23120 - Bicycle Repairer	15.09
23125 - Cable Splicer	24.89
23130 - Carpenter, Maintenance	18.29
23140 - Carpet Layer	17.94
23160 - Electrician, Maintenance	18.23
23181 - Electronics Technician Maintenance I	22.11
23182 - Electronics Technician Maintenance II	23.68
23183 - Electronics Technician Maintenance III	25.23
23260 - Fabric Worker	16.72
23290 - Fire Alarm System Mechanic	20.22
23310 - Fire Extinguisher Repairer	15.46
23311 - Fuel Distribution System Mechanic	20.91
23312 - Fuel Distribution System Operator	16.65
23370 - General Maintenance Worker	15.66
23380 - Ground Support Equipment Mechanic	28.75
23381 - Ground Support Equipment Servicer	24.15
23382 - Ground Support Equipment Worker	25.86
23391 - Gunsmith I	15.46
23392 - Gunsmith II	17.94
23393 - Gunsmith III	20.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.49
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.80
23430 - Heavy Equipment Mechanic	20.10
23440 - Heavy Equipment Operator	17.72
23460 - Instrument Mechanic	22.50
23465 - Laboratory/Shelter Mechanic	19.22
23470 - Laborer	12.73
23510 - Locksmith	17.34
23530 - Machinery Maintenance Mechanic	22.56
23550 - Machinist, Maintenance	18.64
23580 - Maintenance Trades Helper	13.28
23591 - Metrology Technician I	22.50
23592 - Metrology Technician II	23.84
23593 - Metrology Technician III	25.22
23640 - Millwright	23.00
23710 - Office Appliance Repairer	18.81
23760 - Painter, Maintenance	14.70
23790 - Pipefitter, Maintenance	18.53
23810 - Plumber, Maintenance	17.39
23820 - Pneudraulic Systems Mechanic	20.48
23850 - Rigger	20.99
23870 - Scale Mechanic	17.94
23890 - Sheet-Metal Worker, Maintenance	17.81
23910 - Small Engine Mechanic	16.01
23931 - Telecommunications Mechanic I	20.77
23932 - Telecommunications Mechanic II	22.02
23950 - Telephone Lineman	20.19
23960 - Welder, Combination, Maintenance	17.45
23965 - Well Driller	19.27
23970 - Woodcraft Worker	20.48
23980 - Woodworker	15.46
24000 - Personal Needs Occupations	
24550 - Case Manager	15.43
24570 - Child Care Attendant	11.67
24580 - Child Care Center Clerk	14.56
24610 - Chore Aide	10.15

24620 - Family Readiness And Support Services Coordinator	15.43
24630 - Homemaker	17.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.83
25040 - Sewage Plant Operator	21.55
25070 - Stationary Engineer	28.83
25190 - Ventilation Equipment Tender	16.28
25210 - Water Treatment Plant Operator	21.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.03
27007 - Baggage Inspector	11.12
27008 - Corrections Officer	20.09
27010 - Court Security Officer	20.47
27030 - Detection Dog Handler	16.11
27040 - Detention Officer	20.09
27070 - Firefighter	19.67
27101 - Guard I	11.12
27102 - Guard II	16.05
27131 - Police Officer I	23.56
27132 - Police Officer II	26.18
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.70
28042 - Carnival Equipment Repairer	14.90
28043 - Carnival Worker	10.52
28210 - Gate Attendant/Gate Tender	12.93
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.46
28510 - Recreation Aide/Health Facility Attendant	10.55
28515 - Recreation Specialist	15.75
28630 - Sports Official	11.51
28690 - Swimming Pool Operator	17.85
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.39
29020 - Hatch Tender	24.39
29030 - Line Handler	24.39
29041 - Stevedore I	22.01
29042 - Stevedore II	26.13
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	17.87
30022 - Archeological Technician II	19.99
30023 - Archeological Technician III	25.89
30030 - Cartographic Technician	25.56
30040 - Civil Engineering Technician	22.64
30051 - Cryogenic Technician I	25.45
30052 - Cryogenic Technician II	28.11
30061 - Drafter/CAD Operator I	17.87
30062 - Drafter/CAD Operator II	19.99
30063 - Drafter/CAD Operator III	22.30
30064 - Drafter/CAD Operator IV	27.43
30081 - Engineering Technician I	15.95
30082 - Engineering Technician II	17.87
30083 - Engineering Technician III	20.85
30084 - Engineering Technician IV	24.77
30085 - Engineering Technician V	30.30
30086 - Engineering Technician VI	36.66
30090 - Environmental Technician	17.42
30095 - Evidence Control Specialist	22.97

30210	- Laboratory Technician	18.95
30221	- Latent Fingerprint Technician I	21.51
30222	- Latent Fingerprint Technician II	23.76
30240	- Mathematical Technician	24.18
30361	- Paralegal/Legal Assistant I	19.15
30362	- Paralegal/Legal Assistant II	23.31
30363	- Paralegal/Legal Assistant III	28.52
30364	- Paralegal/Legal Assistant IV	34.50
30375	- Petroleum Supply Specialist	28.11
30390	- Photo-Optics Technician	24.77
30395	- Radiation Control Technician	28.11
30461	- Technical Writer I	21.50
30462	- Technical Writer II	26.31
30463	- Technical Writer III	31.83
30491	- Unexploded Ordnance (UXO) Technician I	23.85
30492	- Unexploded Ordnance (UXO) Technician II	28.85
30493	- Unexploded Ordnance (UXO) Technician III	34.58
30494	- Unexploded (UXO) Safety Escort	23.85
30495	- Unexploded (UXO) Sweep Personnel	23.85
30501	- Weather Forecaster I	25.45
30502	- Weather Forecaster II	30.95
30620	- Weather Observer, Combined Upper Air Or	(see 2) 22.30
Surface Programs		
30621	- Weather Observer, Senior	(see 2) 24.77
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	28.85
31020	- Bus Aide	11.12
31030	- Bus Driver	17.24
31043	- Driver Courier	13.30
31260	- Parking and Lot Attendant	9.25
31290	- Shuttle Bus Driver	15.10
31310	- Taxi Driver	10.99
31361	- Truckdriver, Light	15.10
31362	- Truckdriver, Medium	16.10
31363	- Truckdriver, Heavy	18.56
31364	- Truckdriver, Tractor-Trailer	18.56
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.07
99030	- Cashier	9.94
99050	- Desk Clerk	12.38
99095	- Embalmer	26.70
99130	- Flight Follower	23.85
99251	- Laboratory Animal Caretaker I	11.59
99252	- Laboratory Animal Caretaker II	12.60
99260	- Marketing Analyst	26.07
99310	- Mortician	29.54
99410	- Pest Controller	15.51
99510	- Photofinishing Worker	12.51
99710	- Recycling Laborer	17.06
99711	- Recycling Specialist	20.75
99730	- Refuse Collector	15.15
99810	- Sales Clerk	13.66
99820	- School Crossing Guard	10.98
99830	- Survey Party Chief	19.90
99831	- Surveying Aide	13.66
99832	- Surveying Technician	18.72
99840	- Vending Machine Attendant	12.90
99841	- Vending Machine Repairer	16.51
99842	- Vending Machine Repairer Helper	13.05

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-4497 (Rev.-3) was first posted on www.wdol.gov on 08/01/2017

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.: 2015-4497
Revision No.: 3
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Georgia

Area: Georgia Counties of Banks, Chattooga, Fannin, Franklin, Gilmer, Gordon, Greene, Habersham, Jackson, Lumpkin, Polk, Rabun, Stephens, Towns, Union, White

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.49
01012 - Accounting Clerk II		15.15
01013 - Accounting Clerk III		17.24
01020 - Administrative Assistant		26.66
01035 - Court Reporter		20.93
01041 - Customer Service Representative I		10.65
01042 - Customer Service Representative II		11.98
01043 - Customer Service Representative III		13.06
01051 - Data Entry Operator I		13.84
01052 - Data Entry Operator II		15.70
01060 - Dispatcher, Motor Vehicle		21.60
01070 - Document Preparation Clerk		13.16
01090 - Duplicating Machine Operator		13.16
01111 - General Clerk I		13.43
01112 - General Clerk II		14.84
01113 - General Clerk III		16.45
01120 - Housing Referral Assistant		21.85
01141 - Messenger Courier		12.60
01191 - Order Clerk I		13.08
01192 - Order Clerk II		14.80
01261 - Personnel Assistant (Employment) I		15.31
01262 - Personnel Assistant (Employment) II		18.55
01263 - Personnel Assistant (Employment) III		20.90
01270 - Production Control Clerk		21.32
01290 - Rental Clerk		15.21
01300 - Scheduler, Maintenance		16.13
01311 - Secretary I		16.13
01312 - Secretary II		18.05

01313 - Secretary III	20.13
01320 - Service Order Dispatcher	19.21
01410 - Supply Technician	26.66
01420 - Survey Worker	18.40
01460 - Switchboard Operator/Receptionist	13.41
01531 - Travel Clerk I	14.22
01532 - Travel Clerk II	15.53
01533 - Travel Clerk III	16.73
01611 - Word Processor I	13.25
01612 - Word Processor II	16.13
01613 - Word Processor III	18.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.36
05010 - Automotive Electrician	21.55
05040 - Automotive Glass Installer	20.18
05070 - Automotive Worker	20.18
05110 - Mobile Equipment Servicer	17.47
05130 - Motor Equipment Metal Mechanic	23.36
05160 - Motor Equipment Metal Worker	20.18
05190 - Motor Vehicle Mechanic	23.36
05220 - Motor Vehicle Mechanic Helper	17.56
05250 - Motor Vehicle Upholstery Worker	19.05
05280 - Motor Vehicle Wrecker	20.18
05310 - Painter, Automotive	21.55
05340 - Radiator Repair Specialist	20.18
05370 - Tire Repairer	13.80
05400 - Transmission Repair Specialist	23.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.20
07041 - Cook I	11.95
07042 - Cook II	13.58
07070 - Dishwasher	10.24
07130 - Food Service Worker	10.01
07210 - Meat Cutter	13.04
07260 - Waiter/Waitress	8.82
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.47
09040 - Furniture Handler	12.05
09080 - Furniture Refinisher	16.23
09090 - Furniture Refinisher Helper	12.55
09110 - Furniture Repairer, Minor	14.76
09130 - Upholsterer	16.23
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.28
11060 - Elevator Operator	10.89
11090 - Gardener	15.98
11122 - Housekeeping Aide	10.89
11150 - Janitor	10.89
11210 - Laborer, Grounds Maintenance	11.71
11240 - Maid or Houseman	9.54
11260 - Pruner	13.31
11270 - Tractor Operator	14.56
11330 - Trail Maintenance Worker	11.71
11360 - Window Cleaner	13.54
12000 - Health Occupations	
12010 - Ambulance Driver	16.75
12011 - Breath Alcohol Technician	19.89
12012 - Certified Occupational Therapist Assistant	25.49
12015 - Certified Physical Therapist Assistant	28.11
12020 - Dental Assistant	18.65
12025 - Dental Hygienist	34.00

12030 - EKG Technician	25.28
12035 - Electroneurodiagnostic Technologist	25.28
12040 - Emergency Medical Technician	16.75
12071 - Licensed Practical Nurse I	17.72
12072 - Licensed Practical Nurse II	19.89
12073 - Licensed Practical Nurse III	21.97
12100 - Medical Assistant	14.71
12130 - Medical Laboratory Technician	17.77
12160 - Medical Record Clerk	15.08
12190 - Medical Record Technician	16.53
12195 - Medical Transcriptionist	17.61
12210 - Nuclear Medicine Technologist	36.66
12221 - Nursing Assistant I	10.66
12222 - Nursing Assistant II	11.99
12223 - Nursing Assistant III	13.08
12224 - Nursing Assistant IV	14.69
12235 - Optical Dispenser	18.44
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	14.87
12280 - Phlebotomist	13.47
12305 - Radiologic Technologist	25.09
12311 - Registered Nurse I	24.94
12312 - Registered Nurse II	29.25
12313 - Registered Nurse II, Specialist	29.25
12314 - Registered Nurse III	35.38
12315 - Registered Nurse III, Anesthetist	35.38
12316 - Registered Nurse IV	42.41
12317 - Scheduler (Drug and Alcohol Testing)	20.67
12320 - Substance Abuse Treatment Counselor	18.72
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.57
13012 - Exhibits Specialist II	25.43
13013 - Exhibits Specialist III	31.11
13041 - Illustrator I	20.89
13042 - Illustrator II	25.43
13043 - Illustrator III	31.11
13047 - Librarian	28.28
13050 - Library Aide/Clerk	13.39
13054 - Library Information Technology Systems Administrator	25.38
13058 - Library Technician	15.42
13061 - Media Specialist I	18.42
13062 - Media Specialist II	20.62
13063 - Media Specialist III	22.98
13071 - Photographer I	17.47
13072 - Photographer II	18.16
13073 - Photographer III	22.50
13074 - Photographer IV	27.10
13075 - Photographer V	30.13
13090 - Technical Order Library Clerk	20.48
13110 - Video Teleconference Technician	19.25
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.20
14042 - Computer Operator II	19.24
14043 - Computer Operator III	21.45
14044 - Computer Operator IV	23.84
14045 - Computer Operator V	26.40
14071 - Computer Programmer I	(see 1) 25.09
14072 - Computer Programmer II	(see 1) 25.31
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)

14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.20
14160 - Personal Computer Support Technician		23.84
14170 - System Support Specialist		29.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.93
15020 - Aircrew Training Devices Instructor (Rated)		35.00
15030 - Air Crew Training Devices Instructor (Pilot)		41.95
15050 - Computer Based Training Specialist / Instructor		28.93
15060 - Educational Technologist		33.91
15070 - Flight Instructor (Pilot)		41.95
15080 - Graphic Artist		26.04
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		36.99
15086 - Maintenance Test Pilot, Rotary Wing		36.99
15088 - Non-Maintenance Test/Co-Pilot		36.99
15090 - Technical Instructor		23.83
15095 - Technical Instructor/Course Developer		29.15
15110 - Test Proctor		19.24
15120 - Tutor		19.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.81
16030 - Counter Attendant		9.81
16040 - Dry Cleaner		12.93
16070 - Finisher, Flatwork, Machine		9.81
16090 - Presser, Hand		9.81
16110 - Presser, Machine, Drycleaning		9.81
16130 - Presser, Machine, Shirts		9.81
16160 - Presser, Machine, Wearing Apparel, Laundry		9.81
16190 - Sewing Machine Operator		14.02
16220 - Tailor		15.09
16250 - Washer, Machine		12.07
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.10
19040 - Tool And Die Maker		22.45
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.74
21030 - Material Coordinator		19.67
21040 - Material Expediter		19.67
21050 - Material Handling Laborer		13.01
21071 - Order Filler		13.62
21080 - Production Line Worker (Food Processing)		14.74
21110 - Shipping Packer		14.47
21130 - Shipping/Receiving Clerk		14.47
21140 - Store Worker I		11.48
21150 - Stock Clerk		16.66
21210 - Tools And Parts Attendant		14.74
21410 - Warehouse Specialist		14.74
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.76
23019 - Aircraft Logs and Records Technician		20.63
23021 - Aircraft Mechanic I		25.12
23022 - Aircraft Mechanic II		26.76
23023 - Aircraft Mechanic III		28.32
23040 - Aircraft Mechanic Helper		17.97
23050 - Aircraft, Painter		22.08
23060 - Aircraft Servicer		20.63
23070 - Aircraft Survival Flight Equipment Technician		22.08
23080 - Aircraft Worker		21.95
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		21.95

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	25.12
II		
23110	- Appliance Mechanic	18.74
23120	- Bicycle Repairer	14.21
23125	- Cable Splicer	26.06
23130	- Carpenter, Maintenance	20.20
23140	- Carpet Layer	17.91
23160	- Electrician, Maintenance	22.60
23181	- Electronics Technician Maintenance I	22.22
23182	- Electronics Technician Maintenance II	24.64
23183	- Electronics Technician Maintenance III	26.34
23260	- Fabric Worker	15.61
23290	- Fire Alarm System Mechanic	18.97
23310	- Fire Extinguisher Repairer	14.43
23311	- Fuel Distribution System Mechanic	22.06
23312	- Fuel Distribution System Operator	16.26
23370	- General Maintenance Worker	17.92
23380	- Ground Support Equipment Mechanic	25.12
23381	- Ground Support Equipment Servicer	20.63
23382	- Ground Support Equipment Worker	21.95
23391	- Gunsmith I	18.65
23392	- Gunsmith II	20.94
23393	- Gunsmith III	21.98
23410	- Heating, Ventilation And Air-Conditioning Mechanic	20.81
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.85
23430	- Heavy Equipment Mechanic	21.25
23440	- Heavy Equipment Operator	18.92
23460	- Instrument Mechanic	23.76
23465	- Laboratory/Shelter Mechanic	18.31
23470	- Laborer	11.70
23510	- Locksmith	18.08
23530	- Machinery Maintenance Mechanic	20.58
23550	- Machinist, Maintenance	18.32
23580	- Maintenance Trades Helper	13.78
23591	- Metrology Technician I	23.76
23592	- Metrology Technician II	25.17
23593	- Metrology Technician III	26.55
23640	- Millwright	22.37
23710	- Office Appliance Repairer	20.06
23760	- Painter, Maintenance	17.36
23790	- Pipefitter, Maintenance	21.57
23810	- Plumber, Maintenance	20.54
23820	- Pneudraulic Systems Mechanic	19.57
23850	- Rigger	21.30
23870	- Scale Mechanic	17.11
23890	- Sheet-Metal Worker, Maintenance	19.19
23910	- Small Engine Mechanic	16.93
23931	- Telecommunications Mechanic I	26.53
23932	- Telecommunications Mechanic II	29.28
23950	- Telephone Lineman	20.47
23960	- Welder, Combination, Maintenance	16.33
23965	- Well Driller	18.97
23970	- Woodcraft Worker	19.57
23980	- Woodworker	14.21
24000	- Personal Needs Occupations	
24550	- Case Manager	14.03
24570	- Child Care Attendant	10.36
24580	- Child Care Center Clerk	12.63

24610 - Chore Aide	10.94
24620 - Family Readiness And Support Services Coordinator	14.03
24630 - Homemaker	16.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.71
25040 - Sewage Plant Operator	17.93
25070 - Stationary Engineer	21.71
25190 - Ventilation Equipment Tender	13.51
25210 - Water Treatment Plant Operator	17.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.85
27007 - Baggage Inspector	12.47
27008 - Corrections Officer	14.99
27010 - Court Security Officer	17.55
27030 - Detection Dog Handler	16.44
27040 - Detention Officer	15.32
27070 - Firefighter	17.97
27101 - Guard I	12.47
27102 - Guard II	16.44
27131 - Police Officer I	19.70
27132 - Police Officer II	21.89
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.34
28042 - Carnival Equipment Repairer	13.54
28043 - Carnival Worker	8.70
28210 - Gate Attendant/Gate Tender	15.26
28310 - Lifeguard	11.91
28350 - Park Attendant (Aide)	17.08
28510 - Recreation Aide/Health Facility Attendant	10.92
28515 - Recreation Specialist	16.52
28630 - Sports Official	12.93
28690 - Swimming Pool Operator	18.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.62
29020 - Hatch Tender	19.62
29030 - Line Handler	19.62
29041 - Stevedore I	18.07
29042 - Stevedore II	20.99
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.35
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.14
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.88
30021 - Archeological Technician I	20.00
30022 - Archeological Technician II	21.45
30023 - Archeological Technician III	27.39
30030 - Cartographic Technician	26.56
30040 - Civil Engineering Technician	22.32
30051 - Cryogenic Technician I	29.42
30052 - Cryogenic Technician II	32.51
30061 - Drafter/CAD Operator I	20.00
30062 - Drafter/CAD Operator II	21.45
30063 - Drafter/CAD Operator III	23.91
30064 - Drafter/CAD Operator IV	29.42
30081 - Engineering Technician I	16.64
30082 - Engineering Technician II	20.00
30083 - Engineering Technician III	20.90
30084 - Engineering Technician IV	26.47
30085 - Engineering Technician V	31.68
30086 - Engineering Technician VI	37.02
30090 - Environmental Technician	25.03

30095 - Evidence Control Specialist	26.47
30210 - Laboratory Technician	19.58
30221 - Latent Fingerprint Technician I	29.42
30222 - Latent Fingerprint Technician II	32.51
30240 - Mathematical Technician	26.47
30361 - Paralegal/Legal Assistant I	19.41
30362 - Paralegal/Legal Assistant II	24.05
30363 - Paralegal/Legal Assistant III	29.41
30364 - Paralegal/Legal Assistant IV	35.56
30375 - Petroleum Supply Specialist	31.68
30390 - Photo-Optics Technician	26.56
30395 - Radiation Control Technician	31.68
30461 - Technical Writer I	26.47
30462 - Technical Writer II	31.68
30463 - Technical Writer III	37.02
30491 - Unexploded Ordnance (UXO) Technician I	25.01
30492 - Unexploded Ordnance (UXO) Technician II	30.26
30493 - Unexploded Ordnance (UXO) Technician III	36.27
30494 - Unexploded (UXO) Safety Escort	25.01
30495 - Unexploded (UXO) Sweep Personnel	25.01
30501 - Weather Forecaster I	29.42
30502 - Weather Forecaster II	35.79
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 23.91
30621 - Weather Observer, Senior	(see 2) 27.39
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.26
31020 - Bus Aide	11.49
31030 - Bus Driver	17.43
31043 - Driver Courier	13.94
31260 - Parking and Lot Attendant	9.98
31290 - Shuttle Bus Driver	15.38
31310 - Taxi Driver	11.17
31361 - Truckdriver, Light	15.38
31362 - Truckdriver, Medium	16.81
31363 - Truckdriver, Heavy	20.87
31364 - Truckdriver, Tractor-Trailer	20.87
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.76
99030 - Cashier	9.25
99050 - Desk Clerk	10.05
99095 - Embalmer	29.59
99130 - Flight Follower	25.01
99251 - Laboratory Animal Caretaker I	12.13
99252 - Laboratory Animal Caretaker II	13.34
99260 - Marketing Analyst	24.84
99310 - Mortician	29.59
99410 - Pest Controller	15.01
99510 - Photofinishing Worker	16.45
99710 - Recycling Laborer	16.42
99711 - Recycling Specialist	20.43
99730 - Refuse Collector	14.37
99810 - Sales Clerk	13.50
99820 - School Crossing Guard	13.53
99830 - Survey Party Chief	20.64
99831 - Surveying Aide	12.11
99832 - Surveying Technician	17.05
99840 - Vending Machine Attendant	12.93
99841 - Vending Machine Repairer	16.70
99842 - Vending Machine Repairer Helper	12.93

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-4471 (Rev.-6) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-4471
Director	Wage Determinations	Revision No.: 6
		Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Georgia

Area: Georgia Counties of Barrow, Bartow, Butts, Carroll, Cherokee, Clayton, Cobb, Coweta, Dawson, Douglas, Fayette, Forsyth, Fulton, Gwinnett, Haralson, Henry, Morgan, Newton, Paulding, Pickens, Rockdale, Spalding, Walton

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.94
01013 - Accounting Clerk III		18.95
01020 - Administrative Assistant		26.66
01035 - Court Reporter		23.02
01041 - Customer Service Representative I		13.10
01042 - Customer Service Representative II		14.74
01043 - Customer Service Representative III		16.07
01051 - Data Entry Operator I		13.84
01052 - Data Entry Operator II		15.70
01060 - Dispatcher, Motor Vehicle		19.15
01070 - Document Preparation Clerk		15.25
01090 - Duplicating Machine Operator		15.25
01111 - General Clerk I		13.43
01112 - General Clerk II		14.84
01113 - General Clerk III		16.45
01120 - Housing Referral Assistant		21.85
01141 - Messenger Courier		13.73
01191 - Order Clerk I		14.42
01192 - Order Clerk II		15.72
01261 - Personnel Assistant (Employment) I		15.22
01262 - Personnel Assistant (Employment) II		18.55
01263 - Personnel Assistant (Employment) III		20.90
01270 - Production Control Clerk		22.39
01290 - Rental Clerk		15.21
01300 - Scheduler, Maintenance		16.13
01311 - Secretary I		16.13

01312 - Secretary II	18.05
01313 - Secretary III	20.13
01320 - Service Order Dispatcher	15.87
01410 - Supply Technician	26.66
01420 - Survey Worker	18.40
01460 - Switchboard Operator/Receptionist	14.18
01531 - Travel Clerk I	14.56
01532 - Travel Clerk II	15.92
01533 - Travel Clerk III	17.13
01611 - Word Processor I	13.25
01612 - Word Processor II	15.21
01613 - Word Processor III	18.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.36
05010 - Automotive Electrician	21.55
05040 - Automotive Glass Installer	20.18
05070 - Automotive Worker	20.18
05110 - Mobile Equipment Servicer	17.47
05130 - Motor Equipment Metal Mechanic	23.36
05160 - Motor Equipment Metal Worker	20.18
05190 - Motor Vehicle Mechanic	23.36
05220 - Motor Vehicle Mechanic Helper	17.56
05250 - Motor Vehicle Upholstery Worker	19.05
05280 - Motor Vehicle Wrecker	20.18
05310 - Painter, Automotive	21.55
05340 - Radiator Repair Specialist	20.18
05370 - Tire Repairer	13.80
05400 - Transmission Repair Specialist	23.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.20
07041 - Cook I	11.95
07042 - Cook II	13.58
07070 - Dishwasher	10.24
07130 - Food Service Worker	10.01
07210 - Meat Cutter	13.68
07260 - Waiter/Waitress	8.82
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.47
09040 - Furniture Handler	12.05
09080 - Furniture Refinisher	16.23
09090 - Furniture Refinisher Helper	12.55
09110 - Furniture Repairer, Minor	14.76
09130 - Upholsterer	16.23
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.14
11060 - Elevator Operator	10.14
11090 - Gardener	18.46
11122 - Housekeeping Aide	10.96
11150 - Janitor	10.96
11210 - Laborer, Grounds Maintenance	13.31
11240 - Maid or Houseman	9.54
11260 - Pruner	13.31
11270 - Tractor Operator	16.75
11330 - Trail Maintenance Worker	13.31
11360 - Window Cleaner	13.54
12000 - Health Occupations	
12010 - Ambulance Driver	16.75
12011 - Breath Alcohol Technician	19.89
12012 - Certified Occupational Therapist Assistant	30.50
12015 - Certified Physical Therapist Assistant	27.66
12020 - Dental Assistant	18.35

12025 - Dental Hygienist	34.38
12030 - EKG Technician	26.33
12035 - Electroneurodiagnostic Technologist	26.33
12040 - Emergency Medical Technician	16.75
12071 - Licensed Practical Nurse I	17.72
12072 - Licensed Practical Nurse II	19.89
12073 - Licensed Practical Nurse III	21.97
12100 - Medical Assistant	15.17
12130 - Medical Laboratory Technician	17.35
12160 - Medical Record Clerk	16.43
12190 - Medical Record Technician	18.38
12195 - Medical Transcriptionist	17.61
12210 - Nuclear Medicine Technologist	36.12
12221 - Nursing Assistant I	11.46
12222 - Nursing Assistant II	12.89
12223 - Nursing Assistant III	14.06
12224 - Nursing Assistant IV	15.79
12235 - Optical Dispenser	17.05
12236 - Optical Technician	15.13
12250 - Pharmacy Technician	14.87
12280 - Phlebotomist	15.59
12305 - Radiologic Technologist	26.00
12311 - Registered Nurse I	24.94
12312 - Registered Nurse II	29.25
12313 - Registered Nurse II, Specialist	29.25
12314 - Registered Nurse III	35.38
12315 - Registered Nurse III, Anesthetist	35.38
12316 - Registered Nurse IV	42.41
12317 - Scheduler (Drug and Alcohol Testing)	22.29
12320 - Substance Abuse Treatment Counselor	20.25
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.57
13012 - Exhibits Specialist II	23.52
13013 - Exhibits Specialist III	28.34
13041 - Illustrator I	20.89
13042 - Illustrator II	23.52
13043 - Illustrator III	28.34
13047 - Librarian	28.28
13050 - Library Aide/Clerk	13.39
13054 - Library Information Technology Systems Administrator	25.43
13058 - Library Technician	15.42
13061 - Media Specialist I	18.42
13062 - Media Specialist II	20.62
13063 - Media Specialist III	22.98
13071 - Photographer I	15.97
13072 - Photographer II	17.86
13073 - Photographer III	20.45
13074 - Photographer IV	27.06
13075 - Photographer V	30.13
13090 - Technical Order Library Clerk	16.19
13110 - Video Teleconference Technician	20.44
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.20
14042 - Computer Operator II	19.24
14043 - Computer Operator III	21.45
14044 - Computer Operator IV	23.84
14045 - Computer Operator V	26.40
14071 - Computer Programmer I	(see 1) 25.09
14072 - Computer Programmer II	(see 1) 27.01
14073 - Computer Programmer III	(see 1)

14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.20
14160 - Personal Computer Support Technician		23.84
14170 - System Support Specialist		34.63
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.93
15020 - Aircrew Training Devices Instructor (Rated)		35.00
15030 - Air Crew Training Devices Instructor (Pilot)		41.95
15050 - Computer Based Training Specialist / Instructor		28.93
15060 - Educational Technologist		33.91
15070 - Flight Instructor (Pilot)		41.95
15080 - Graphic Artist		24.69
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		41.68
15086 - Maintenance Test Pilot, Rotary Wing		41.68
15088 - Non-Maintenance Test/Co-Pilot		41.68
15090 - Technical Instructor		23.83
15095 - Technical Instructor/Course Developer		29.15
15110 - Test Proctor		19.24
15120 - Tutor		19.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.81
16030 - Counter Attendant		9.81
16040 - Dry Cleaner		12.93
16070 - Finisher, Flatwork, Machine		9.81
16090 - Presser, Hand		9.81
16110 - Presser, Machine, Drycleaning		9.81
16130 - Presser, Machine, Shirts		9.81
16160 - Presser, Machine, Wearing Apparel, Laundry		9.81
16190 - Sewing Machine Operator		14.02
16220 - Tailor		15.09
16250 - Washer, Machine		10.97
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.48
19040 - Tool And Die Maker		22.64
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.93
21030 - Material Coordinator		22.39
21040 - Material Expediter		22.39
21050 - Material Handling Laborer		13.01
21071 - Order Filler		13.62
21080 - Production Line Worker (Food Processing)		14.93
21110 - Shipping Packer		14.47
21130 - Shipping/Receiving Clerk		14.47
21140 - Store Worker I		11.55
21150 - Stock Clerk		17.62
21210 - Tools And Parts Attendant		14.93
21410 - Warehouse Specialist		14.93
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		32.38
23019 - Aircraft Logs and Records Technician		24.96
23021 - Aircraft Mechanic I		30.39
23022 - Aircraft Mechanic II		32.38
23023 - Aircraft Mechanic III		34.27
23040 - Aircraft Mechanic Helper		21.75
23050 - Aircraft, Painter		26.72
23060 - Aircraft Servicer		24.96
23070 - Aircraft Survival Flight Equipment Technician		26.72
23080 - Aircraft Worker		26.57

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.57
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.39
23110 - Appliance Mechanic	18.74
23120 - Bicycle Repairer	15.52
23125 - Cable Splicer	22.44
23130 - Carpenter, Maintenance	20.20
23140 - Carpet Layer	18.59
23160 - Electrician, Maintenance	22.60
23181 - Electronics Technician Maintenance I	24.19
23182 - Electronics Technician Maintenance II	26.64
23183 - Electronics Technician Maintenance III	28.13
23260 - Fabric Worker	17.97
23290 - Fire Alarm System Mechanic	18.40
23310 - Fire Extinguisher Repairer	16.45
23311 - Fuel Distribution System Mechanic	22.06
23312 - Fuel Distribution System Operator	16.26
23370 - General Maintenance Worker	17.92
23380 - Ground Support Equipment Mechanic	30.39
23381 - Ground Support Equipment Servicer	24.96
23382 - Ground Support Equipment Worker	26.57
23391 - Gunsmith I	18.65
23392 - Gunsmith II	20.94
23393 - Gunsmith III	22.05
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.51
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.67
23430 - Heavy Equipment Mechanic	22.07
23440 - Heavy Equipment Operator	18.92
23460 - Instrument Mechanic	24.27
23465 - Laboratory/Shelter Mechanic	20.88
23470 - Laborer	11.79
23510 - Locksmith	18.71
23530 - Machinery Maintenance Mechanic	22.37
23550 - Machinist, Maintenance	18.41
23580 - Maintenance Trades Helper	13.78
23591 - Metrology Technician I	24.27
23592 - Metrology Technician II	25.58
23593 - Metrology Technician III	26.94
23640 - Millwright	25.15
23710 - Office Appliance Repairer	20.06
23760 - Painter, Maintenance	17.36
23790 - Pipefitter, Maintenance	23.34
23810 - Plumber, Maintenance	22.10
23820 - Pneudraulic Systems Mechanic	22.05
23850 - Rigger	23.43
23870 - Scale Mechanic	19.51
23890 - Sheet-Metal Worker, Maintenance	19.19
23910 - Small Engine Mechanic	18.62
23931 - Telecommunications Mechanic I	29.38
23932 - Telecommunications Mechanic II	30.96
23950 - Telephone Lineman	20.47
23960 - Welder, Combination, Maintenance	17.08
23965 - Well Driller	19.00
23970 - Woodcraft Worker	22.05
23980 - Woodworker	16.45
24000 - Personal Needs Occupations	
24550 - Case Manager	14.03
24570 - Child Care Attendant	10.36

24580 - Child Care Center Clerk	12.63
24610 - Chore Aide	10.93
24620 - Family Readiness And Support Services Coordinator	14.03
24630 - Homemaker	16.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.27
25040 - Sewage Plant Operator	19.31
25070 - Stationary Engineer	26.27
25190 - Ventilation Equipment Tender	16.35
25210 - Water Treatment Plant Operator	19.31
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.44
27007 - Baggage Inspector	12.84
27008 - Corrections Officer	16.49
27010 - Court Security Officer	17.55
27030 - Detection Dog Handler	16.44
27040 - Detention Officer	16.49
27070 - Firefighter	17.97
27101 - Guard I	12.84
27102 - Guard II	16.44
27131 - Police Officer I	19.70
27132 - Police Officer II	21.89
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.87
28042 - Carnival Equipment Repairer	14.19
28043 - Carnival Worker	8.89
28210 - Gate Attendant/Gate Tender	15.26
28310 - Lifeguard	11.33
28350 - Park Attendant (Aide)	17.08
28510 - Recreation Aide/Health Facility Attendant	11.02
28515 - Recreation Specialist	16.52
28630 - Sports Official	12.93
28690 - Swimming Pool Operator	18.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.69
29020 - Hatch Tender	22.69
29030 - Line Handler	22.69
29041 - Stevedore I	20.91
29042 - Stevedore II	24.28
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.35
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.14
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.88
30021 - Archeological Technician I	19.76
30022 - Archeological Technician II	21.45
30023 - Archeological Technician III	27.39
30030 - Cartographic Technician	26.56
30040 - Civil Engineering Technician	21.19
30051 - Cryogenic Technician I	25.64
30052 - Cryogenic Technician II	28.31
30061 - Drafter/CAD Operator I	19.76
30062 - Drafter/CAD Operator II	21.45
30063 - Drafter/CAD Operator III	23.91
30064 - Drafter/CAD Operator IV	29.42
30081 - Engineering Technician I	16.64
30082 - Engineering Technician II	20.00
30083 - Engineering Technician III	20.90
30084 - Engineering Technician IV	26.47
30085 - Engineering Technician V	31.68
30086 - Engineering Technician VI	37.02

30090 - Environmental Technician	24.13
30095 - Evidence Control Specialist	23.15
30210 - Laboratory Technician	19.33
30221 - Latent Fingerprint Technician I	22.36
30222 - Latent Fingerprint Technician II	24.69
30240 - Mathematical Technician	25.03
30361 - Paralegal/Legal Assistant I	19.61
30362 - Paralegal/Legal Assistant II	24.29
30363 - Paralegal/Legal Assistant III	29.71
30364 - Paralegal/Legal Assistant IV	35.94
30375 - Petroleum Supply Specialist	28.31
30390 - Photo-Optics Technician	26.56
30395 - Radiation Control Technician	28.31
30461 - Technical Writer I	26.07
30462 - Technical Writer II	30.07
30463 - Technical Writer III	36.37
30491 - Unexploded Ordnance (UXO) Technician I	25.01
30492 - Unexploded Ordnance (UXO) Technician II	30.26
30493 - Unexploded Ordnance (UXO) Technician III	36.27
30494 - Unexploded (UXO) Safety Escort	25.01
30495 - Unexploded (UXO) Sweep Personnel	25.01
30501 - Weather Forecaster I	25.64
30502 - Weather Forecaster II	31.19
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 23.91
30621 - Weather Observer, Senior	(see 2) 27.39
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.26
31020 - Bus Aide	11.49
31030 - Bus Driver	17.43
31043 - Driver Courier	13.94
31260 - Parking and Lot Attendant	9.48
31290 - Shuttle Bus Driver	15.38
31310 - Taxi Driver	10.70
31361 - Truckdriver, Light	15.38
31362 - Truckdriver, Medium	16.81
31363 - Truckdriver, Heavy	20.87
31364 - Truckdriver, Tractor-Trailer	20.87
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.76
99030 - Cashier	9.25
99050 - Desk Clerk	10.09
99095 - Embalmer	26.90
99130 - Flight Follower	25.01
99251 - Laboratory Animal Caretaker I	11.23
99252 - Laboratory Animal Caretaker II	12.38
99260 - Marketing Analyst	27.86
99310 - Mortician	29.59
99410 - Pest Controller	15.92
99510 - Photofinishing Worker	16.45
99710 - Recycling Laborer	17.91
99711 - Recycling Specialist	22.54
99730 - Refuse Collector	15.57
99810 - Sales Clerk	13.50
99820 - School Crossing Guard	13.53
99830 - Survey Party Chief	23.58
99831 - Surveying Aide	13.84
99832 - Surveying Technician	19.49
99840 - Vending Machine Attendant	11.69
99841 - Vending Machine Repairer	14.93
99842 - Vending Machine Repairer Helper	11.69

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-5689 (Rev.-4) was first posted on www.wdol.gov on 11/14/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of		Wage Determination No.: 2015-5689
Director	Wage Determinations		Revision No.: 4
			Date Of Revision: 11/09/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: American Samoa, Hawaii

Area: American Samoa Statewide

Hawaii County of Honolulu

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		14.94
01012 - Accounting Clerk II		16.78
01013 - Accounting Clerk III		18.77
01020 - Administrative Assistant		26.48
01035 - Court Reporter		22.50
01041 - Customer Service Representative I		13.78
01042 - Customer Service Representative II		15.49
01043 - Customer Service Representative III		16.90
01051 - Data Entry Operator I		14.48
01052 - Data Entry Operator II		15.80
01060 - Dispatcher, Motor Vehicle		20.39
01070 - Document Preparation Clerk		16.69
01090 - Duplicating Machine Operator		16.69
01111 - General Clerk I		12.95
01112 - General Clerk II		14.13
01113 - General Clerk III		15.87
01120 - Housing Referral Assistant		23.77
01141 - Messenger Courier		13.26
01191 - Order Clerk I		15.34
01192 - Order Clerk II		16.73
01261 - Personnel Assistant (Employment) I		15.79
01262 - Personnel Assistant (Employment) II		17.88
01263 - Personnel Assistant (Employment) III		19.68

01270 - Production Control Clerk	22.83
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	17.01
01410 - Supply Technician	26.48
01420 - Survey Worker	19.01
01460 - Switchboard Operator/Receptionist	15.40
01531 - Travel Clerk I	14.78
01532 - Travel Clerk II	15.97
01533 - Travel Clerk III	17.12
01611 - Word Processor I	14.36
01612 - Word Processor II	16.11
01613 - Word Processor III	18.03
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.72
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 Helper	17.39
05250 - Motor Vehicle Upholstery Worker	20.80
05280 - Motor Vehicle Wrecker	22.00
05310 - Painter, Automotive	23.19
05340 - Radiator Repair Specialist	22.00
05370 - Tire Repairer	16.68
05400 - Transmission Repair Specialist	24.37
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.31
07041 - Cook I	14.80
07042 - Cook II	17.18
07070 - Dishwasher	12.05
07130 - Food Service Worker	11.14
07210 - Meat Cutter	20.84
07260 - Waiter/Waitress	13.21
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.15
09040 - Furniture Handler	12.88
09080 - Furniture Refinisher	21.07
09090 - Furniture Refinisher Helper	15.61
09110 - Furniture Repairer, Minor	18.29
09130 - Upholsterer	19.15
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.98
11060 - Elevator Operator	14.00
11090 - Gardener	17.87
11122 - Housekeeping Aide	14.00
11150 - Janitor	14.00
11210 - Laborer, Grounds Maintenance	13.55
11240 - Maid or Houseman	17.53
11260 - Pruner	12.13
11270 - Tractor Operator	16.43
11330 - Trail Maintenance Worker	13.55
11360 - Window Cleaner	15.25
12000 - Health Occupations	
12010 - Ambulance Driver	23.65

12011 - Breath Alcohol Technician	21.52
12012 - Certified Occupational Therapist Assistant	23.80
12015 - Certified Physical Therapist Assistant	20.25
12020 - Dental Assistant	17.60
12025 - Dental Hygienist	35.86
12030 - EKG Technician	28.62
12035 - Electroneurodiagnostic Technologist	28.62
12040 - Emergency Medical Technician	23.65
12071 - Licensed Practical Nurse I	19.24
12072 - Licensed Practical Nurse II	21.52
12073 - Licensed Practical Nurse III	23.99
12100 - Medical Assistant	16.88
12130 - Medical Laboratory Technician	22.61
12160 - Medical Record Clerk	19.97
12190 - Medical Record Technician	22.34
12195 - Medical Transcriptionist	19.74
12210 - Nuclear Medicine Technologist	38.38
12221 - Nursing Assistant I	11.39
12222 - Nursing Assistant II	12.81
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	20.03
12236 - Optical Technician	16.40
12250 - Pharmacy Technician	18.00
12280 - Phlebotomist	16.62
12305 - Radiologic Technologist	33.72
12311 - Registered Nurse I	29.29
12312 - Registered Nurse II	35.82
12313 - Registered Nurse II, Specialist	35.82
12314 - Registered Nurse III	43.34
12315 - Registered Nurse III, Anesthetist	43.34
12316 - Registered Nurse IV	51.94
12317 - Scheduler (Drug and Alcohol Testing)	26.66
12320 - Substance Abuse Treatment Counselor	18.92
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.61
13012 - Exhibits Specialist II	23.29
13013 - Exhibits Specialist III	28.49
13041 - Illustrator I	22.97
13042 - Illustrator II	28.45
13043 - Illustrator III	34.80
13047 - Librarian	31.58
13050 - Library Aide/Clerk	15.46
13054 - Library Information Technology Systems Administrator	24.08
13058 - Library Technician	20.92
13061 - Media Specialist I	19.20
13062 - Media Specialist II	21.46
13063 - Media Specialist III	23.94
13071 - Photographer I	16.81
13072 - Photographer II	18.80
13073 - Photographer III	21.57
13074 - Photographer IV	28.48
13075 - Photographer V	34.46
13090 - Technical Order Library Clerk	19.42
13110 - Video Teleconference Technician	21.19
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.54
14042 - Computer Operator II	19.62
14043 - Computer Operator III	22.80
14044 - Computer Operator IV	24.81

14045 - Computer Operator V	27.45
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 Operator	17.54
14160 - Personal Computer Support Technician	24.81
14170 - System Support Specialist	29.36
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.83
15020 - Aircrew Training Devices Instructor (Rated)	37.30
15030 - Air Crew Training Devices Instructor (Pilot)	43.09
15050 - Computer Based Training Specialist / Instructor	30.83
15060 - Educational Technologist	31.22
15070 - Flight Instructor (Pilot)	43.09
15080 - Graphic Artist	22.97
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	36.04
15086 - Maintenance Test Pilot, Rotary Wing	36.04
15088 - Non-Maintenance Test/Co-Pilot	36.04
15090 - Technical Instructor	23.72
15095 - Technical Instructor/Course Developer	29.01
15110 - Test Proctor	19.47
15120 - Tutor	19.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	12.41
16030 - Counter Attendant	12.41
16040 - Dry Cleaner	15.37
16070 - Finisher, Flatwork, Machine	12.41
16090 - Presser, Hand	12.41
16110 - Presser, Machine, Drycleaning	12.41
16130 - Presser, Machine, Shirts	12.41
16160 - Presser, Machine, Wearing Apparel, Laundry	12.41
16190 - Sewing Machine Operator	16.36
16220 - Tailor	17.23
16250 - Washer, Machine	13.41
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	29.14
19040 - Tool And Die Maker	36.61
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.82
21030 - Material Coordinator	24.04
21040 - Material Expediter	24.04
21050 - Material Handling Laborer	16.89
21071 - Order Filler	13.51
21080 - Production Line Worker (Food Processing)	21.82
21110 - Shipping Packer	16.79
21130 - Shipping/Receiving Clerk	16.79
21140 - Store Worker I	13.93
21150 - Stock Clerk	19.55
21210 - Tools And Parts Attendant	21.82
21410 - Warehouse Specialist	21.82
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.23
23019 - Aircraft Logs and Records Technician	25.54
23021 - Aircraft Mechanic I	31.25
23022 - Aircraft Mechanic II	33.23
23023 - Aircraft Mechanic III	35.19
23040 - Aircraft Mechanic Helper	21.73

23050 - Aircraft, Painter	29.34
23060 - Aircraft Servicer	25.54
23070 - Aircraft Survival Flight Equipment Technician	29.34
23080 - Aircraft Worker	27.45
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.45
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.25
23110 - Appliance Mechanic	24.13
23120 - Bicycle Repairer	18.35
23125 - Cable Splicer	31.90
23130 - Carpenter, Maintenance	35.94
23140 - Carpet Layer	27.75
23160 - Electrician, Maintenance	34.19
23181 - Electronics Technician Maintenance I	29.31
23182 - Electronics Technician Maintenance II	31.33
23183 - Electronics Technician Maintenance III	33.37
23260 - Fabric Worker	25.36
23290 - Fire Alarm System Mechanic	23.46
23310 - Fire Extinguisher Repairer	23.47
23311 - Fuel Distribution System Mechanic	31.90
23312 - Fuel Distribution System Operator	24.14
23370 - General Maintenance Worker	20.36
23380 - Ground Support Equipment Mechanic	31.25
23381 - Ground Support Equipment Servicer	25.54
23382 - Ground Support Equipment Worker	27.45
23391 - Gunsmith I	23.47
23392 - Gunsmith II	27.24
23393 - Gunsmith III	31.02
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.13
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.88
23430 - Heavy Equipment Mechanic	33.73
23440 - Heavy Equipment Operator	38.52
23460 - Instrument Mechanic	34.15
23465 - Laboratory/Shelter Mechanic	29.13
23470 - Laborer	16.49
23510 - Locksmith	28.38
23530 - Machinery Maintenance Mechanic	29.89
23550 - Machinist, Maintenance	29.74
23580 - Maintenance Trades Helper	18.06
23591 - Metrology Technician I	34.15
23592 - Metrology Technician II	36.31
23593 - Metrology Technician III	38.45
23640 - Millwright	31.02
23710 - Office Appliance Repairer	21.56
23760 - Painter, Maintenance	25.29
23790 - Pipefitter, Maintenance	31.58
23810 - Plumber, Maintenance	29.65
23820 - Pneudraulic Systems Mechanic	31.02
23850 - Rigger	31.02
23870 - Scale Mechanic	27.24
23890 - Sheet-Metal Worker, Maintenance	33.54
23910 - Small Engine Mechanic	23.00
23931 - Telecommunications Mechanic I	30.27
23932 - Telecommunications Mechanic II	30.86
23950 - Telephone Lineman	29.26
23960 - Welder, Combination, Maintenance	29.53
23965 - Well Driller	30.42
23970 - Woodcraft Worker	31.02

23980 - Woodworker	21.38
24000 - Personal Needs Occupations	
24550 - Case Manager	16.30
24570 - Child Care Attendant	11.62
24580 - Child Care Center Clerk	15.14
24610 - Chore Aide	11.93
24620 - Family Readiness And Support Services Coordinator	16.30
24630 - Homemaker	20.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.90
25040 - Sewage Plant Operator	25.06
25070 - Stationary Engineer	31.90
25190 - Ventilation Equipment Tender	22.18
25210 - Water Treatment Plant Operator	25.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.62
27007 - Baggage Inspector	13.54
27008 - Corrections Officer	26.22
27010 - Court Security Officer	28.17
27030 - Detection Dog Handler	15.35
27040 - Detention Officer	26.22
27070 - Firefighter	26.06
27101 - Guard I	13.54
27102 - Guard II	15.35
27131 - Police Officer I	29.01
27132 - Police Officer II	32.23
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.94
28042 - Carnival Equipment Repairer	14.09
28043 - Carnival Worker	9.93
28210 - Gate Attendant/Gate Tender	16.94
28310 - Lifeguard	17.58
28350 - Park Attendant (Aide)	18.95
28510 - Recreation Aide/Health Facility Attendant	14.35
28515 - Recreation Specialist	23.58
28630 - Sports Official	15.09
28690 - Swimming Pool Operator	17.14
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 Specialist, Center (HFO) (see 2)	38.45
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.51
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.20
30021 - Archeological Technician I	16.98
30022 - Archeological Technician II	19.43
30023 - Archeological Technician III	24.08
30030 - Cartographic Technician	24.08
30040 - Civil Engineering Technician	24.60
30051 - Cryogenic Technician I	25.14
30052 - Cryogenic Technician II	27.76
30061 - Drafter/CAD Operator I	16.86
30062 - Drafter/CAD Operator II	19.43
30063 - Drafter/CAD Operator III	21.67
30064 - Drafter/CAD Operator IV	26.66
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	22.34
30095 - Evidence Control Specialist	22.70
30210 - Laboratory Technician	23.01
30221 - Latent Fingerprint Technician I	25.14
30222 - Latent Fingerprint Technician II	27.76
30240 - Mathematical Technician	25.78
30361 - Paralegal/Legal Assistant I	18.66
30362 - Paralegal/Legal Assistant II	23.13
30363 - Paralegal/Legal Assistant III	28.30
30364 - Paralegal/Legal Assistant IV	34.23
30375 - Petroleum Supply Specialist	27.76
30390 - Photo-Optics Technician	25.78
30395 - Radiation Control Technician	27.76
30461 - Technical Writer I	22.86
30462 - Technical Writer II	27.96
30463 - Technical Writer III	33.84
30491 - Unexploded Ordnance (UXO) Technician I	24.44
30492 - Unexploded Ordnance (UXO) Technician II	29.57
30493 - Unexploded Ordnance (UXO) Technician III	35.44
30494 - Unexploded (UXO) Safety Escort	24.44
30495 - Unexploded (UXO) Sweep Personnel	24.44
30501 - Weather Forecaster I	26.66
30502 - Weather Forecaster II	32.42
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 21.67
30621 - Weather Observer, Senior	(see 2) 24.08
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.57
31020 - Bus Aide	15.63
31030 - Bus Driver	22.27
31043 - Driver Courier	14.11
31260 - Parking and Lot Attendant	9.86
31290 - Shuttle Bus Driver	15.35
31310 - Taxi Driver	11.77
31361 - Truckdriver, Light	15.35
31362 - Truckdriver, Medium	17.26
31363 - Truckdriver, Heavy	21.71
31364 - Truckdriver, Tractor-Trailer	21.71
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.42
99030 - Cashier	10.93
99050 - Desk Clerk	20.74
99095 - Embalmer	24.57
99130 - Flight Follower	24.44
99251 - Laboratory Animal Caretaker I	12.41
99252 - Laboratory Animal Caretaker II	17.67
99260 - Marketing Analyst	26.12
99310 - Mortician	24.57
99410 - Pest Controller	19.04
99510 - Photofinishing Worker	13.86
99710 - Recycling Laborer	22.13
99711 - Recycling Specialist	26.82
99730 - Refuse Collector	19.81
99810 - Sales Clerk	14.39
99820 - School Crossing Guard	15.82
99830 - Survey Party Chief	28.66
99831 - Surveying Aide	15.67

99832 - Surveying Technician	21.47
99840 - Vending Machine Attendant	12.68
99841 - Vending Machine Repairer	16.02
99842 - Vending Machine Repairer Helper	12.68

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): \$1.91 per hour, or \$76.40 per week, or \$331.07 per month for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be \$4.41 per hour.

HEALTH & WELFARE (Hawaii) EO 13706: \$1.63 per hour, 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 \$4.13 per hour.

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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. Conformance 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 employee (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)).

WD 15-5017 (Rev.-6) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-5017
Director	Wage Determinations	Revision No.: 6
		Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Cook, Du Page, McHenry

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		28.01
01035 - Court Reporter		20.25
01041 - Customer Service Representative I		13.86
01042 - Customer Service Representative II		15.58
01043 - Customer Service Representative III		16.99
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.15
01060 - Dispatcher, Motor Vehicle		24.18
01070 - Document Preparation Clerk		16.54
01090 - Duplicating Machine Operator		16.54
01111 - General Clerk I		13.69
01112 - General Clerk II		14.93
01113 - General Clerk III		16.77
01120 - Housing Referral Assistant		22.12
01141 - Messenger Courier		15.67
01191 - Order Clerk I		16.13
01192 - Order Clerk II		17.60
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		24.27
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	21.62
01410 - Supply Technician	28.01
01420 - Survey Worker	19.19
01460 - Switchboard Operator/Receptionist	13.79
01531 - Travel Clerk I	13.47
01532 - Travel Clerk II	14.57
01533 - Travel Clerk III	15.76
01611 - Word Processor I	16.08
01612 - Word Processor II	18.06
01613 - Word Processor III	20.20
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.97
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 Mechanic	27.79
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	13.71
07041 - Cook I	13.34
07042 - Cook II	15.03
07070 - Dishwasher	10.19
07130 - Food Service Worker	10.75
07210 - Meat Cutter	13.72
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	12.32
11060 - Elevator Operator	13.70
11090 - Gardener	17.47
11122 - Housekeeping Aide	13.70
11150 - Janitor	13.70
11210 - Laborer, Grounds Maintenance	13.93
11240 - Maid or Houseman	12.11
11260 - Pruner	12.75
11270 - Tractor Operator	16.36
11330 - Trail Maintenance Worker	13.93
11360 - Window Cleaner	14.96
12000 - Health Occupations	
12010 - Ambulance Driver	19.13
12011 - Breath Alcohol Technician	22.75
12012 - Certified Occupational Therapist Assistant	31.01
12015 - Certified Physical Therapist Assistant	29.17
12020 - Dental Assistant	18.65
12025 - Dental Hygienist	37.42
12030 - EKG Technician	29.63

12035 - Electroneurodiagnostic Technologist	29.63
12040 - Emergency Medical Technician	19.13
12071 - Licensed Practical Nurse I	20.34
12072 - Licensed Practical Nurse II	22.75
12073 - Licensed Practical Nurse III	25.36
12100 - Medical Assistant	16.00
12130 - Medical Laboratory Technician	21.74
12160 - Medical Record Clerk	18.08
12190 - Medical Record Technician	20.22
12195 - Medical Transcriptionist	17.07
12210 - Nuclear Medicine Technologist	36.40
12221 - Nursing Assistant I	12.26
12222 - Nursing Assistant II	13.78
12223 - Nursing Assistant III	15.04
12224 - Nursing Assistant IV	16.89
12235 - Optical Dispenser	17.16
12236 - Optical Technician	19.62
12250 - Pharmacy Technician	15.75
12280 - Phlebotomist	17.50
12305 - Radiologic Technologist	31.64
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57
12313 - Registered Nurse II, Specialist	32.57
12314 - Registered Nurse III	38.43
12315 - Registered Nurse III, Anesthetist	38.43
12316 - Registered Nurse IV	46.07
12317 - Scheduler (Drug and Alcohol Testing)	28.18
12320 - Substance Abuse Treatment Counselor	17.09
13000 - Information And Arts 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	14.14
13054 - Library Information Technology Systems Administrator	29.01
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	18.50
13072 - Photographer II	20.70
13073 - Photographer III	25.64
13074 - Photographer IV	31.35
13075 - Photographer V	37.94
13090 - Technical Order Library Clerk	16.95
13110 - Video Teleconference Technician	18.31
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.11
14042 - Computer Operator II	20.25
14043 - Computer Operator III	22.58
14044 - Computer Operator IV	25.09
14045 - Computer Operator V	27.79
14071 - Computer Programmer I	(see 1) 25.49
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)

14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
14170 - System Support Specialist		33.74
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		30.14
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		26.41
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		42.18
15086 - Maintenance Test Pilot, Rotary Wing		42.18
15088 - Non-Maintenance Test/Co-Pilot		42.18
15090 - Technical Instructor		27.45
15095 - Technical Instructor/Course Developer		28.35
15110 - Test Proctor		18.71
15120 - Tutor		18.71
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.74
16030 - Counter Attendant		11.74
16040 - Dry Cleaner		13.43
16070 - Finisher, Flatwork, Machine		11.74
16090 - Presser, Hand		11.74
16110 - Presser, Machine, Drycleaning		11.74
16130 - Presser, Machine, Shirts		11.74
16160 - Presser, Machine, Wearing Apparel, Laundry		11.74
16190 - Sewing Machine Operator		14.16
16220 - Tailor		15.16
16250 - Washer, Machine		12.30
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		16.53
21030 - Material Coordinator		24.27
21040 - Material Expediter		24.27
21050 - Material Handling Laborer		18.12
21071 - Order Filler		13.80
21080 - Production Line Worker (Food Processing)		16.53
21110 - Shipping Packer		16.66
21130 - Shipping/Receiving Clerk		16.66
21140 - Store Worker I		14.65
21150 - Stock Clerk		19.20
21210 - Tools And Parts Attendant		16.53
21410 - Warehouse Specialist		16.53
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		33.25
23019 - Aircraft Logs and Records Technician		26.84
23021 - Aircraft Mechanic I		31.64
23022 - Aircraft Mechanic II		33.25
23023 - Aircraft Mechanic III		34.57
23040 - Aircraft Mechanic Helper		23.66
23050 - Aircraft, Painter		30.03
23060 - Aircraft Servicer		26.84
23070 - Aircraft Survival Flight Equipment Technician		30.03
23080 - Aircraft Worker		28.45
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		28.45
I		

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.64
23110 - Appliance Mechanic	27.22
23120 - Bicycle Repairer	19.26
23125 - Cable Splicer	33.51
23130 - Carpenter, Maintenance	39.71
23140 - Carpet Layer	32.44
23160 - Electrician, Maintenance	41.77
23181 - Electronics Technician Maintenance I	26.30
23182 - Electronics Technician Maintenance II	27.75
23183 - Electronics Technician Maintenance III	29.24
23260 - Fabric Worker	21.01
23290 - Fire Alarm System Mechanic	27.57
23310 - Fire Extinguisher Repairer	25.26
23311 - Fuel Distribution System Mechanic	31.86
23312 - Fuel Distribution System Operator	25.43
23370 - General Maintenance Worker	23.74
23380 - Ground Support Equipment Mechanic	31.64
23381 - Ground Support Equipment Servicer	26.84
23382 - Ground Support Equipment Worker	28.45
23391 - Gunsmith I	25.26
23392 - Gunsmith II	28.46
23393 - Gunsmith III	31.64
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.00
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.42
23430 - Heavy Equipment Mechanic	31.12
23440 - Heavy Equipment Operator	42.39
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	30.03
23470 - Laborer	13.78
23510 - Locksmith	22.07
23530 - Machinery Maintenance Mechanic	26.82
23550 - Machinist, Maintenance	27.46
23580 - Maintenance Trades Helper	16.14
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	32.43
23593 - Metrology Technician III	33.72
23640 - Millwright	30.22
23710 - Office Appliance Repairer	23.17
23760 - Painter, Maintenance	27.38
23790 - Pipefitter, Maintenance	41.26
23810 - Plumber, Maintenance	39.16
23820 - Pneudraulic Systems Mechanic	31.64
23850 - Rigger	30.19
23870 - Scale Mechanic	28.46
23890 - Sheet-Metal Worker, Maintenance	40.45
23910 - Small Engine Mechanic	21.18
23931 - Telecommunications Mechanic I	29.20
23932 - Telecommunications Mechanic II	30.69
23950 - Telephone Lineman	34.65
23960 - Welder, Combination, Maintenance	20.97
23965 - Well Driller	36.85
23970 - Woodcraft Worker	31.64
23980 - Woodworker	23.98
24000 - Personal Needs Occupations	
24550 - Case Manager	15.53
24570 - Child Care Attendant	11.38
24580 - Child Care Center Clerk	14.27
24610 - Chore Aide	10.97

24620 - Family Readiness And Support Services Coordinator	15.53
24630 - Homemaker	16.03
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	39.33
25040 - Sewage Plant Operator	31.39
25070 - Stationary Engineer	39.33
25190 - Ventilation Equipment Tender	29.41
25210 - Water Treatment Plant Operator	31.39
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.63
27007 - Baggage Inspector	14.10
27008 - Corrections Officer	29.78
27010 - Court Security Officer	31.95
27030 - Detection Dog Handler	16.66
27040 - Detention Officer	29.78
27070 - Firefighter	34.11
27101 - Guard I	14.10
27102 - Guard II	16.66
27131 - Police Officer I	34.72
27132 - Police Officer II	38.58
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.37
28042 - Carnival Equipment Repairer	14.31
28043 - Carnival Worker	10.02
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.37
28510 - Recreation Aide/Health Facility Attendant	10.94
28515 - Recreation Specialist	18.57
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	18.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.56
29020 - Hatch Tender	27.56
29030 - Line Handler	27.56
29041 - Stevedore I	26.00
29042 - Stevedore II	29.08
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.36
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.52
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.42
30021 - Archeological Technician I	18.12
30022 - Archeological Technician II	20.27
30023 - Archeological Technician III	25.81
30030 - Cartographic Technician	26.98
30040 - Civil Engineering Technician	28.64
30051 - Cryogenic Technician I	27.80
30052 - Cryogenic Technician II	30.71
30061 - Drafter/CAD Operator I	18.12
30062 - Drafter/CAD Operator II	20.27
30063 - Drafter/CAD Operator III	22.59
30064 - Drafter/CAD Operator IV	28.96
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	22.17
30095 - Evidence Control Specialist	25.10

30210	- Laboratory Technician	22.13
30221	- Latent Fingerprint Technician I	36.47
30222	- Latent Fingerprint Technician II	40.27
30240	- Mathematical Technician	25.18
30361	- Paralegal/Legal Assistant I	21.05
30362	- Paralegal/Legal Assistant II	26.08
30363	- Paralegal/Legal Assistant III	31.89
30364	- Paralegal/Legal Assistant IV	38.59
30375	- Petroleum Supply Specialist	30.71
30390	- Photo-Optics Technician	26.33
30395	- Radiation Control Technician	30.71
30461	- Technical Writer I	26.76
30462	- Technical Writer II	32.65
30463	- Technical Writer III	39.34
30491	- Unexploded Ordnance (UXO) Technician I	26.29
30492	- Unexploded Ordnance (UXO) Technician II	31.81
30493	- Unexploded Ordnance (UXO) Technician III	38.12
30494	- Unexploded (UXO) Safety Escort	26.29
30495	- Unexploded (UXO) Sweep Personnel	26.29
30501	- Weather Forecaster I	27.80
30502	- Weather Forecaster II	33.81
30620	- Weather Observer, Combined Upper Air Or	(see 2) 22.59
Surface Programs		
30621	- Weather Observer, Senior	(see 2) 25.10
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	31.81
31020	- Bus Aide	21.38
31030	- Bus Driver	28.49
31043	- Driver Courier	19.14
31260	- Parking and Lot Attendant	12.59
31290	- Shuttle Bus Driver	21.43
31310	- Taxi Driver	15.18
31361	- Truckdriver, Light	21.43
31362	- Truckdriver, Medium	22.78
31363	- Truckdriver, Heavy	24.15
31364	- Truckdriver, Tractor-Trailer	24.15
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	15.51
99030	- Cashier	9.94
99050	- Desk Clerk	11.94
99095	- Embalmer	30.05
99130	- Flight Follower	26.29
99251	- Laboratory Animal Caretaker I	14.03
99252	- Laboratory Animal Caretaker II	15.43
99260	- Marketing Analyst	27.97
99310	- Mortician	36.98
99410	- Pest Controller	19.86
99510	- Photofinishing Worker	15.92
99710	- Recycling Laborer	26.63
99711	- Recycling Specialist	31.28
99730	- Refuse Collector	24.38
99810	- Sales Clerk	13.81
99820	- School Crossing Guard	16.35
99830	- Survey Party Chief	27.96
99831	- Surveying Aide	17.54
99832	- Surveying Technician	24.04
99840	- Vending Machine Attendant	16.09
99841	- Vending Machine Repairer	19.18
99842	- Vending Machine Repairer Helper	16.09

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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, Good Friday, Memorial 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)).

WD 15-5075 (Rev.-6) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of		Wage Determination No.: 2015-5075
Director	Wage Determinations		Revision No.: 6
			Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Illinois, Missouri

Area: Illinois Counties of Bond, Calhoun, Clinton, Jersey, Madison, Monroe, St Clair

Missouri Counties of Franklin, Jefferson, Lincoln, St Charles, St Louis, St Louis City, Warren

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.74
01012 - Accounting Clerk II		16.56
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		25.93
01035 - Court Reporter		25.37
01041 - Customer Service Representative I		13.39
01042 - Customer Service Representative II		15.05
01043 - Customer Service Representative III		16.42
01051 - Data Entry Operator I		12.54
01052 - Data Entry Operator II		14.40
01060 - Dispatcher, Motor Vehicle		19.15
01070 - Document Preparation Clerk		14.53
01090 - Duplicating Machine Operator		14.53
01111 - General Clerk I		12.33
01112 - General Clerk II		15.00
01113 - General Clerk III		17.07
01120 - Housing Referral Assistant		20.96
01141 - Messenger Courier		13.87
01191 - Order Clerk I		15.72
01192 - Order Clerk II		17.16
01261 - Personnel Assistant (Employment) I		16.33
01262 - Personnel Assistant (Employment) II		19.05
01263 - Personnel Assistant (Employment) III		20.73
01270 - Production Control Clerk		25.08
01290 - Rental Clerk		16.06
01300 - Scheduler, Maintenance		15.96

01311	- Secretary I	15.96
01312	- Secretary II	17.85
01313	- Secretary III	20.96
01320	- Service Order Dispatcher	18.12
01410	- Supply Technician	25.93
01420	- Survey Worker	19.05
01460	- Switchboard Operator/Receptionist	15.10
01531	- Travel Clerk I	12.71
01532	- Travel Clerk II	13.72
01533	- Travel Clerk III	14.74
01611	- Word Processor I	13.78
01612	- Word Processor II	16.06
01613	- Word Processor III	19.05
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	22.80
05010	- Automotive Electrician	20.68
05040	- Automotive Glass Installer	19.74
05070	- Automotive Worker	19.74
05110	- Mobile Equipment Servicer	18.01
05130	- Motor Equipment Metal Mechanic	21.59
05160	- Motor Equipment Metal Worker	19.74
05190	- Motor Vehicle Mechanic	21.59
05220	- Motor Vehicle Mechanic Helper	16.72
05250	- Motor Vehicle Upholstery Worker	18.88
05280	- Motor Vehicle Wrecker	19.74
05310	- Painter, Automotive	20.68
05340	- Radiator Repair Specialist	19.74
05370	- Tire Repairer	15.80
05400	- Transmission Repair Specialist	21.59
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.77
07041	- Cook I	11.44
07042	- Cook II	13.26
07070	- Dishwasher	9.41
07130	- Food Service Worker	10.05
07210	- Meat Cutter	16.34
07260	- Waiter/Waitress	9.01
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	20.56
09040	- Furniture Handler	14.00
09080	- Furniture Refinisher	20.56
09090	- Furniture Refinisher Helper	16.55
09110	- Furniture Repairer, Minor	18.84
09130	- Upholsterer	22.61
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.74
11060	- Elevator Operator	11.17
11090	- Gardener	18.01
11122	- Housekeeping Aide	11.46
11150	- Janitor	11.46
11210	- Laborer, Grounds Maintenance	13.26
11240	- Maid or Houseman	10.51
11260	- Pruner	11.65
11270	- Tractor Operator	16.43
11330	- Trail Maintenance Worker	13.26
11360	- Window Cleaner	13.02
12000	- Health Occupations	
12010	- Ambulance Driver	19.90
12011	- Breath Alcohol Technician	18.49
12012	- Certified Occupational Therapist Assistant	25.94
12015	- Certified Physical Therapist Assistant	24.24

12020 - Dental Assistant	16.87
12025 - Dental Hygienist	32.12
12030 - EKG Technician	23.78
12035 - Electroneurodiagnostic Technologist	23.78
12040 - Emergency Medical Technician	19.90
12071 - Licensed Practical Nurse I	16.53
12072 - Licensed Practical Nurse II	18.49
12073 - Licensed Practical Nurse III	20.61
12100 - Medical Assistant	14.79
12130 - Medical Laboratory Technician	17.29
12160 - Medical Record Clerk	18.03
12190 - Medical Record Technician	20.17
12195 - Medical Transcriptionist	19.67
12210 - Nuclear Medicine Technologist	33.77
12221 - Nursing Assistant I	11.38
12222 - Nursing Assistant II	12.80
12223 - Nursing Assistant III	13.96
12224 - Nursing Assistant IV	15.68
12235 - Optical Dispenser	16.07
12236 - Optical Technician	15.99
12250 - Pharmacy Technician	15.52
12280 - Phlebotomist	15.74
12305 - Radiologic Technologist	25.09
12311 - Registered Nurse I	26.36
12312 - Registered Nurse II	29.18
12313 - Registered Nurse II, Specialist	29.18
12314 - Registered Nurse III	35.30
12315 - Registered Nurse III, Anesthetist	35.30
12316 - Registered Nurse IV	42.33
12317 - Scheduler (Drug and Alcohol Testing)	22.90
12320 - Substance Abuse Treatment Counselor	18.12
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.14
13012 - Exhibits Specialist II	24.96
13013 - Exhibits Specialist III	30.54
13041 - Illustrator I	20.80
13042 - Illustrator II	25.56
13043 - Illustrator III	30.15
13047 - Librarian	27.93
13050 - Library Aide/Clerk	12.34
13054 - Library Information Technology Systems Administrator	25.22
13058 - Library Technician	17.68
13061 - Media Specialist I	18.20
13062 - Media Specialist II	20.36
13063 - Media Specialist III	22.70
13071 - Photographer I	16.71
13072 - Photographer II	18.69
13073 - Photographer III	23.16
13074 - Photographer IV	27.91
13075 - Photographer V	33.77
13090 - Technical Order Library Clerk	15.84
13110 - Video Teleconference Technician	19.55
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.04
14042 - Computer Operator II	19.06
14043 - Computer Operator III	21.26
14044 - Computer Operator IV	23.61
14045 - Computer Operator V	26.16
14071 - Computer Programmer I	(see 1) 24.21
14072 - Computer Programmer II	(see 1)

14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.26
14160 - Personal Computer Support Technician		26.16
14170 - System Support Specialist		31.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.92
15020 - Aircrew Training Devices Instructor (Rated)		42.25
15030 - Air Crew Training Devices Instructor (Pilot)		50.64
15050 - Computer Based Training Specialist / Instructor		34.92
15060 - Educational Technologist		28.74
15070 - Flight Instructor (Pilot)		50.64
15080 - Graphic Artist		23.84
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		43.24
15086 - Maintenance Test Pilot, Rotary Wing		43.24
15088 - Non-Maintenance Test/Co-Pilot		43.24
15090 - Technical Instructor		24.00
15095 - Technical Instructor/Course Developer		29.36
15110 - Test Proctor		19.38
15120 - Tutor		19.38
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.11
16030 - Counter Attendant		11.11
16040 - Dry Cleaner		12.78
16070 - Finisher, Flatwork, Machine		11.11
16090 - Presser, Hand		11.11
16110 - Presser, Machine, Drycleaning		11.11
16130 - Presser, Machine, Shirts		11.11
16160 - Presser, Machine, Wearing Apparel, Laundry		11.11
16190 - Sewing Machine Operator		13.31
16220 - Tailor		13.84
16250 - Washer, Machine		11.71
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.90
19040 - Tool And Die Maker		27.86
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.14
21030 - Material Coordinator		24.97
21040 - Material Expediter		24.97
21050 - Material Handling Laborer		19.18
21071 - Order Filler		12.91
21080 - Production Line Worker (Food Processing)		19.14
21110 - Shipping Packer		16.51
21130 - Shipping/Receiving Clerk		16.51
21140 - Store Worker I		12.23
21150 - Stock Clerk		18.05
21210 - Tools And Parts Attendant		19.14
21410 - Warehouse Specialist		19.14
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.21
23019 - Aircraft Logs and Records Technician		24.73
23021 - Aircraft Mechanic I		29.10
23022 - Aircraft Mechanic II		30.21
23023 - Aircraft Mechanic III		31.36
23040 - Aircraft Mechanic Helper		21.16
23050 - Aircraft, Painter		27.88
23060 - Aircraft Servicer		24.73
23070 - Aircraft Survival Flight Equipment Technician		27.88

23080 - Aircraft Worker	26.55
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.55
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.10
23110 - Appliance Mechanic	24.85
23120 - Bicycle Repairer	17.38
23125 - Cable Splicer	34.60
23130 - Carpenter, Maintenance	29.42
23140 - Carpet Layer	28.24
23160 - Electrician, Maintenance	33.32
23181 - Electronics Technician Maintenance I	25.80
23182 - Electronics Technician Maintenance II	27.09
23183 - Electronics Technician Maintenance III	28.28
23260 - Fabric Worker	22.14
23290 - Fire Alarm System Mechanic	23.21
23310 - Fire Extinguisher Repairer	21.37
23311 - Fuel Distribution System Mechanic	27.30
23312 - Fuel Distribution System Operator	21.67
23370 - General Maintenance Worker	20.67
23380 - Ground Support Equipment Mechanic	29.10
23381 - Ground Support Equipment Servicer	24.73
23382 - Ground Support Equipment Worker	26.55
23391 - Gunsmith I	21.37
23392 - Gunsmith II	24.77
23393 - Gunsmith III	27.15
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.15
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.15
23430 - Heavy Equipment Mechanic	25.35
23440 - Heavy Equipment Operator	30.72
23460 - Instrument Mechanic	25.61
23465 - Laboratory/Shelter Mechanic	26.01
23470 - Laborer	17.17
23510 - Locksmith	22.23
23530 - Machinery Maintenance Mechanic	27.80
23550 - Machinist, Maintenance	24.17
23580 - Maintenance Trades Helper	18.37
23591 - Metrology Technician I	25.61
23592 - Metrology Technician II	26.59
23593 - Metrology Technician III	27.60
23640 - Millwright	27.07
23710 - Office Appliance Repairer	22.23
23760 - Painter, Maintenance	27.39
23790 - Pipefitter, Maintenance	37.03
23810 - Plumber, Maintenance	35.47
23820 - Pneudraulic Systems Mechanic	27.15
23850 - Rigger	27.15
23870 - Scale Mechanic	24.77
23890 - Sheet-Metal Worker, Maintenance	33.02
23910 - Small Engine Mechanic	21.36
23931 - Telecommunications Mechanic I	26.40
23932 - Telecommunications Mechanic II	27.41
23950 - Telephone Lineman	31.35
23960 - Welder, Combination, Maintenance	23.21
23965 - Well Driller	23.29
23970 - Woodcraft Worker	27.15
23980 - Woodworker	21.37
24000 - Personal Needs Occupations	
24550 - Case Manager	14.52

24570 - Child Care Attendant	10.29
24580 - Child Care Center Clerk	13.54
24610 - Chore Aide	10.26
24620 - Family Readiness And Support Services Coordinator	14.52
24630 - Homemaker	14.52
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.10
25040 - Sewage Plant Operator	25.31
25070 - Stationary Engineer	31.10
25190 - Ventilation Equipment Tender	21.89
25210 - Water Treatment Plant Operator	25.31
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.13
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	18.82
27010 - Court Security Officer	23.52
27030 - Detection Dog Handler	16.66
27040 - Detention Officer	18.82
27070 - Firefighter	28.37
27101 - Guard I	12.71
27102 - Guard II	16.66
27131 - Police Officer I	22.81
27132 - Police Officer II	25.34
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.74
28042 - Carnival Equipment Repairer	13.97
28043 - Carnival Worker	9.03
28210 - Gate Attendant/Gate Tender	13.47
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	15.07
28510 - Recreation Aide/Health Facility Attendant	11.00
28515 - Recreation Specialist	18.05
28630 - Sports Official	12.00
28690 - Swimming Pool Operator	16.53
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.15
29020 - Hatch Tender	27.15
29030 - Line Handler	27.15
29041 - Stevedore I	25.29
29042 - Stevedore II	28.51
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.04
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.69
30021 - Archeological Technician I	19.36
30022 - Archeological Technician II	21.56
30023 - Archeological Technician III	25.04
30030 - Cartographic Technician	27.52
30040 - Civil Engineering Technician	23.25
30051 - Cryogenic Technician I	23.10
30052 - Cryogenic Technician II	25.51
30061 - Drafter/CAD Operator I	19.36
30062 - Drafter/CAD Operator II	21.56
30063 - Drafter/CAD Operator III	24.15
30064 - Drafter/CAD Operator IV	29.71
30081 - Engineering Technician I	17.67
30082 - Engineering Technician II	19.83
30083 - Engineering Technician III	22.18
30084 - Engineering Technician IV	27.48
30085 - Engineering Technician V	33.62

30086	- Engineering Technician VI	40.68
30090	- Environmental Technician	22.06
30095	- Evidence Control Specialist	20.69
30210	- Laboratory Technician	21.96
30221	- Latent Fingerprint Technician I	24.92
30222	- Latent Fingerprint Technician II	27.52
30240	- Mathematical Technician	26.82
30361	- Paralegal/Legal Assistant I	20.04
30362	- Paralegal/Legal Assistant II	24.86
30363	- Paralegal/Legal Assistant III	30.37
30364	- Paralegal/Legal Assistant IV	36.75
30375	- Petroleum Supply Specialist	25.51
30390	- Photo-Optics Technician	26.82
30395	- Radiation Control Technician	25.51
30461	- Technical Writer I	23.51
30462	- Technical Writer II	28.76
30463	- Technical Writer III	34.79
30491	- Unexploded Ordnance (UXO) Technician I	24.00
30492	- Unexploded Ordnance (UXO) Technician II	29.04
30493	- Unexploded Ordnance (UXO) Technician III	34.81
30494	- Unexploded (UXO) Safety Escort	24.00
30495	- Unexploded (UXO) Sweep Personnel	24.00
30501	- Weather Forecaster I	27.25
30502	- Weather Forecaster II	28.10
30620	- Weather Observer, Combined Upper Air Or	(see 2) 24.15
Surface Programs		
30621	- Weather Observer, Senior	(see 2) 26.82
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.04
31020	- Bus Aide	13.63
31030	- Bus Driver	19.99
31043	- Driver Courier	15.43
31260	- Parking and Lot Attendant	9.85
31290	- Shuttle Bus Driver	16.94
31310	- Taxi Driver	11.27
31361	- Truckdriver, Light	16.94
31362	- Truckdriver, Medium	17.97
31363	- Truckdriver, Heavy	21.76
31364	- Truckdriver, Tractor-Trailer	21.76
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.16
99030	- Cashier	9.62
99050	- Desk Clerk	10.20
99095	- Embalmer	29.90
99130	- Flight Follower	24.00
99251	- Laboratory Animal Caretaker I	11.63
99252	- Laboratory Animal Caretaker II	12.75
99260	- Marketing Analyst	30.22
99310	- Mortician	30.54
99410	- Pest Controller	17.61
99510	- Photofinishing Worker	14.17
99710	- Recycling Laborer	18.91
99711	- Recycling Specialist	23.43
99730	- Refuse Collector	16.61
99810	- Sales Clerk	12.95
99820	- School Crossing Guard	13.18
99830	- Survey Party Chief	22.43
99831	- Surveying Aide	14.88
99832	- Surveying Technician	20.39
99840	- Vending Machine Attendant	13.23
99841	- Vending Machine Repairer	16.82

99842 - Vending Machine Repairer Helper

13.23

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-4811 (Rev.-5) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-4811
Director	Wage Determinations	Revision No.: 5
		Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana County of Marshall

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.00
01012 - Accounting Clerk II		14.60
01013 - Accounting Clerk III		16.63
01020 - Administrative Assistant		20.03
01035 - Court Reporter		17.01
01041 - Customer Service Representative I		12.87
01042 - Customer Service Representative II		14.47
01043 - Customer Service Representative III		15.79
01051 - Data Entry Operator I		12.14
01052 - Data Entry Operator II		14.02
01060 - Dispatcher, Motor Vehicle		18.02
01070 - Document Preparation Clerk		13.02
01090 - Duplicating Machine Operator		13.02
01111 - General Clerk I		11.70
01112 - General Clerk II		12.77
01113 - General Clerk III		14.33
01120 - Housing Referral Assistant		16.67
01141 - Messenger Courier		12.85
01191 - Order Clerk I		13.04
01192 - Order Clerk II		14.23
01261 - Personnel Assistant (Employment) I		14.32
01262 - Personnel Assistant (Employment) II		16.03
01263 - Personnel Assistant (Employment) III		17.86
01270 - Production Control Clerk		22.52
01290 - Rental Clerk		10.34
01300 - Scheduler, Maintenance		13.37
01311 - Secretary I		13.37
01312 - Secretary II		15.11
01313 - Secretary III		16.67
01320 - Service Order Dispatcher		16.10

01410 - Supply Technician	20.03
01420 - Survey Worker	13.77
01460 - Switchboard Operator/Receptionist	12.40
01531 - Travel Clerk I	12.86
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.55
01611 - Word Processor I	11.91
01612 - Word Processor II	13.37
01613 - Word Processor III	14.99
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.23
05010 - Automotive Electrician	17.72
05040 - Automotive Glass Installer	17.20
05070 - Automotive Worker	17.20
05110 - Mobile Equipment Servicer	16.01
05130 - Motor Equipment Metal Mechanic	18.36
05160 - Motor Equipment Metal Worker	17.20
05190 - Motor Vehicle Mechanic	17.79
05220 - Motor Vehicle Mechanic Helper	15.41
05250 - Motor Vehicle Upholstery Worker	16.59
05280 - Motor Vehicle Wrecker	17.20
05310 - Painter, Automotive	19.20
05340 - Radiator Repair Specialist	17.20
05370 - Tire Repairer	13.94
05400 - Transmission Repair Specialist	18.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.89
07041 - Cook I	11.56
07042 - Cook II	12.89
07070 - Dishwasher	8.98
07130 - Food Service Worker	9.32
07210 - Meat Cutter	14.68
07260 - Waiter/Waitress	9.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.57
09040 - Furniture Handler	13.66
09080 - Furniture Refinisher	19.12
09090 - Furniture Refinisher Helper	15.51
09110 - Furniture Repairer, Minor	17.78
09130 - Upholsterer	19.12
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.94
11060 - Elevator Operator	11.20
11090 - Gardener	14.42
11122 - Housekeeping Aide	11.28
11150 - Janitor	11.28
11210 - Laborer, Grounds Maintenance	11.38
11240 - Maid or Houseman	9.59
11260 - Pruner	10.36
11270 - Tractor Operator	13.41
11330 - Trail Maintenance Worker	11.38
11360 - Window Cleaner	12.31
12000 - Health Occupations	
12010 - Ambulance Driver	16.11
12011 - Breath Alcohol Technician	16.86
12012 - Certified Occupational Therapist Assistant	24.90
12015 - Certified Physical Therapist Assistant	25.03
12020 - Dental Assistant	18.60
12025 - Dental Hygienist	32.16
12030 - EKG Technician	27.56
12035 - Electroneurodiagnostic Technologist	27.56
12040 - Emergency Medical Technician	16.11

12071 - Licensed Practical Nurse I	16.26
12072 - Licensed Practical Nurse II	18.19
12073 - Licensed Practical Nurse III	20.27
12100 - Medical Assistant	13.58
12130 - Medical Laboratory Technician	19.64
12160 - Medical Record Clerk	15.49
12190 - Medical Record Technician	17.34
12195 - Medical Transcriptionist	16.65
12210 - Nuclear Medicine Technologist	38.07
12221 - Nursing Assistant I	11.44
12222 - Nursing Assistant II	12.86
12223 - Nursing Assistant III	14.04
12224 - Nursing Assistant IV	15.77
12235 - Optical Dispenser	16.35
12236 - Optical Technician	16.19
12250 - Pharmacy Technician	13.79
12280 - Phlebotomist	13.68
12305 - Radiologic Technologist	24.50
12311 - Registered Nurse I	21.08
12312 - Registered Nurse II	25.79
12313 - Registered Nurse II, Specialist	25.79
12314 - Registered Nurse III	31.20
12315 - Registered Nurse III, Anesthetist	31.20
12316 - Registered Nurse IV	37.39
12317 - Scheduler (Drug and Alcohol Testing)	22.52
12320 - Substance Abuse Treatment Counselor	21.75
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.09
13012 - Exhibits Specialist II	21.18
13013 - Exhibits Specialist III	25.91
13041 - Illustrator I	17.09
13042 - Illustrator II	21.18
13043 - Illustrator III	25.91
13047 - Librarian	23.46
13050 - Library Aide/Clerk	13.43
13054 - Library Information Technology Systems Administrator	21.18
13058 - Library Technician	15.31
13061 - Media Specialist I	15.28
13062 - Media Specialist II	17.09
13063 - Media Specialist III	19.06
13071 - Photographer I	16.05
13072 - Photographer II	19.00
13073 - Photographer III	20.21
13074 - Photographer IV	24.72
13075 - Photographer V	29.91
13090 - Technical Order Library Clerk	15.26
13110 - Video Teleconference Technician	18.59
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.22
14042 - Computer Operator II	15.53
14043 - Computer Operator III	20.83
14044 - Computer Operator IV	23.25
14045 - Computer Operator V	25.74
14071 - Computer Programmer I	(see 1) 18.78
14072 - Computer Programmer II	(see 1) 24.47
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	13.22

14160 - Personal Computer Support Technician	23.85
14170 - System Support Specialist	24.70
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.52
15020 - Aircrew Training Devices Instructor (Rated)	31.47
15030 - Air Crew Training Devices Instructor (Pilot)	37.71
15050 - Computer Based Training Specialist / Instructor	28.52
15060 - Educational Technologist	26.24
15070 - Flight Instructor (Pilot)	37.71
15080 - Graphic Artist	19.11
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	34.45
15086 - Maintenance Test Pilot, Rotary Wing	34.45
15088 - Non-Maintenance Test/Co-Pilot	34.45
15090 - Technical Instructor	22.17
15095 - Technical Instructor/Course Developer	27.12
15110 - Test Proctor	17.89
15120 - Tutor	17.89
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.69
16030 - Counter Attendant	9.69
16040 - Dry Cleaner	11.89
16070 - Finisher, Flatwork, Machine	9.69
16090 - Presser, Hand	9.69
16110 - Presser, Machine, Drycleaning	9.69
16130 - Presser, Machine, Shirts	9.69
16160 - Presser, Machine, Wearing Apparel, Laundry	9.69
16190 - Sewing Machine Operator	12.72
16220 - Tailor	13.54
16250 - Washer, Machine	10.19
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.56
19040 - Tool And Die Maker	22.42
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.90
21030 - Material Coordinator	22.52
21040 - Material Expediter	22.52
21050 - Material Handling Laborer	13.79
21071 - Order Filler	11.47
21080 - Production Line Worker (Food Processing)	15.90
21110 - Shipping Packer	15.67
21130 - Shipping/Receiving Clerk	15.67
21140 - Store Worker I	13.90
21150 - Stock Clerk	18.43
21210 - Tools And Parts Attendant	15.90
21410 - Warehouse Specialist	15.90
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.35
23019 - Aircraft Logs and Records Technician	23.84
23021 - Aircraft Mechanic I	26.46
23022 - Aircraft Mechanic II	27.35
23023 - Aircraft Mechanic III	28.22
23040 - Aircraft Mechanic Helper	20.68
23050 - Aircraft, Painter	25.41
23060 - Aircraft Servicer	23.84
23070 - Aircraft Survival Flight Equipment Technician	25.41
23080 - Aircraft Worker	24.79
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.79
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.46
23110 - Appliance Mechanic	21.58
23120 - Bicycle Repairer	16.86

23125 - Cable Splicer	30.05
23130 - Carpenter, Maintenance	22.41
23140 - Carpet Layer	20.35
23160 - Electrician, Maintenance	24.40
23181 - Electronics Technician Maintenance I	23.36
23182 - Electronics Technician Maintenance II	24.17
23183 - Electronics Technician Maintenance III	24.93
23260 - Fabric Worker	19.15
23290 - Fire Alarm System Mechanic	22.58
23310 - Fire Extinguisher Repairer	17.91
23311 - Fuel Distribution System Mechanic	24.89
23312 - Fuel Distribution System Operator	20.08
23370 - General Maintenance Worker	18.38
23380 - Ground Support Equipment Mechanic	26.46
23381 - Ground Support Equipment Servicer	23.08
23382 - Ground Support Equipment Worker	24.79
23391 - Gunsmith I	17.91
23392 - Gunsmith II	20.35
23393 - Gunsmith III	22.58
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.91
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.05
23430 - Heavy Equipment Mechanic	23.08
23440 - Heavy Equipment Operator	25.76
23460 - Instrument Mechanic	22.58
23465 - Laboratory/Shelter Mechanic	21.58
23470 - Laborer	13.79
23510 - Locksmith	21.58
23530 - Machinery Maintenance Mechanic	20.75
23550 - Machinist, Maintenance	18.67
23580 - Maintenance Trades Helper	15.28
23591 - Metrology Technician I	22.58
23592 - Metrology Technician II	23.54
23593 - Metrology Technician III	24.48
23640 - Millwright	27.73
23710 - Office Appliance Repairer	19.46
23760 - Painter, Maintenance	19.11
23790 - Pipefitter, Maintenance	26.62
23810 - Plumber, Maintenance	24.82
23820 - Pneudraulic Systems Mechanic	22.58
23850 - Rigger	22.58
23870 - Scale Mechanic	20.35
23890 - Sheet-Metal Worker, Maintenance	23.11
23910 - Small Engine Mechanic	20.09
23931 - Telecommunications Mechanic I	27.56
23932 - Telecommunications Mechanic II	28.74
23950 - Telephone Lineman	23.66
23960 - Welder, Combination, Maintenance	18.21
23965 - Well Driller	22.58
23970 - Woodcraft Worker	22.58
23980 - Woodworker	17.91
24000 - Personal Needs Occupations	
24550 - Case Manager	13.20
24570 - Child Care Attendant	9.58
24580 - Child Care Center Clerk	11.95
24610 - Chore Aide	9.40
24620 - Family Readiness And Support Services Coordinator	13.20
24630 - Homemaker	13.28
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.86

25040 - Sewage Plant Operator	21.10
25070 - Stationary Engineer	21.86
25190 - Ventilation Equipment Tender	16.50
25210 - Water Treatment Plant Operator	21.10
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.87
27007 - Baggage Inspector	13.27
27008 - Corrections Officer	15.04
27010 - Court Security Officer	17.74
27030 - Detection Dog Handler	15.85
27040 - Detention Officer	15.04
27070 - Firefighter	21.18
27101 - Guard I	13.27
27102 - Guard II	15.85
27131 - Police Officer I	19.68
27132 - Police Officer II	21.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.54
28042 - Carnival Equipment Repairer	12.22
28043 - Carnival Worker	9.61
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	16.35
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	18.38
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.58
29020 - Hatch Tender	19.58
29030 - Line Handler	19.58
29041 - Stevedore I	18.43
29042 - Stevedore II	20.77
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	16.62
30022 - Archeological Technician II	18.60
30023 - Archeological Technician III	23.04
30030 - Cartographic Technician	23.04
30040 - Civil Engineering Technician	24.16
30051 - Cryogenic Technician I	25.51
30052 - Cryogenic Technician II	28.18
30061 - Drafter/CAD Operator I	16.62
30062 - Drafter/CAD Operator II	18.60
30063 - Drafter/CAD Operator III	20.73
30064 - Drafter/CAD Operator IV	25.51
30081 - Engineering Technician I	16.09
30082 - Engineering Technician II	18.05
30083 - Engineering Technician III	20.19
30084 - Engineering Technician IV	25.03
30085 - Engineering Technician V	30.62
30086 - Engineering Technician VI	37.04
30090 - Environmental Technician	23.04
30095 - Evidence Control Specialist	23.04
30210 - Laboratory Technician	20.32
30221 - Latent Fingerprint Technician I	25.51
30222 - Latent Fingerprint Technician II	28.18
30240 - Mathematical Technician	23.04
30361 - Paralegal/Legal Assistant I	17.77
30362 - Paralegal/Legal Assistant II	22.02

30363 - Paralegal/Legal Assistant III	26.94
30364 - Paralegal/Legal Assistant IV	32.59
30375 - Petroleum Supply Specialist	28.18
30390 - Photo-Optics Technician	22.94
30395 - Radiation Control Technician	28.18
30461 - Technical Writer I	23.04
30462 - Technical Writer II	28.18
30463 - Technical Writer III	34.10
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	92.97
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	25.51
30502 - Weather Forecaster II	31.03
30620 - Weather Observer, Combined Upper Air Or	(see 2) 20.73
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 23.04
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	12.98
31030 - Bus Driver	17.58
31043 - Driver Courier	13.71
31260 - Parking and Lot Attendant	11.81
31290 - Shuttle Bus Driver	15.17
31310 - Taxi Driver	12.01
31361 - Truckdriver, Light	14.27
31362 - Truckdriver, Medium	17.18
31363 - Truckdriver, Heavy	18.68
31364 - Truckdriver, Tractor-Trailer	18.68
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	9.04
99050 - Desk Clerk	9.18
99095 - Embalmer	23.85
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	12.36
99252 - Laboratory Animal Caretaker II	13.28
99260 - Marketing Analyst	22.81
99310 - Mortician	23.85
99410 - Pest Controller	17.01
99510 - Photofinishing Worker	12.52
99710 - Recycling Laborer	16.45
99711 - Recycling Specialist	19.45
99730 - Refuse Collector	14.98
99810 - Sales Clerk	11.74
99820 - School Crossing Guard	11.63
99830 - Survey Party Chief	18.11
99831 - Surveying Aide	10.95
99832 - Surveying Technician	15.74
99840 - Vending Machine Attendant	18.11
99841 - Vending Machine Repairer	20.22
99842 - Vending Machine Repairer Helper	18.10

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years.

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

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A contractor may substitute for any of the named holidays another day of 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)).

WD 15-5341 (Rev.-6) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of		Wage Determination No.: 2015-5341
Director	Wage Determinations		Revision No.: 6
			Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kansas

Area: Kansas Counties of Butler, Harvey, Kingman, Sedgwick, Sumner

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.52
01012 - Accounting Clerk II		15.89
01013 - Accounting Clerk III		17.75
01020 - Administrative Assistant		23.10
01035 - Court Reporter		24.99
01041 - Customer Service Representative I		11.39
01042 - Customer Service Representative II		12.81
01043 - Customer Service Representative III		13.98
01051 - Data Entry Operator I		13.80
01052 - Data Entry Operator II		15.07
01060 - Dispatcher, Motor Vehicle		16.19
01070 - Document Preparation Clerk		15.05
01090 - Duplicating Machine Operator		15.05
01111 - General Clerk I		12.27
01112 - General Clerk II		13.39
01113 - General Clerk III		15.04
01120 - Housing Referral Assistant		19.31
01141 - Messenger Courier		12.43
01191 - Order Clerk I		13.04
01192 - Order Clerk II		14.24
01261 - Personnel Assistant (Employment) I		14.61
01262 - Personnel Assistant (Employment) II		16.35
01263 - Personnel Assistant (Employment) III		18.22
01270 - Production Control Clerk		24.75
01290 - Rental Clerk		13.83
01300 - Scheduler, Maintenance		15.19
01311 - Secretary I		15.19
01312 - Secretary II		16.98
01313 - Secretary III		19.31

01320 - Service Order Dispatcher	14.01
01410 - Supply Technician	23.10
01420 - Survey Worker	13.37
01460 - Switchboard Operator/Receptionist	12.30
01531 - Travel Clerk I	12.58
01532 - Travel Clerk II	13.25
01533 - Travel Clerk III	14.27
01611 - Word Processor I	13.79
01612 - Word Processor II	15.19
01613 - Word Processor III	16.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.95
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 Mechanic	20.95
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	15.62
05400 - Transmission Repair Specialist	20.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.71
07041 - Cook I	11.10
07042 - Cook II	12.47
07070 - Dishwasher	9.01
07130 - Food Service Worker	9.00
07210 - Meat Cutter	16.54
07260 - Waiter/Waitress	8.77
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	10.80
11060 - Elevator Operator	10.80
11090 - Gardener	13.83
11122 - Housekeeping Aide	11.68
11150 - Janitor	11.68
11210 - Laborer, Grounds Maintenance	12.17
11240 - Maid or Houseman	9.46
11260 - Pruner	11.18
11270 - Tractor Operator	13.78
11330 - Trail Maintenance Worker	12.17
11360 - Window Cleaner	12.73
12000 - Health Occupations	
12010 - Ambulance Driver	17.20
12011 - Breath Alcohol Technician	17.20
12012 - Certified Occupational Therapist Assistant	25.51
12015 - Certified Physical Therapist Assistant	23.52
12020 - Dental Assistant	17.01
12025 - Dental Hygienist	32.30
12030 - EKG Technician	23.75

12035 - Electroneurodiagnostic Technologist	23.75
12040 - Emergency Medical Technician	17.20
12071 - Licensed Practical Nurse I	15.79
12072 - Licensed Practical Nurse II	17.67
12073 - Licensed Practical Nurse III	19.69
12100 - Medical Assistant	13.41
12130 - Medical Laboratory Technician	16.91
12160 - Medical Record Clerk	13.94
12190 - Medical Record Technician	15.60
12195 - Medical Transcriptionist	16.36
12210 - Nuclear Medicine Technologist	38.82
12221 - Nursing Assistant I	11.25
12222 - Nursing Assistant II	12.65
12223 - Nursing Assistant III	13.81
12224 - Nursing Assistant IV	15.50
12235 - Optical Dispenser	13.59
12236 - Optical Technician	15.79
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.87
12305 - Radiologic Technologist	23.20
12311 - Registered Nurse I	20.98
12312 - Registered Nurse II	25.67
12313 - Registered Nurse II, Specialist	25.67
12314 - Registered Nurse III	31.05
12315 - Registered Nurse III, Anesthetist	31.05
12316 - Registered Nurse IV	37.22
12317 - Scheduler (Drug and Alcohol Testing)	21.30
12320 - Substance Abuse Treatment Counselor	15.94
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.45
13012 - Exhibits Specialist II	22.85
13013 - Exhibits Specialist III	27.96
13041 - Illustrator I	18.45
13042 - Illustrator II	22.85
13043 - Illustrator III	27.96
13047 - Librarian	25.31
13050 - Library Aide/Clerk	12.63
13054 - Library Information Technology Systems Administrator	22.85
13058 - Library Technician	14.54
13061 - Media Specialist I	16.49
13062 - Media Specialist II	18.45
13063 - Media Specialist III	20.56
13071 - Photographer I	13.75
13072 - Photographer II	16.29
13073 - Photographer III	20.16
13074 - Photographer IV	24.59
13075 - Photographer V	29.83
13090 - Technical Order Library Clerk	15.86
13110 - Video Teleconference Technician	17.80
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.92
14042 - Computer Operator II	18.33
14043 - Computer Operator III	21.46
14044 - Computer Operator IV	23.01
14045 - Computer Operator V	25.46
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 Operator		17.92
14160 - Personal Computer Support Technician		24.04
14170 - System Support Specialist		24.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.83
15020 - Aircrew Training Devices Instructor (Rated)		34.88
15030 - Air Crew Training Devices Instructor (Pilot)		40.05
15050 - Computer Based Training Specialist / Instructor		28.83
15060 - Educational Technologist		26.35
15070 - Flight Instructor (Pilot)		40.05
15080 - Graphic Artist		21.75
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		36.56
15086 - Maintenance Test Pilot, Rotary Wing		36.56
15088 - Non-Maintenance Test/Co-Pilot		36.56
15090 - Technical Instructor		19.59
15095 - Technical Instructor/Course Developer		23.97
15110 - Test Proctor		15.81
15120 - Tutor		15.81
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.37
16030 - Counter Attendant		9.37
16040 - Dry Cleaner		11.84
16070 - Finisher, Flatwork, Machine		9.37
16090 - Presser, Hand		9.37
16110 - Presser, Machine, Drycleaning		9.37
16130 - Presser, Machine, Shirts		9.37
16160 - Presser, Machine, Wearing Apparel, Laundry		9.37
16190 - Sewing Machine Operator		12.59
16220 - Tailor		13.35
16250 - Washer, Machine		10.18
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		16.38
21030 - Material Coordinator		24.75
21040 - Material Expediter		24.75
21050 - Material Handling Laborer		12.37
21071 - Order Filler		12.00
21080 - Production Line Worker (Food Processing)		16.38
21110 - Shipping Packer		16.54
21130 - Shipping/Receiving Clerk		16.54
21140 - Store Worker I		15.50
21150 - Stock Clerk		19.86
21210 - Tools And Parts Attendant		16.38
21410 - Warehouse Specialist		16.38
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.41
23019 - Aircraft Logs and Records Technician		24.95
23021 - Aircraft Mechanic I		29.06
23022 - Aircraft Mechanic II		30.41
23023 - Aircraft Mechanic III		31.77
23040 - Aircraft Mechanic Helper		22.10
23050 - Aircraft, Painter		27.72
23060 - Aircraft Servicer		24.95
23070 - Aircraft Survival Flight Equipment Technician		27.72
23080 - Aircraft Worker		26.39
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		26.39

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23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.06
23110 - Appliance Mechanic	21.58
23120 - Bicycle Repairer	18.90
23125 - Cable Splicer	29.63
23130 - Carpenter, Maintenance	19.62
23140 - Carpet Layer	21.97
23160 - Electrician, Maintenance	24.46
23181 - Electronics Technician Maintenance I	24.31
23182 - Electronics Technician Maintenance II	25.52
23183 - Electronics Technician Maintenance III	30.71
23260 - Fabric Worker	20.78
23290 - Fire Alarm System Mechanic	20.21
23310 - Fire Extinguisher Repairer	19.57
23311 - Fuel Distribution System Mechanic	25.66
23312 - Fuel Distribution System Operator	21.12
23370 - General Maintenance Worker	18.69
23380 - Ground Support Equipment Mechanic	29.06
23381 - Ground Support Equipment Servicer	24.95
23382 - Ground Support Equipment Worker	26.39
23391 - Gunsmith I	19.57
23392 - Gunsmith II	21.98
23393 - Gunsmith III	24.20
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.96
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.00
23430 - Heavy Equipment Mechanic	22.74
23440 - Heavy Equipment Operator	20.58
23460 - Instrument Mechanic	24.20
23465 - Laboratory/Shelter Mechanic	23.09
23470 - Laborer	12.37
23510 - Locksmith	23.09
23530 - Machinery Maintenance Mechanic	23.87
23550 - Machinist, Maintenance	20.58
23580 - Maintenance Trades Helper	15.77
23591 - Metrology Technician I	24.20
23592 - Metrology Technician II	25.32
23593 - Metrology Technician III	26.45
23640 - Millwright	24.20
23710 - Office Appliance Repairer	19.00
23760 - Painter, Maintenance	18.96
23790 - Pipefitter, Maintenance	22.34
23810 - Plumber, Maintenance	21.22
23820 - Pneudraulic Systems Mechanic	24.20
23850 - Rigger	24.20
23870 - Scale Mechanic	21.98
23890 - Sheet-Metal Worker, Maintenance	21.95
23910 - Small Engine Mechanic	20.56
23931 - Telecommunications Mechanic I	23.82
23932 - Telecommunications Mechanic II	24.92
23950 - Telephone Lineman	28.77
23960 - Welder, Combination, Maintenance	19.95
23965 - Well Driller	24.20
23970 - Woodcraft Worker	24.20
23980 - Woodworker	19.57
24000 - Personal Needs Occupations	
24550 - Case Manager	14.91
24570 - Child Care Attendant	10.20
24580 - Child Care Center Clerk	12.75
24610 - Chore Aide	10.39

24620 - Family Readiness And Support Services Coordinator	14.91
24630 - Homemaker	16.25
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.20
25040 - Sewage Plant Operator	23.96
25070 - Stationary Engineer	25.22
25190 - Ventilation Equipment Tender	18.40
25210 - Water Treatment Plant Operator	20.86
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.74
27007 - Baggage Inspector	13.11
27008 - Corrections Officer	15.69
27010 - Court Security Officer	16.20
27030 - Detection Dog Handler	17.18
27040 - Detention Officer	15.69
27070 - Firefighter	17.61
27101 - Guard I	13.11
27102 - Guard II	17.18
27131 - Police Officer I	19.56
27132 - Police Officer II	21.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.43
28042 - Carnival Equipment Repairer	12.08
28043 - Carnival Worker	9.29
28210 - Gate Attendant/Gate Tender	15.09
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	16.88
28510 - Recreation Aide/Health Facility Attendant	12.32
28515 - Recreation Specialist	20.91
28630 - Sports Official	13.44
28690 - Swimming Pool Operator	15.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.98
29020 - Hatch Tender	21.98
29030 - Line Handler	21.98
29041 - Stevedore I	20.54
29042 - Stevedore II	23.09
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.90
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	17.30
30022 - Archeological Technician II	18.79
30023 - Archeological Technician III	23.27
30030 - Cartographic Technician	23.27
30040 - Civil Engineering Technician	21.72
30051 - Cryogenic Technician I	25.78
30052 - Cryogenic Technician II	28.46
30061 - Drafter/CAD Operator I	16.79
30062 - Drafter/CAD Operator II	18.79
30063 - Drafter/CAD Operator III	20.94
30064 - Drafter/CAD Operator IV	25.77
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	23.27
30095 - Evidence Control Specialist	23.27

30210 - Laboratory Technician	22.03
30221 - Latent Fingerprint Technician I	25.77
30222 - Latent Fingerprint Technician II	28.46
30240 - Mathematical Technician	23.48
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	28.46
30390 - Photo-Optics Technician	23.48
30395 - Radiation Control Technician	28.46
30461 - Technical Writer I	20.98
30462 - Technical Writer II	25.67
30463 - Technical Writer III	31.05
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	25.77
30502 - Weather Forecaster II	31.34
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 20.94
30621 - Weather Observer, Senior	(see 2) 23.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	11.61
31030 - Bus Driver	14.93
31043 - Driver Courier	11.90
31260 - Parking and Lot Attendant	10.11
31290 - Shuttle Bus Driver	12.61
31310 - Taxi Driver	10.89
31361 - Truckdriver, Light	12.61
31362 - Truckdriver, Medium	12.87
31363 - Truckdriver, Heavy	19.59
31364 - Truckdriver, Tractor-Trailer	19.59
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	9.24
99050 - Desk Clerk	9.68
99095 - Embalmer	24.91
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	10.85
99252 - Laboratory Animal Caretaker II	11.48
99260 - Marketing Analyst	26.82
99310 - Mortician	24.91
99410 - Pest Controller	18.68
99510 - Photofinishing Worker	12.50
99710 - Recycling Laborer	16.67
99711 - Recycling Specialist	19.26
99730 - Refuse Collector	14.03
99810 - Sales Clerk	11.90
99820 - School Crossing Guard	12.50
99830 - Survey Party Chief	20.22
99831 - Surveying Aide	12.47
99832 - Surveying Technician	17.11
99840 - Vending Machine Attendant	13.31
99841 - Vending Machine Repairer	15.81
99842 - Vending Machine Repairer Helper	13.31

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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, Good Friday, Memorial 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)).

WD 15-5191 (Rev.-3) was first posted on www.wdol.gov on 08/08/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-5191
Director	Wage Determinations	Revision No.: 3
		Date Of Revision: 08/03/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parishes of Bossier, Caddo, De Soto, Webster

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.53
01012 - Accounting Clerk II		15.19
01013 - Accounting Clerk III		16.99
01020 - Administrative Assistant		19.06
01035 - Court Reporter		21.16
01041 - Customer Service Representative I		11.91
01042 - Customer Service Representative II		13.39
01043 - Customer Service Representative III		14.62
01051 - Data Entry Operator I		12.58
01052 - Data Entry Operator II		13.73
01060 - Dispatcher, Motor Vehicle		16.24
01070 - Document Preparation Clerk		12.45
01090 - Duplicating Machine Operator		12.45
01111 - General Clerk I		11.20
01112 - General Clerk II		12.25
01113 - General Clerk III		13.73
01120 - Housing Referral Assistant		17.52
01141 - Messenger Courier		10.49
01191 - Order Clerk I		12.75
01192 - Order Clerk II		13.92
01261 - Personnel Assistant (Employment) I		15.44
01262 - Personnel Assistant (Employment) II		17.27
01263 - Personnel Assistant (Employment) III		19.25
01270 - Production Control Clerk		19.87
01290 - Rental Clerk		11.61
01300 - Scheduler, Maintenance		14.05
01311 - Secretary I		14.05
01312 - Secretary II		15.72
01313 - Secretary III		17.52

01320 - Service Order Dispatcher	14.44
01410 - Supply Technician	19.06
01420 - Survey Worker	13.89
01460 - Switchboard Operator/Receptionist	10.01
01531 - Travel Clerk I	12.05
01532 - Travel Clerk II	12.92
01533 - Travel Clerk III	13.57
01611 - Word Processor I	13.43
01612 - Word Processor II	15.15
01613 - Word Processor III	16.86
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.91
05010 - Automotive Electrician	19.87
05040 - Automotive Glass Installer	17.89
05070 - Automotive Worker	17.89
05110 - Mobile Equipment Servicer	16.31
05130 - Motor Equipment Metal Mechanic	20.91
05160 - Motor Equipment Metal Worker	17.89
05190 - Motor Vehicle Mechanic	20.91
05220 - Motor Vehicle Mechanic Helper	15.27
05250 - Motor Vehicle Upholstery Worker	17.57
05280 - Motor Vehicle Wrecker	17.89
05310 - Painter, Automotive	19.87
05340 - Radiator Repair Specialist	17.89
05370 - Tire Repairer	14.33
05400 - Transmission Repair Specialist	20.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.80
07041 - Cook I	9.13
07042 - Cook II	10.51
07070 - Dishwasher	8.67
07130 - Food Service Worker	8.63
07210 - Meat Cutter	13.63
07260 - Waiter/Waitress	8.56
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.03
09040 - Furniture Handler	11.79
09080 - Furniture Refinisher	19.03
09090 - Furniture Refinisher Helper	14.28
09110 - Furniture Repairer, Minor	16.78
09130 - Upholsterer	19.03
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.43
11060 - Elevator Operator	9.20
11090 - Gardener	14.94
11122 - Housekeeping Aide	9.20
11150 - Janitor	9.20
11210 - Laborer, Grounds Maintenance	11.30
11240 - Maid or Houseman	8.73
11260 - Pruner	10.01
11270 - Tractor Operator	13.68
11330 - Trail Maintenance Worker	11.30
11360 - Window Cleaner	10.39
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	16.15
12012 - Certified Occupational Therapist Assistant	22.72
12015 - Certified Physical Therapist Assistant	22.96
12020 - Dental Assistant	15.20
12025 - Dental Hygienist	31.06
12030 - EKG Technician	20.04

12035 - Electroneurodiagnostic Technologist	20.04
12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	14.44
12072 - Licensed Practical Nurse II	16.15
12073 - Licensed Practical Nurse III	18.00
12100 - Medical Assistant	12.61
12130 - Medical Laboratory Technician	14.08
12160 - Medical Record Clerk	12.31
12190 - Medical Record Technician	16.45
12195 - Medical Transcriptionist	16.62
12210 - Nuclear Medicine Technologist	33.72
12221 - Nursing Assistant I	10.62
12222 - Nursing Assistant II	11.94
12223 - Nursing Assistant III	13.03
12224 - Nursing Assistant IV	14.64
12235 - Optical Dispenser	20.89
12236 - Optical Technician	15.07
12250 - Pharmacy Technician	14.34
12280 - Phlebotomist	13.71
12305 - Radiologic Technologist	20.88
12311 - Registered Nurse I	23.21
12312 - Registered Nurse II	28.40
12313 - Registered Nurse II, Specialist	28.40
12314 - Registered Nurse III	34.35
12315 - Registered Nurse III, Anesthetist	34.35
12316 - Registered Nurse IV	41.18
12317 - Scheduler (Drug and Alcohol Testing)	20.00
12320 - Substance Abuse Treatment Counselor	21.26
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.65
13012 - Exhibits Specialist II	24.34
13013 - Exhibits Specialist III	29.78
13041 - Illustrator I	19.65
13042 - Illustrator II	24.34
13043 - Illustrator III	29.78
13047 - Librarian	26.96
13050 - Library Aide/Clerk	13.71
13054 - Library Information Technology Systems Administrator	24.34
13058 - Library Technician	13.32
13061 - Media Specialist I	17.57
13062 - Media Specialist II	19.65
13063 - Media Specialist III	21.90
13071 - Photographer I	16.27
13072 - Photographer II	18.19
13073 - Photographer III	23.01
13074 - Photographer IV	27.59
13075 - Photographer V	33.37
13090 - Technical Order Library Clerk	15.74
13110 - Video Teleconference Technician	17.04
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.31
14042 - Computer Operator II	16.01
14043 - Computer Operator III	19.08
14044 - Computer Operator IV	20.40
14045 - Computer Operator V	22.26
14071 - Computer Programmer I	(see 1) 18.85
14072 - Computer Programmer II	(see 1) 23.36
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1) 27.52

14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.31
14160 - Personal Computer Support Technician		23.14
14170 - System Support Specialist		19.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.42
15020 - Aircrew Training Devices Instructor (Rated)		32.13
15030 - Air Crew Training Devices Instructor (Pilot)		38.52
15050 - Computer Based Training Specialist / Instructor		27.30
15060 - Educational Technologist		26.22
15070 - Flight Instructor (Pilot)		38.52
15080 - Graphic Artist		18.90
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		38.31
15086 - Maintenance Test Pilot, Rotary Wing		38.31
15088 - Non-Maintenance Test/Co-Pilot		38.31
15090 - Technical Instructor		18.38
15095 - Technical Instructor/Course Developer		22.48
15110 - Test Proctor		14.83
15120 - Tutor		14.83
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.30
16030 - Counter Attendant		9.30
16040 - Dry Cleaner		10.96
16070 - Finisher, Flatwork, Machine		9.30
16090 - Presser, Hand		9.30
16110 - Presser, Machine, Drycleaning		9.30
16130 - Presser, Machine, Shirts		9.30
16160 - Presser, Machine, Wearing Apparel, Laundry		9.30
16190 - Sewing Machine Operator		11.62
16220 - Tailor		12.24
16250 - Washer, Machine		9.79
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.91
19040 - Tool And Die Maker		25.70
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.01
21030 - Material Coordinator		20.23
21040 - Material Expediter		20.23
21050 - Material Handling Laborer		11.82
21071 - Order Filler		11.15
21080 - Production Line Worker (Food Processing)		14.01
21110 - Shipping Packer		13.69
21130 - Shipping/Receiving Clerk		13.69
21140 - Store Worker I		11.59
21150 - Stock Clerk		16.38
21210 - Tools And Parts Attendant		14.01
21410 - Warehouse Specialist		14.01
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		28.76
23019 - Aircraft Logs and Records Technician		22.77
23021 - Aircraft Mechanic I		27.33
23022 - Aircraft Mechanic II		28.76
23023 - Aircraft Mechanic III		30.19
23040 - Aircraft Mechanic Helper		19.37
23050 - Aircraft, Painter		24.89
23060 - Aircraft Servicer		22.77
23070 - Aircraft Survival Flight Equipment Technician		24.89
23080 - Aircraft Worker		24.36
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		24.36

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23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.33
23110 - Appliance Mechanic	20.91
23120 - Bicycle Repairer	17.14
23125 - Cable Splicer	24.48
23130 - Carpenter, Maintenance	18.11
23140 - Carpet Layer	18.61
23160 - Electrician, Maintenance	22.64
23181 - Electronics Technician Maintenance I	22.71
23182 - Electronics Technician Maintenance II	24.07
23183 - Electronics Technician Maintenance III	25.48
23260 - Fabric Worker	18.44
23290 - Fire Alarm System Mechanic	19.17
23310 - Fire Extinguisher Repairer	17.14
23311 - Fuel Distribution System Mechanic	22.14
23312 - Fuel Distribution System Operator	17.14
23370 - General Maintenance Worker	17.08
23380 - Ground Support Equipment Mechanic	27.33
23381 - Ground Support Equipment Servicer	22.77
23382 - Ground Support Equipment Worker	24.36
23391 - Gunsmith I	17.14
23392 - Gunsmith II	19.73
23393 - Gunsmith III	22.14
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.52
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.68
23430 - Heavy Equipment Mechanic	19.57
23440 - Heavy Equipment Operator	21.09
23460 - Instrument Mechanic	20.45
23465 - Laboratory/Shelter Mechanic	20.91
23470 - Laborer	11.82
23510 - Locksmith	19.88
23530 - Machinery Maintenance Mechanic	24.77
23550 - Machinist, Maintenance	20.94
23580 - Maintenance Trades Helper	15.27
23591 - Metrology Technician I	20.45
23592 - Metrology Technician II	21.52
23593 - Metrology Technician III	22.59
23640 - Millwright	23.20
23710 - Office Appliance Repairer	18.11
23760 - Painter, Maintenance	18.11
23790 - Pipefitter, Maintenance	24.84
23810 - Plumber, Maintenance	23.46
23820 - Pneudraulic Systems Mechanic	22.14
23850 - Rigger	19.17
23870 - Scale Mechanic	19.73
23890 - Sheet-Metal Worker, Maintenance	23.20
23910 - Small Engine Mechanic	19.73
23931 - Telecommunications Mechanic I	23.10
23932 - Telecommunications Mechanic II	24.31
23950 - Telephone Lineman	22.14
23960 - Welder, Combination, Maintenance	20.58
23965 - Well Driller	22.14
23970 - Woodcraft Worker	22.14
23980 - Woodworker	17.14
24000 - Personal Needs Occupations	
24550 - Case Manager	14.53
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	13.02
24610 - Chore Aide	8.73

24620 - Family Readiness And Support Services Coordinator	14.53
24630 - Homemaker	14.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.00
25040 - Sewage Plant Operator	19.88
25070 - Stationary Engineer	23.71
25190 - Ventilation Equipment Tender	15.69
25210 - Water Treatment Plant Operator	19.87
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.26
27007 - Baggage Inspector	10.52
27008 - Corrections Officer	20.42
27010 - Court Security Officer	19.88
27030 - Detection Dog Handler	12.94
27040 - Detention Officer	20.42
27070 - Firefighter	19.33
27101 - Guard I	10.52
27102 - Guard II	12.94
27131 - Police Officer I	20.71
27132 - Police Officer II	23.01
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.33
28042 - Carnival Equipment Repairer	13.06
28043 - Carnival Worker	9.02
28210 - Gate Attendant/Gate Tender	14.95
28310 - Lifeguard	12.87
28350 - Park Attendant (Aide)	16.73
28510 - Recreation Aide/Health Facility Attendant	12.20
28515 - Recreation Specialist	20.71
28630 - Sports Official	13.32
28690 - Swimming Pool Operator	15.50
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.80
29020 - Hatch Tender	19.81
29030 - Line Handler	21.65
29041 - Stevedore I	20.45
29042 - Stevedore II	23.10
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	17.64
30022 - Archeological Technician II	19.73
30023 - Archeological Technician III	24.44
30030 - Cartographic Technician	24.44
30040 - Civil Engineering Technician	23.23
30051 - Cryogenic Technician I	23.66
30052 - Cryogenic Technician II	26.13
30061 - Drafter/CAD Operator I	17.64
30062 - Drafter/CAD Operator II	19.73
30063 - Drafter/CAD Operator III	22.00
30064 - Drafter/CAD Operator IV	27.08
30081 - Engineering Technician I	14.86
30082 - Engineering Technician II	19.06
30083 - Engineering Technician III	21.32
30084 - Engineering Technician IV	26.42
30085 - Engineering Technician V	32.32
30086 - Engineering Technician VI	38.24
30090 - Environmental Technician	23.24
30095 - Evidence Control Specialist	21.36

30210 - Laboratory Technician	25.15
30221 - Latent Fingerprint Technician I	23.66
30222 - Latent Fingerprint Technician II	26.13
30240 - Mathematical Technician	24.44
30361 - Paralegal/Legal Assistant I	17.64
30362 - Paralegal/Legal Assistant II	21.84
30363 - Paralegal/Legal Assistant III	26.73
30364 - Paralegal/Legal Assistant IV	32.33
30375 - Petroleum Supply Specialist	26.13
30390 - Photo-Optics Technician	24.44
30395 - Radiation Control Technician	26.13
30461 - Technical Writer I	24.44
30462 - Technical Writer II	31.19
30463 - Technical Writer III	37.52
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	27.08
30502 - Weather Forecaster II	32.94
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 22.00
30621 - Weather Observer, Senior	(see 2) 24.44
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	12.13
31030 - Bus Driver	17.26
31043 - Driver Courier	12.78
31260 - Parking and Lot Attendant	9.04
31290 - Shuttle Bus Driver	13.16
31310 - Taxi Driver	9.90
31361 - Truckdriver, Light	13.16
31362 - Truckdriver, Medium	15.99
31363 - Truckdriver, Heavy	18.47
31364 - Truckdriver, Tractor-Trailer	18.47
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	8.84
99050 - Desk Clerk	9.85
99095 - Embalmer	23.72
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	10.19
99252 - Laboratory Animal Caretaker II	10.34
99260 - Marketing Analyst	25.59
99310 - Mortician	23.72
99410 - Pest Controller	14.00
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	13.18
99711 - Recycling Specialist	15.96
99730 - Refuse Collector	11.67
99810 - Sales Clerk	12.21
99820 - School Crossing Guard	12.19
99830 - Survey Party Chief	18.48
99831 - Surveying Aide	11.32
99832 - Surveying Technician	15.52
99840 - Vending Machine Attendant	12.31
99841 - Vending Machine Repairer	15.21
99842 - Vending Machine Repairer Helper	12.31

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-4009 (Rev.-4) was first posted on www.wdol.gov on 08/15/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of		Wage Determination No.: 2015-4009
Director	Wage Determinations		Revision No.: 4
			Date Of Revision: 08/09/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

ANDROSCOGGIN COUNTY: Livermore Falls, Livermore

CUMBERLAND COUNTY: Bridgton, Brunswick, Harpswell, Harrison

FRANKLIN COUNTY: Alder Stream, Avon, Beattie, Berlin, Bigelow, Carrabassett, Carthage, Chain of Ponds, Chesterville, Coburn Gore, Coplin, Dallas, Davis, Eustis, Farmington, Freeman, Gorham Gore, Industry, Jay, Jim Pond, Kibby, Kingfield, Lang, Lowelltown, Madrid, Massachusetts Gore, Merrills Strip, Mount Abram, New Sharon, New Vineyard, Perkins, Phillips, Rangeley plantation, Rangeley, Redington, Salem, Sandy River, Seven Ponds, Skinner, Stetsontown, Strong, Temple, Tim Pond, Township D, Township E, Washington, Weld, Wilton, Wyman

KENNEBEC COUNTY: Albion, Augusta, Belgrade, Benton, Chelsea, China, Clinton, Farmingdale, Fayette, Gardiner, Hallowell, Litchfield, Manchester, Mount Vernon, Oakland, Pittston, Randolph, Readfield, Rome, Sidney, Unity, Vassalboro, Vienna, Waterville, Wayne, West Gardiner, Windsor, Winslow, Winthrop

KNOX COUNTY: Appleton, Camden, Cushing, Friendship, Hope, Isle au Haut, Matinicus Isle, North Haven, Owls Head, Rockland, Rockport, South Thomaston, St. George, Thomaston, Union, Vinalhaven, Warren, Washington

LINCOLN COUNTY: Alna, Boothbay Harbor, Boothbay, Bremen, Bristol, Damariscotta, Dresden, Edgecomb, Hibberts Gore, Jefferson, Monhegan, Newcastle, Nobleboro, Somerville, South Bristol, Southport, Waldoboro, Westport, Whitefield, Wiscasset

OXFORD COUNTY: Adamstown, Albany, Andover N Surplus, Andover, Andover W Surplus, Batchelders Grant, Bethel, Bowmantown, Brownfield, Byron, C Surplus, Canton, Denmark, Dixfield, Fryeburg, Gilead, Grafton, Greenwood, Hanover, Hiram, Lincoln, Lovell, Lower Cupsuptic, Lynchtown, Magalloway, Mason, Mexico, Milton, Newry, Norway, Oxbow, Paris, Parkertown, Parmachenee, Peru, Porter,

Richardsontown, Riley, Roxbury, Rumford, Stoneham, Stow, Sumner, Sweden,
Township C, Upper Cupsuptic, Upton, Waterford, West Paris, Woodstock

SAGADAHOC COUNTY: Arrowsic, Bath, Bowdoin, Bowdoinham, Georgetown, Perkins,
Phippsburg, Richmond, Topsham, West Bath, Woolwich

SOMERSET COUNTY: Alder Brook, Anson, Appleton, Athens, Attean, Bald Mountain,
Big Six, Big Ten, Big W, Bingham, Blake Gore, Bowtown, Bradstreet, Brassua,
Brighton, Cambridge, Canaan, Caratunk, Carrying Place, Chase Stream, Comstock,
Concord, Cornville, Dead River, Dennistown, Detroit, Dole Brook, East Moxie,
Elm Stream, Embden, Fairfield, Flagstaff, Forysth, Hammond, Harmony, Hartland,
Highland, Hobbstown, Holeb, Indian Stream, Jackman, Johnson Mountain, King and
Bartlett, Lexington, Little W, Long Pond, Lower Enchanted, Madison, Mayfield,
Mercer, Misery Gore, Misery, Moose River, Moscow, Moxie Gore, New Portland,
Norridgewock, Palmyra, Parlin Pond, Pierce Pond, Pittsfield, Pittston Academy,
Pleasant Ridge, Plymouth, Prentiss, Ripley, Rockwood Strip, Russell Pond,
Sandbar Tract, Sandwich Academy, Sandy Bay, Sapling, Seboomook Lake, Skowhegan,
Smithfield, Solon, Somerset/Bald Mountain, Squaretown, St. John, St. Albans,
Starks, Taunton and Raynham, The Forks, Thorndike, Tomhegan, Upper Enchanted,
West Forks, West Middlesex

WALDO COUNTY: Belfast, Belmont, Brooks, Burnham, Frankfort, Freedom, Isleboro,
Jackson, Knox, Liberty, Lincolnville, Monroe, Montville, Morrill, Northport,
Palermo, Prospect, Searsmont, Searsport, Stockton Springs, Swanville,
Thorndike, Troy, Unity, Waldo

YORK COUNTY: Acton, Alfred, Newfield, North Berwick, Ogunquit, Parsonfield,
Sanford, Shapleigh, Wells, York

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.73
01012 - Accounting Clerk II		16.53
01013 - Accounting Clerk III		18.50
01020 - Administrative Assistant		21.94
01035 - Court Reporter		18.63
01041 - Customer Service Representative I		12.74
01042 - Customer Service Representative II		14.32
01043 - Customer Service Representative III		15.63
01051 - Data Entry Operator I		13.51
01052 - Data Entry Operator II		14.74
01060 - Dispatcher, Motor Vehicle		16.97
01070 - Document Preparation Clerk		13.51
01090 - Duplicating Machine Operator		13.24
01111 - General Clerk I		13.36
01112 - General Clerk II		14.57
01113 - General Clerk III		16.35
01120 - Housing Referral Assistant		19.78
01141 - Messenger Courier		12.47
01191 - Order Clerk I		12.91
01192 - Order Clerk II		14.38
01261 - Personnel Assistant (Employment) I		15.85
01262 - Personnel Assistant (Employment) II		17.74
01263 - Personnel Assistant (Employment) III		19.77
01270 - Production Control Clerk		24.07
01290 - Rental Clerk		11.05
01300 - Scheduler, Maintenance		15.86
01311 - Secretary I		15.86
01312 - Secretary II		17.75
01313 - Secretary III		19.78

01320 - Service Order Dispatcher	13.96
01410 - Supply Technician	21.94
01420 - Survey Worker	13.67
01460 - Switchboard Operator/Receptionist	13.69
01531 - Travel Clerk I	13.58
01532 - Travel Clerk II	14.93
01533 - Travel Clerk III	16.40
01611 - Word Processor I	15.19
01612 - Word Processor II	17.05
01613 - Word Processor III	19.07
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	16.75
05010 - Automotive Electrician	16.33
05040 - Automotive Glass Installer	15.63
05070 - Automotive Worker	15.63
05110 - Mobile Equipment Servicer	14.28
05130 - Motor Equipment Metal Mechanic	17.00
05160 - Motor Equipment Metal Worker	15.63
05190 - Motor Vehicle Mechanic	17.00
05220 - Motor Vehicle Mechanic Helper	13.74
05250 - Motor Vehicle Upholstery Worker	14.93
05280 - Motor Vehicle Wrecker	15.63
05310 - Painter, Automotive	16.33
05340 - Radiator Repair Specialist	15.63
05370 - Tire Repairer	11.79
05400 - Transmission Repair Specialist	17.00
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.43
07041 - Cook I	13.40
07042 - Cook II	14.95
07070 - Dishwasher	9.87
07130 - Food Service Worker	10.48
07210 - Meat Cutter	15.18
07260 - Waiter/Waitress	10.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.36
09040 - Furniture Handler	13.43
09080 - Furniture Refinisher	17.63
09090 - Furniture Refinisher Helper	15.03
09110 - Furniture Repairer, Minor	16.45
09130 - Upholsterer	17.57
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.92
11060 - Elevator Operator	11.92
11090 - Gardener	15.84
11122 - Housekeeping Aide	13.19
11150 - Janitor	13.19
11210 - Laborer, Grounds Maintenance	15.02
11240 - Maid or Houseman	10.25
11260 - Pruner	14.14
11270 - Tractor Operator	16.82
11330 - Trail Maintenance Worker	15.02
11360 - Window Cleaner	14.13
12000 - Health Occupations	
12010 - Ambulance Driver	16.50
12011 - Breath Alcohol Technician	18.12
12012 - Certified Occupational Therapist Assistant	23.94
12015 - Certified Physical Therapist Assistant	22.15
12020 - Dental Assistant	17.77
12025 - Dental Hygienist	29.04
12030 - EKG Technician	27.91

12035 - Electroneurodiagnostic Technologist	27.91
12040 - Emergency Medical Technician	16.50
12071 - Licensed Practical Nurse I	16.20
12072 - Licensed Practical Nurse II	18.12
12073 - Licensed Practical Nurse III	20.20
12100 - Medical Assistant	15.51
12130 - Medical Laboratory Technician	20.69
12160 - Medical Record Clerk	15.17
12190 - Medical Record Technician	16.97
12195 - Medical Transcriptionist	18.36
12210 - Nuclear Medicine Technologist	39.25
12221 - Nursing Assistant I	11.64
12222 - Nursing Assistant II	13.09
12223 - Nursing Assistant III	14.28
12224 - Nursing Assistant IV	16.03
12235 - Optical Dispenser	15.63
12236 - Optical Technician	15.93
12250 - Pharmacy Technician	14.07
12280 - Phlebotomist	14.94
12305 - Radiologic Technologist	27.46
12311 - Registered Nurse I	24.32
12312 - Registered Nurse II	29.75
12313 - Registered Nurse II, Specialist	29.75
12314 - Registered Nurse III	36.00
12315 - Registered Nurse III, Anesthetist	36.00
12316 - Registered Nurse IV	43.15
12317 - Scheduler (Drug and Alcohol Testing)	21.00
12320 - Substance Abuse Treatment Counselor	25.10
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.25
13012 - Exhibits Specialist II	20.11
13013 - Exhibits Specialist III	24.96
13041 - Illustrator I	16.25
13042 - Illustrator II	20.11
13043 - Illustrator III	24.62
13047 - Librarian	22.26
13050 - Library Aide/Clerk	11.74
13054 - Library Information Technology Systems Administrator	20.10
13058 - Library Technician	16.26
13061 - Media Specialist I	14.50
13062 - Media Specialist II	16.23
13063 - Media Specialist III	18.09
13071 - Photographer I	15.36
13072 - Photographer II	19.74
13073 - Photographer III	24.42
13074 - Photographer IV	29.89
13075 - Photographer V	36.16
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	17.37
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.76
14042 - Computer Operator II	18.75
14043 - Computer Operator III	20.90
14044 - Computer Operator IV	23.23
14045 - Computer Operator V	25.73
14071 - Computer Programmer I	(see 1) 18.41
14072 - Computer Programmer II	(see 1) 22.82
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)

14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.76
14160 - Personal Computer Support Technician		25.11
14170 - System Support Specialist		26.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.36
15020 - Aircrew Training Devices Instructor (Rated)		33.68
15030 - Air Crew Training Devices Instructor (Pilot)		39.68
15050 - Computer Based Training Specialist / Instructor		27.36
15060 - Educational Technologist		28.09
15070 - Flight Instructor (Pilot)		39.68
15080 - Graphic Artist		21.34
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		39.68
15086 - Maintenance Test Pilot, Rotary Wing		39.68
15088 - Non-Maintenance Test/Co-Pilot		39.68
15090 - Technical Instructor		18.85
15095 - Technical Instructor/Course Developer		23.06
15110 - Test Proctor		15.22
15120 - Tutor		15.22
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.69
16030 - Counter Attendant		11.69
16040 - Dry Cleaner		13.65
16070 - Finisher, Flatwork, Machine		11.69
16090 - Presser, Hand		11.69
16110 - Presser, Machine, Drycleaning		11.69
16130 - Presser, Machine, Shirts		11.69
16160 - Presser, Machine, Wearing Apparel, Laundry		11.69
16190 - Sewing Machine Operator		14.36
16220 - Tailor		15.11
16250 - Washer, Machine		12.25
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.35
19040 - Tool And Die Maker		26.64
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.73
21030 - Material Coordinator		24.07
21040 - Material Expediter		24.07
21050 - Material Handling Laborer		12.72
21071 - Order Filler		11.15
21080 - Production Line Worker (Food Processing)		15.73
21110 - Shipping Packer		16.34
21130 - Shipping/Receiving Clerk		16.34
21140 - Store Worker I		13.97
21150 - Stock Clerk		17.03
21210 - Tools And Parts Attendant		15.73
21410 - Warehouse Specialist		15.73
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.57
23019 - Aircraft Logs and Records Technician		20.42
23021 - Aircraft Mechanic I		23.48
23022 - Aircraft Mechanic II		24.57
23023 - Aircraft Mechanic III		25.61
23040 - Aircraft Mechanic Helper		18.52
23050 - Aircraft, Painter		22.35
23060 - Aircraft Servicer		20.42
23070 - Aircraft Survival Flight Equipment Technician		22.35
23080 - Aircraft Worker		21.37
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		21.37

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23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.48
23110 - Appliance Mechanic	18.65
23120 - Bicycle Repairer	15.21
23125 - Cable Splicer	26.47
23130 - Carpenter, Maintenance	18.53
23140 - Carpet Layer	19.16
23160 - Electrician, Maintenance	22.66
23181 - Electronics Technician Maintenance I	23.51
23182 - Electronics Technician Maintenance II	26.10
23183 - Electronics Technician Maintenance I□I	27.57
23260 - Fabric Worker	20.08
23290 - Fire Alarm System Mechanic	21.00
23310 - Fire Extinguisher Repairer	18.99
23311 - Fuel Distribution System Mechanic	23.73
23312 - Fuel Distribution System Operator	19.85
23370 - General Maintenance Worker	18.08
23380 - Ground Support Equipment Mechanic	23.48
23381 - Ground Support Equipment Servicer	20.42
23382 - Ground Support Equipment Worker	21.37
23391 - Gunsmith I	18.99
23392 - Gunsmith II	21.19
23393 - Gunsmith III	23.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.27
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	20.96
23430 - Heavy Equipment Mechanic	19.19
23440 - Heavy Equipment Operator	16.37
23460 - Instrument Mechanic	23.48
23465 - Laboratory/Shelter Mechanic	22.35
23470 - Laborer	12.72
23510 - Locksmith	21.04
23530 - Machinery Maintenance Mechanic	23.96
23550 - Machinist, Maintenance	24.24
23580 - Maintenance Trades Helper	14.01
23591 - Metrology Technician I	23.48
23592 - Metrology Technician II	24.57
23593 - Metrology Technician III	25.61
23640 - Millwright	25.12
23710 - Office Appliance Repairer	20.80
23760 - Painter, Maintenance	19.95
23790 - Pipefitter, Maintenance	24.00
23810 - Plumber, Maintenance	21.19
23820 - Pneudraulic Systems Mechanic	23.48
23850 - Rigger	23.48
23870 - Scale Mechanic	21.19
23890 - Sheet-Metal Worker, Maintenance	21.30
23910 - Small Engine Mechanic	15.58
23931 - Telecommunications Mechanic I	25.09
23932 - Telecommunications Mechanic II	26.43
23950 - Telephone Lineman	29.74
23960 - Welder, Combination, Maintenance	22.26
23965 - Well Driller	22.69
23970 - Woodcraft Worker	23.48
23980 - Woodworker	17.79
24000 - Personal Needs Occupations	
24550 - Case Manager	15.27
24570 - Child Care Attendant	10.77
24580 - Child Care Center Clerk	13.98
24610 - Chore Aide	10.93

24620 - Family Readiness And Support Services Coordinator	15.27
24630 - Homemaker	15.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.86
25040 - Sewage Plant Operator	21.89
25070 - Stationary Engineer	22.86
25190 - Ventilation Equipment Tender	17.48
25210 - Water Treatment Plant Operator	21.89
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.50
27007 - Baggage Inspector	14.46
27008 - Corrections Officer	19.46
27010 - Court Security Officer	20.42
27030 - Detection Dog Handler	18.98
27040 - Detention Officer	19.46
27070 - Firefighter	19.24
27101 - Guard I	14.46
27102 - Guard II	18.98
27131 - Police Officer I	20.49
27132 - Police Officer II	22.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.98
28042 - Carnival Equipment Repairer	12.53
28043 - Carnival Worker	9.65
28210 - Gate Attendant/Gate Tender	14.87
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	16.63
28510 - Recreation Aide/Health Facility Attendant	12.14
28515 - Recreation Specialist	18.50
28630 - Sports Official	13.25
28690 - Swimming Pool Operator	18.70
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.13
29020 - Hatch Tender	24.13
29030 - Line Handler	23.96
29041 - Stevedore I	21.30
29042 - Stevedore II	25.38
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.61
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.01
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.84
30021 - Archeological Technician I	18.28
30022 - Archeological Technician II	20.45
30023 - Archeological Technician III	25.34
30030 - Cartographic Technician	25.34
30040 - Civil Engineering Technician	24.55
30051 - Cryogenic Technician I	28.06
30052 - Cryogenic Technician II	30.99
30061 - Drafter/CAD Operator I	18.28
30062 - Drafter/CAD Operator II	20.45
30063 - Drafter/CAD Operator III	22.80
30064 - Drafter/CAD Operator IV	28.06
30081 - Engineering Technician I	15.49
30082 - Engineering Technician II	17.38
30083 - Engineering Technician III	19.45
30084 - Engineering Technician IV	24.10
30085 - Engineering Technician V	29.48
30086 - Engineering Technician VI	35.66
30090 - Environmental Technician	17.86
30095 - Evidence Control Specialist	25.34

30210 - Laboratory Technician	21.36
30221 - Latent Fingerprint Technician I	28.06
30222 - Latent Fingerprint Technician II	30.99
30240 - Mathematical Technician	25.34
30361 - Paralegal/Legal Assistant I	20.12
30362 - Paralegal/Legal Assistant II	24.94
30363 - Paralegal/Legal Assistant III	30.50
30364 - Paralegal/Legal Assistant IV	36.90
30375 - Petroleum Supply Specialist	30.99
30390 - Photo-Optics Technician	22.49
30395 - Radiation Control Technician	30.99
30461 - Technical Writer I	25.34
30462 - Technical Writer II	30.99
30463 - Technical Writer III	37.50
30491 - Unexploded Ordnance (UXO) Technician I	25.81
30492 - Unexploded Ordnance (UXO) Technician II	31.23
30493 - Unexploded Ordnance (UXO) Technician III	37.43
30494 - Unexploded (UXO) Safety Escort	25.81
30495 - Unexploded (UXO) Sweep Personnel	25.81
30501 - Weather Forecaster I	28.06
30502 - Weather Forecaster II	34.13
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 22.80
30621 - Weather Observer, Senior	(see 2) 25.34
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.23
31020 - Bus Aide	12.62
31030 - Bus Driver	16.14
31043 - Driver Courier	14.03
31260 - Parking and Lot Attendant	10.84
31290 - Shuttle Bus Driver	14.80
31310 - Taxi Driver	11.18
31361 - Truckdriver, Light	14.80
31362 - Truckdriver, Medium	15.62
31363 - Truckdriver, Heavy	17.03
31364 - Truckdriver, Tractor-Trailer	17.03
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.22
99030 - Cashier	9.29
99050 - Desk Clerk	12.72
99095 - Embalmer	24.30
99130 - Flight Follower	25.81
99251 - Laboratory Animal Caretaker I	13.36
99252 - Laboratory Animal Caretaker II	14.20
99260 - Marketing Analyst	34.14
99310 - Mortician	24.30
99410 - Pest Controller	16.17
99510 - Photofinishing Worker	14.91
99710 - Recycling Laborer	13.57
99711 - Recycling Specialist	15.26
99730 - Refuse Collector	12.74
99810 - Sales Clerk	12.44
99820 - School Crossing Guard	11.35
99830 - Survey Party Chief	19.27
99831 - Surveying Aide	13.14
99832 - Surveying Technician	17.52
99840 - Vending Machine Attendant	11.32
99841 - Vending Machine Repairer	15.52
99842 - Vending Machine Repairer Helper	11.33

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-4005 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of		Wage Determination No.: 2015-4005
Director	Wage Determinations		Revision No.: 4
			Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

ANDROSCOGGIN COUNTY: Durham

CUMBERLAND COUNTY: Baldwin, Cape Elizabeth, Casco, Chebeague, Cumberland, Falmouth, Freeport, Frye, Gorham, Gray, Long Island, Naples, New Gloucester, North Yarmouth, Portland, Pownal, Raymond, Scarborough, Sebago, South Portland, Standish, Westbrook, Windham, Yarmouth

YORK COUNTY: Arundel, Biddeford, Buxton, Cornish, Dayton, Hollis, Kennebunk, Kennebunkport, Limerick, Limington, Lyman, Old Orchard Beach, Saco, Waterboro

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.84
01012 - Accounting Clerk II		16.66
01013 - Accounting Clerk III		18.64
01020 - Administrative Assistant		23.39
01035 - Court Reporter		18.63
01041 - Customer Service Representative I		13.83
01042 - Customer Service Representative II		15.56
01043 - Customer Service Representative III		16.97
01051 - Data Entry Operator I		13.99
01052 - Data Entry Operator II		15.26
01060 - Dispatcher, Motor Vehicle		19.43
01070 - Document Preparation Clerk		13.94
01090 - Duplicating Machine Operator		13.94
01111 - General Clerk I		13.45
01112 - General Clerk II		14.69
01113 - General Clerk III		16.48
01120 - Housing Referral Assistant		19.51
01141 - Messenger Courier		14.62
01191 - Order Clerk I		14.15
01192 - Order Clerk II		15.86

01261 - Personnel Assistant (Employment) I	16.26
01262 - Personnel Assistant (Employment) II	18.19
01263 - Personnel Assistant (Employment) III	20.28
01270 - Production Control Clerk	24.07
01290 - Rental Clerk	12.05
01300 - Scheduler, Maintenance	15.64
01311 - Secretary I	15.64
01312 - Secretary II	17.50
01313 - Secretary III	19.51
01320 - Service Order Dispatcher	14.83
01410 - Supply Technician	23.39
01420 - Survey Worker	14.97
01460 - Switchboard Operator/Receptionist	14.05
01531 - Travel Clerk I	13.58
01532 - Travel Clerk II	14.93
01533 - Travel Clerk III	16.40
01611 - Word Processor I	14.99
01612 - Word Processor II	16.83
01613 - Word Processor III	18.83
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.37
05010 - Automotive Electrician	19.56
05040 - Automotive Glass Installer	18.24
05070 - Automotive Worker	18.24
05110 - Mobile Equipment Servicer	16.69
05130 - Motor Equipment Metal Mechanic	19.37
05160 - Motor Equipment Metal Worker	18.25
05190 - Motor Vehicle Mechanic	19.62
05220 - Motor Vehicle Mechanic Helper	16.24
05250 - Motor Vehicle Upholstery Worker	17.47
05280 - Motor Vehicle Wrecker	18.24
05310 - Painter, Automotive	19.56
05340 - Radiator Repair Specialist	18.24
05370 - Tire Repairer	12.84
05400 - Transmission Repair Specialist	19.37
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.43
07041 - Cook I	13.98
07042 - Cook II	15.66
07070 - Dishwasher	10.06
07130 - Food Service Worker	11.00
07210 - Meat Cutter	16.70
07260 - Waiter/Waitress	10.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.43
09040 - Furniture Handler	15.65
09080 - Furniture Refinisher	19.39
09090 - Furniture Refinisher Helper	16.53
09110 - Furniture Repairer, Minor	18.10
09130 - Upholsterer	21.26
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.47
11060 - Elevator Operator	11.47
11090 - Gardener	17.21
11122 - Housekeeping Aide	13.66
11150 - Janitor	13.66
11210 - Laborer, Grounds Maintenance	14.22
11240 - Maid or Houseman	10.49
11260 - Pruner	14.10
11270 - Tractor Operator	16.18
11330 - Trail Maintenance Worker	14.22

11360 - Window Cleaner	14.64
12000 - Health Occupations	
12010 - Ambulance Driver	15.92
12011 - Breath Alcohol Technician	18.61
12012 - Certified Occupational Therapist Assistant	24.37
12015 - Certified Physical Therapist Assistant	23.83
12020 - Dental Assistant	18.98
12025 - Dental Hygienist	31.76
12030 - EKG Technician	30.03
12035 - Electroneurodiagnostic Technologist	30.03
12040 - Emergency Medical Technician	15.92
12071 - Licensed Practical Nurse I	17.72
12072 - Licensed Practical Nurse II	19.82
12073 - Licensed Practical Nurse III	22.10
12100 - Medical Assistant	16.79
12130 - Medical Laboratory Technician	18.58
12160 - Medical Record Clerk	16.30
12190 - Medical Record Technician	18.23
12195 - Medical Transcriptionist	16.72
12210 - Nuclear Medicine Technologist	39.25
12221 - Nursing Assistant I	12.13
12222 - Nursing Assistant II	13.68
12223 - Nursing Assistant III	14.89
12224 - Nursing Assistant IV	16.71
12235 - Optical Dispenser	18.79
12236 - Optical Technician	15.93
12250 - Pharmacy Technician	15.00
12280 - Phlebotomist	15.19
12305 - Radiologic Technologist	28.41
12311 - Registered Nurse I	25.67
12312 - Registered Nurse II	31.40
12313 - Registered Nurse II, Specialist	31.40
12314 - Registered Nurse III	38.00
12315 - Registered Nurse III, Anesthetist	38.00
12316 - Registered Nurse IV	45.55
12317 - Scheduler (Drug and Alcohol Testing)	22.28
12320 - Substance Abuse Treatment Counselor	21.50
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.19
13012 - Exhibits Specialist II	23.78
13013 - Exhibits Specialist III	29.08
13041 - Illustrator I	19.19
13042 - Illustrator II	23.78
13043 - Illustrator III	29.08
13047 - Librarian	25.33
13050 - Library Aide/Clerk	12.74
13054 - Library Information Technology Systems Administrator	22.88
13058 - Library Technician	16.01
13061 - Media Specialist I	16.50
13062 - Media Specialist II	18.47
13063 - Media Specialist III	20.59
13071 - Photographer I	17.15
13072 - Photographer II	19.74
13073 - Photographer III	24.42
13074 - Photographer IV	29.89
13075 - Photographer V	36.16
13090 - Technical Order Library Clerk	16.00
13110 - Video Teleconference Technician	17.40
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.00

14042 - Computer Operator II	19.02
14043 - Computer Operator III	21.21
14044 - Computer Operator IV	23.80
14045 - Computer Operator V	25.85
14071 - Computer Programmer I	(see 1) 18.67
14072 - Computer Programmer II	(see 1) 23.13
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	17.00
14160 - Personal Computer Support Technician	25.11
14170 - System Support Specialist	27.25
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.78
15020 - Aircrew Training Devices Instructor (Rated)	33.68
15030 - Air Crew Training Devices Instructor (Pilot)	40.29
15050 - Computer Based Training Specialist / Instructor	27.78
15060 - Educational Technologist	28.16
15070 - Flight Instructor (Pilot)	40.29
15080 - Graphic Artist	24.84
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	40.29
15086 - Maintenance Test Pilot, Rotary Wing	40.29
15088 - Non-Maintenance Test/Co-Pilot	40.29
15090 - Technical Instructor	21.91
15095 - Technical Instructor/Course Developer	26.81
15110 - Test Proctor	17.68
15120 - Tutor	17.68
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.69
16030 - Counter Attendant	11.69
16040 - Dry Cleaner	13.65
16070 - Finisher, Flatwork, Machine	11.69
16090 - Presser, Hand	11.69
16110 - Presser, Machine, Drycleaning	11.69
16130 - Presser, Machine, Shirts	11.69
16160 - Presser, Machine, Wearing Apparel, Laundry	11.69
16190 - Sewing Machine Operator	14.36
16220 - Tailor	15.11
16250 - Washer, Machine	12.25
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.35
19040 - Tool And Die Maker	26.02
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.51
21030 - Material Coordinator	24.07
21040 - Material Expediter	24.07
21050 - Material Handling Laborer	13.06
21071 - Order Filler	12.54
21080 - Production Line Worker (Food Processing)	16.51
21110 - Shipping Packer	15.78
21130 - Shipping/Receiving Clerk	15.78
21140 - Store Worker I	14.57
21150 - Stock Clerk	17.76
21210 - Tools And Parts Attendant	16.51
21410 - Warehouse Specialist	16.51
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.72
23019 - Aircraft Logs and Records Technician	20.08
23021 - Aircraft Mechanic I	23.57

23022 - Aircraft Mechanic II	24.72
23023 - Aircraft Mechanic III	25.83
23040 - Aircraft Mechanic Helper	17.80
23050 - Aircraft, Painter	22.43
23060 - Aircraft Servicer	20.08
23070 - Aircraft Survival Flight Equipment Technician	22.43
23080 - Aircraft Worker	21.22
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.22
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.57
23110 - Appliance Mechanic	19.03
23120 - Bicycle Repairer	15.21
23125 - Cable Splicer	29.12
23130 - Carpenter, Maintenance	18.65
23140 - Carpet Layer	19.16
23160 - Electrician, Maintenance	23.90
23181 - Electronics Technician Maintenance I	23.29
23182 - Electronics Technician Maintenance II	26.10
23183 - Electronics Technician Maintenance III	27.57
23260 - Fabric Worker	20.08
23290 - Fire Alarm System Mechanic	23.80
23310 - Fire Extinguisher Repairer	18.94
23311 - Fuel Distribution System Mechanic	26.10
23312 - Fuel Distribution System Operator	21.84
23370 - General Maintenance Worker	18.21
23380 - Ground Support Equipment Mechanic	23.57
23381 - Ground Support Equipment Servicer	20.08
23382 - Ground Support Equipment Worker	21.22
23391 - Gunsmith I	18.94
23392 - Gunsmith II	21.22
23393 - Gunsmith III	23.57
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.97
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.87
23430 - Heavy Equipment Mechanic	22.67
23440 - Heavy Equipment Operator	17.98
23460 - Instrument Mechanic	22.77
23465 - Laboratory/Shelter Mechanic	22.43
23470 - Laborer	13.06
23510 - Locksmith	19.38
23530 - Machinery Maintenance Mechanic	23.96
23550 - Machinist, Maintenance	20.28
23580 - Maintenance Trades Helper	14.01
23591 - Metrology Technician I	22.77
23592 - Metrology Technician II	23.89
23593 - Metrology Technician III	24.96
23640 - Millwright	26.09
23710 - Office Appliance Repairer	19.89
23760 - Painter, Maintenance	16.49
23790 - Pipefitter, Maintenance	24.00
23810 - Plumber, Maintenance	21.19
23820 - Pneudraulic Systems Mechanic	23.57
23850 - Rigger	23.57
23870 - Scale Mechanic	21.22
23890 - Sheet-Metal Worker, Maintenance	19.36
23910 - Small Engine Mechanic	17.14
23931 - Telecommunications Mechanic I	23.48
23932 - Telecommunications Mechanic II	25.46
23950 - Telephone Lineman	27.69

23960 - Welder, Combination, Maintenance	21.62
23965 - Well Driller	22.77
23970 - Woodcraft Worker	23.57
23980 - Woodworker	17.79
24000 - Personal Needs Occupations	
24550 - Case Manager	15.27
24570 - Child Care Attendant	11.16
24580 - Child Care Center Clerk	13.98
24610 - Chore Aide	10.70
24620 - Family Readiness And Support Services Coordinator	15.27
24630 - Homemaker	15.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.28
25040 - Sewage Plant Operator	21.89
25070 - Stationary Engineer	22.28
25190 - Ventilation Equipment Tender	17.48
25210 - Water Treatment Plant Operator	21.89
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.50
27007 - Baggage Inspector	12.42
27008 - Corrections Officer	19.46
27010 - Court Security Officer	20.42
27030 - Detection Dog Handler	18.98
27040 - Detention Officer	19.46
27070 - Firefighter	19.24
27101 - Guard I	12.42
27102 - Guard II	18.98
27131 - Police Officer I	22.88
27132 - Police Officer II	25.42
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.98
28042 - Carnival Equipment Repairer	12.53
28043 - Carnival Worker	9.65
28210 - Gate Attendant/Gate Tender	14.91
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	16.69
28510 - Recreation Aide/Health Facility Attendant	12.18
28515 - Recreation Specialist	20.67
28630 - Sports Official	13.29
28690 - Swimming Pool Operator	18.70
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.00
29020 - Hatch Tender	22.00
29030 - Line Handler	21.78
29041 - Stevedore I	20.08
29042 - Stevedore II	23.07
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.50
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.38
30021 - Archeological Technician I	17.83
30022 - Archeological Technician II	19.95
30023 - Archeological Technician III	24.72
30030 - Cartographic Technician	24.72
30040 - Civil Engineering Technician	25.70
30051 - Cryogenic Technician I	26.81
30052 - Cryogenic Technician II	29.61
30061 - Drafter/CAD Operator I	17.83
30062 - Drafter/CAD Operator II	19.95
30063 - Drafter/CAD Operator III	22.24

30064 - Drafter/CAD Operator IV	27.38
30081 - Engineering Technician I	16.36
30082 - Engineering Technician II	18.36
30083 - Engineering Technician III	20.54
30084 - Engineering Technician IV	25.45
30085 - Engineering Technician V	31.13
30086 - Engineering Technician VI	37.67
30090 - Environmental Technician	21.62
30095 - Evidence Control Specialist	24.20
30210 - Laboratory Technician	17.74
30221 - Latent Fingerprint Technician I	26.81
30222 - Latent Fingerprint Technician II	29.61
30240 - Mathematical Technician	24.72
30361 - Paralegal/Legal Assistant I	20.12
30362 - Paralegal/Legal Assistant II	24.94
30363 - Paralegal/Legal Assistant III	30.50
30364 - Paralegal/Legal Assistant IV	36.90
30375 - Petroleum Supply Specialist	29.61
30390 - Photo-Optics Technician	24.72
30395 - Radiation Control Technician	29.61
30461 - Technical Writer I	24.32
30462 - Technical Writer II	29.75
30463 - Technical Writer III	36.00
30491 - Unexploded Ordnance (UXO) Technician I	26.26
30492 - Unexploded Ordnance (UXO) Technician II	31.78
30493 - Unexploded Ordnance (UXO) Technician III	38.09
30494 - Unexploded (UXO) Safety Escort	26.26
30495 - Unexploded (UXO) Sweep Personnel	26.26
30501 - Weather Forecaster I	26.81
30502 - Weather Forecaster II	32.60
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 22.24
30621 - Weather Observer, Senior	(see 2) 24.72
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.78
31020 - Bus Aide	13.60
31030 - Bus Driver	17.45
31043 - Driver Courier	14.03
31260 - Parking and Lot Attendant	12.36
31290 - Shuttle Bus Driver	14.92
31310 - Taxi Driver	12.40
31361 - Truckdriver, Light	14.92
31362 - Truckdriver, Medium	15.82
31363 - Truckdriver, Heavy	18.99
31364 - Truckdriver, Tractor-Trailer	18.99
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.49
99030 - Cashier	10.26
99050 - Desk Clerk	12.07
99095 - Embalmer	28.26
99130 - Flight Follower	26.26
99251 - Laboratory Animal Caretaker I	14.31
99252 - Laboratory Animal Caretaker II	15.23
99260 - Marketing Analyst	31.67
99310 - Mortician	28.26
99410 - Pest Controller	19.57
99510 - Photofinishing Worker	14.91
99710 - Recycling Laborer	15.37
99711 - Recycling Specialist	17.48
99730 - Refuse Collector	14.34
99810 - Sales Clerk	12.44

99820 - School Crossing Guard	10.76
99830 - Survey Party Chief	22.86
99831 - Surveying Aide	15.58
99832 - Surveying Technician	20.78
99840 - Vending Machine Attendant	13.70
99841 - Vending Machine Repairer	18.78
99842 - Vending Machine Repairer Helper	13.71

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-4265 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of		Wage Determination No.: 2015-4265
Director	Wage Determinations		Revision No.: 4
			Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Maryland

Area: Maryland Counties of Anne Arundel, Baltimore, Baltimore City, Carroll, Harford, Howard

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.66
01012 - Accounting Clerk II		18.71
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		13.86
01042 - Customer Service Representative II		15.59
01043 - Customer Service Representative III		17.00
01051 - Data Entry Operator I		15.34
01052 - Data Entry Operator II		16.73
01060 - Dispatcher, Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.21
01090 - Duplicating Machine Operator		14.21
01111 - General Clerk I		14.88
01112 - General Clerk II		16.24
01113 - General Clerk III		18.23
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		15.03
01191 - Order Clerk I		15.74
01192 - Order Clerk II		17.17
01261 - Personnel Assistant (Employment) I		18.15
01262 - Personnel Assistant (Employment) II		20.32
01263 - Personnel Assistant (Employment) III		22.65
01270 - Production Control Clerk		22.99
01290 - Rental Clerk		16.55
01300 - Scheduler, Maintenance		18.07
01311 - Secretary I		18.07
01312 - Secretary II		20.18

01313 - Secretary III	25.29
01320 - Service Order Dispatcher	16.13
01410 - Supply Technician	31.41
01420 - Survey Worker	20.03
01460 - Switchboard Operator/Receptionist	14.43
01531 - Travel Clerk I	13.29
01532 - Travel Clerk II	14.36
01533 - Travel Clerk III	15.49
01611 - Word Processor I	15.63
01612 - Word Processor II	17.67
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.56
05010 - Automotive Electrician	23.51
05040 - Automotive Glass Installer	22.15
05070 - Automotive Worker	22.15
05110 - Mobile Equipment Servicer	19.89
05130 - Motor Equipment Metal Mechanic	24.10
05160 - Motor Equipment Metal Worker	22.15
05190 - Motor Vehicle Mechanic	24.10
05220 - Motor Vehicle Mechanic Helper	18.92
05250 - Motor Vehicle Upholstery Worker	21.81
05280 - Motor Vehicle Wrecker	22.15
05310 - Painter, Automotive	23.51
05340 - Radiator Repair Specialist	22.15
05370 - Tire Repairer	13.77
05400 - Transmission Repair Specialist	24.10
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.85
07041 - Cook I	15.09
07042 - Cook II	16.44
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	20.07
07260 - Waiter/Waitress	9.35
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.93
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	17.69
09090 - Furniture Refinisher Helper	15.15
09110 - Furniture Repairer, Minor	16.42
09130 - Upholsterer	18.63
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.21
11060 - Elevator Operator	11.21
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer, Grounds Maintenance	13.72
11240 - Maid or Houseman	11.39
11260 - Pruner	12.94
11270 - Tractor Operator	16.04
11330 - Trail Maintenance Worker	13.72
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	20.60
12011 - Breath Alcohol Technician	22.28
12012 - Certified Occupational Therapist Assistant	29.69
12015 - Certified Physical Therapist Assistant	27.86
12020 - Dental Assistant	19.16
12025 - Dental Hygienist	42.30

12030 - EKG Technician	32.40
12035 - Electroneurodiagnostic Technologist	32.40
12040 - Emergency Medical Technician	20.60
12071 - Licensed Practical Nurse I	19.92
12072 - Licensed Practical Nurse II	22.28
12073 - Licensed Practical Nurse III	24.84
12100 - Medical Assistant	16.32
12130 - Medical Laboratory Technician	18.04
12160 - Medical Record Clerk	20.34
12190 - Medical Record Technician	22.75
12195 - Medical Transcriptionist	17.93
12210 - Nuclear Medicine Technologist	38.41
12221 - Nursing Assistant I	11.88
12222 - Nursing Assistant II	13.35
12223 - Nursing Assistant III	14.79
12224 - Nursing Assistant IV	16.61
12235 - Optical Dispenser	17.66
12236 - Optical Technician	15.80
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	17.68
12305 - Radiologic Technologist	31.11
12311 - Registered Nurse I	27.64
12312 - Registered Nurse II	33.44
12313 - Registered Nurse II, Specialist	33.44
12314 - Registered Nurse III	40.13
12315 - Registered Nurse III, Anesthetist	40.13
12316 - Registered Nurse IV	48.10
12317 - Scheduler (Drug and Alcohol Testing)	24.45
12320 - Substance Abuse Treatment Counselor	20.96
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.08
13012 - Exhibits Specialist II	23.63
13013 - Exhibits Specialist III	28.91
13041 - Illustrator I	21.05
13042 - Illustrator II	26.08
13043 - Illustrator III	31.90
13047 - Librarian	33.88
13050 - Library Aide/Clerk	14.21
13054 - Library Information Technology Systems Administrator	30.60
13058 - Library Technician	19.89
13061 - Media Specialist I	19.05
13062 - Media Specialist II	21.31
13063 - Media Specialist III	23.76
13071 - Photographer I	15.59
13072 - Photographer II	18.64
13073 - Photographer III	23.09
13074 - Photographer IV	25.14
13075 - Photographer V	30.39
13090 - Technical Order Library Clerk	17.38
13110 - Video Teleconference Technician	20.53
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.92
14042 - Computer Operator II	21.18
14043 - Computer Operator III	23.60
14044 - Computer Operator IV	26.22
14045 - Computer Operator V	29.05
14071 - Computer Programmer I	(see 1) 26.36
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)

14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		33.16
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instructor (Rated)		44.06
15030 - Air Crew Training Devices Instructor (Pilot)		52.81
15050 - Computer Based Training Specialist / Instructor		36.47
15060 - Educational Technologist		32.42
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		26.73
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		44.14
15086 - Maintenance Test Pilot, Rotary Wing		44.14
15088 - Non-Maintenance Test/Co-Pilot		44.14
15090 - Technical Instructor		24.14
15095 - Technical Instructor/Course Developer		29.53
15110 - Test Proctor		19.48
15120 - Tutor		19.48
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.49
16030 - Counter Attendant		10.49
16040 - Dry Cleaner		14.21
16070 - Finisher, Flatwork, Machine		10.49
16090 - Presser, Hand		10.49
16110 - Presser, Machine, Drycleaning		10.49
16130 - Presser, Machine, Shirts		10.49
16160 - Presser, Machine, Wearing Apparel, Laundry		10.49
16190 - Sewing Machine Operator		15.33
16220 - Tailor		16.43
16250 - Washer, Machine		11.82
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.49
19040 - Tool And Die Maker		23.34
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.69
21030 - Material Coordinator		22.99
21040 - Material Expediter		22.99
21050 - Material Handling Laborer		13.83
21071 - Order Filler		14.44
21080 - Production Line Worker (Food Processing)		18.69
21110 - Shipping Packer		15.88
21130 - Shipping/Receiving Clerk		15.88
21140 - Store Worker I		17.04
21150 - Stock Clerk		20.35
21210 - Tools And Parts Attendant		18.69
21410 - Warehouse Specialist		18.69
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.95
23019 - Aircraft Logs and Records Technician		23.91
23021 - Aircraft Mechanic I		29.89
23022 - Aircraft Mechanic II		30.95
23023 - Aircraft Mechanic III		31.85
23040 - Aircraft Mechanic Helper		21.81
23050 - Aircraft, Painter		26.60
23060 - Aircraft Servicer		23.91
23070 - Aircraft Survival Flight Equipment Technician		26.60
23080 - Aircraft Worker		25.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		25.42

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	29.89
II		
23110	- Appliance Mechanic	21.54
23120	- Bicycle Repairer	14.00
23125	- Cable Splicer	28.60
23130	- Carpenter, Maintenance	22.55
23140	- Carpet Layer	23.40
23160	- Electrician, Maintenance	27.98
23181	- Electronics Technician Maintenance I	29.07
23182	- Electronics Technician Maintenance II	30.15
23183	- Electronics Technician Maintenance III	31.27
23260	- Fabric Worker	22.33
23290	- Fire Alarm System Mechanic	25.26
23310	- Fire Extinguisher Repairer	22.00
23311	- Fuel Distribution System Mechanic	25.38
23312	- Fuel Distribution System Operator	21.21
23370	- General Maintenance Worker	21.43
23380	- Ground Support Equipment Mechanic	29.89
23381	- Ground Support Equipment Servicer	23.91
23382	- Ground Support Equipment Worker	25.42
23391	- Gunsmith I	22.00
23392	- Gunsmith II	23.97
23393	- Gunsmith III	25.78
23410	- Heating, Ventilation And Air-Conditioning Mechanic	26.11
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.04
23430	- Heavy Equipment Mechanic	24.44
23440	- Heavy Equipment Operator	23.61
23460	- Instrument Mechanic	28.53
23465	- Laboratory/Shelter Mechanic	24.85
23470	- Laborer	14.98
23510	- Locksmith	23.72
23530	- Machinery Maintenance Mechanic	25.33
23550	- Machinist, Maintenance	24.48
23580	- Maintenance Trades Helper	18.27
23591	- Metrology Technician I	28.53
23592	- Metrology Technician II	29.55
23593	- Metrology Technician III	30.39
23640	- Millwright	28.78
23710	- Office Appliance Repairer	21.24
23760	- Painter, Maintenance	21.91
23790	- Pipefitter, Maintenance	25.61
23810	- Plumber, Maintenance	24.69
23820	- Pneudraulic Systems Mechanic	25.78
23850	- Rigger	26.81
23870	- Scale Mechanic	23.97
23890	- Sheet-Metal Worker, Maintenance	24.27
23910	- Small Engine Mechanic	21.13
23931	- Telecommunications Mechanic I	28.17
23932	- Telecommunications Mechanic II	31.26
23950	- Telephone Lineman	31.89
23960	- Welder, Combination, Maintenance	22.91
23965	- Well Driller	25.20
23970	- Woodcraft Worker	25.78
23980	- Woodworker	22.00
24000	- Personal Needs Occupations	
24550	- Case Manager	16.11
24570	- Child Care Attendant	12.73
24580	- Child Care Center Clerk	15.95

24610 - Chore Aide	11.50
24620 - Family Readiness And Support Services Coordinator	16.11
24630 - Homemaker	17.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.55
25040 - Sewage Plant Operator	20.84
25070 - Stationary Engineer	27.55
25190 - Ventilation Equipment Tender	22.36
25210 - Water Treatment Plant Operator	20.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.78
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	17.85
27040 - Detention Officer	22.80
27070 - Firefighter	27.40
27101 - Guard I	12.71
27102 - Guard II	17.85
27131 - Police Officer I	27.48
27132 - Police Officer II	30.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.84
28042 - Carnival Equipment Repairer	12.31
28043 - Carnival Worker	9.24
28210 - Gate Attendant/Gate Tender	14.31
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	16.02
28510 - Recreation Aide/Health Facility Attendant	11.68
28515 - Recreation Specialist	19.84
28630 - Sports Official	12.50
28690 - Swimming Pool Operator	15.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.53
29020 - Hatch Tender	27.53
29030 - Line Handler	27.53
29041 - Stevedore I	25.70
29042 - Stevedore II	28.99
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.44
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.58
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.47
30021 - Archeological Technician I	20.19
30022 - Archeological Technician II	22.60
30023 - Archeological Technician III	27.98
30030 - Cartographic Technician	27.98
30040 - Civil Engineering Technician	27.18
30051 - Cryogenic Technician I	28.50
30052 - Cryogenic Technician II	31.48
30061 - Drafter/CAD Operator I	20.19
30062 - Drafter/CAD Operator II	22.60
30063 - Drafter/CAD Operator III	25.19
30064 - Drafter/CAD Operator IV	31.00
30081 - Engineering Technician I	22.92
30082 - Engineering Technician II	25.72
30083 - Engineering Technician III	28.79
30084 - Engineering Technician IV	35.64
30085 - Engineering Technician V	43.61
30086 - Engineering Technician VI	52.76
30090 - Environmental Technician	28.74

30095 - Evidence Control Specialist	25.73
30210 - Laboratory Technician	23.38
30221 - Latent Fingerprint Technician I	25.19
30222 - Latent Fingerprint Technician II	27.82
30240 - Mathematical Technician	27.98
30361 - Paralegal/Legal Assistant I	20.91
30362 - Paralegal/Legal Assistant II	25.90
30363 - Paralegal/Legal Assistant III	31.69
30364 - Paralegal/Legal Assistant IV	38.34
30375 - Petroleum Supply Specialist	31.48
30390 - Photo-Optics Technician	27.98
30395 - Radiation Control Technician	31.48
30461 - Technical Writer I	24.50
30462 - Technical Writer II	29.97
30463 - Technical Writer III	36.26
30491 - Unexploded Ordnance (UXO) Technician I	26.34
30492 - Unexploded Ordnance (UXO) Technician II	31.87
30493 - Unexploded Ordnance (UXO) Technician III	38.20
30494 - Unexploded (UXO) Safety Escort	26.34
30495 - Unexploded (UXO) Sweep Personnel	26.34
30501 - Weather Forecaster I	31.00
30502 - Weather Forecaster II	37.71
30620 - Weather Observer, Combined Upper Air Or	(see 2) 25.19
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.98
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.87
31020 - Bus Aide	15.46
31030 - Bus Driver	20.85
31043 - Driver Courier	15.76
31260 - Parking and Lot Attendant	10.80
31290 - Shuttle Bus Driver	16.90
31310 - Taxi Driver	12.25
31361 - Truckdriver, Light	16.90
31362 - Truckdriver, Medium	17.90
31363 - Truckdriver, Heavy	21.90
31364 - Truckdriver, Tractor-Trailer	21.90
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.54
99030 - Cashier	10.03
99050 - Desk Clerk	12.77
99095 - Embalmer	27.90
99130 - Flight Follower	26.34
99251 - Laboratory Animal Caretaker I	11.31
99252 - Laboratory Animal Caretaker II	12.28
99260 - Marketing Analyst	27.53
99310 - Mortician	29.35
99410 - Pest Controller	20.98
99510 - Photofinishing Worker	13.20
99710 - Recycling Laborer	16.17
99711 - Recycling Specialist	18.01
99730 - Refuse Collector	15.26
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	13.73
99830 - Survey Party Chief	25.23
99831 - Surveying Aide	13.75
99832 - Surveying Technician	20.96
99840 - Vending Machine Attendant	14.42
99841 - Vending Machine Repairer	17.79
99842 - Vending Machine Repairer Helper	14.42

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-4945 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-4945
Director	Wage Determinations	Revision No.: 4
		Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Minnesota, Wisconsin

Area: Minnesota Counties of Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Washington, Wright
 Wisconsin Counties of Pierce, St Croix

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.31
01012 - Accounting Clerk II		18.32
01013 - Accounting Clerk III		20.49
01020 - Administrative Assistant		26.44
01035 - Court Reporter		23.20
01041 - Customer Service Representative I		15.01
01042 - Customer Service Representative II		16.89
01043 - Customer Service Representative III		18.42
01051 - Data Entry Operator I		14.89
01052 - Data Entry Operator II		16.24
01060 - Dispatcher, Motor Vehicle		21.93
01070 - Document Preparation Clerk		16.50
01090 - Duplicating Machine Operator		16.50
01111 - General Clerk I		14.03
01112 - General Clerk II		15.31
01113 - General Clerk III		18.25
01120 - Housing Referral Assistant		22.38
01141 - Messenger Courier		14.98
01191 - Order Clerk I		16.23
01192 - Order Clerk II		17.72
01261 - Personnel Assistant (Employment) I		17.75
01262 - Personnel Assistant (Employment) II		19.86
01263 - Personnel Assistant (Employment) III		22.13
01270 - Production Control Clerk		23.59
01290 - Rental Clerk		16.80
01300 - Scheduler, Maintenance		17.95
01311 - Secretary I		17.95

01312 - Secretary II	20.09
01313 - Secretary III	22.38
01320 - Service Order Dispatcher	20.00
01410 - Supply Technician	26.44
01420 - Survey Worker	19.17
01460 - Switchboard Operator/Receptionist	15.24
01531 - Travel Clerk I	14.01
01532 - Travel Clerk II	15.12
01533 - Travel Clerk III	16.22
01611 - Word Processor I	16.11
01612 - Word Processor II	18.08
01613 - Word Processor III	20.23
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.68
05010 - Automotive Electrician	20.79
05040 - Automotive Glass Installer	19.11
05070 - Automotive Worker	19.93
05110 - Mobile Equipment Servicer	17.51
05130 - Motor Equipment Metal Mechanic	21.60
05160 - Motor Equipment Metal Worker	19.93
05190 - Motor Vehicle Mechanic	21.70
05220 - Motor Vehicle Mechanic Helper	16.72
05250 - Motor Vehicle Upholstery Worker	18.51
05280 - Motor Vehicle Wrecker	19.93
05310 - Painter, Automotive	19.94
05340 - Radiator Repair Specialist	19.73
05370 - Tire Repairer	16.12
05400 - Transmission Repair Specialist	21.60
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.19
07041 - Cook I	15.34
07042 - Cook II	17.03
07070 - Dishwasher	10.58
07130 - Food Service Worker	12.01
07210 - Meat Cutter	20.01
07260 - Waiter/Waitress	11.59
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.90
09040 - Furniture Handler	16.13
09080 - Furniture Refinisher	19.90
09090 - Furniture Refinisher Helper	18.07
09110 - Furniture Repairer, Minor	19.60
09130 - Upholsterer	19.90
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.56
11060 - Elevator Operator	15.31
11090 - Gardener	20.25
11122 - Housekeeping Aide	15.31
11150 - Janitor	15.31
11210 - Laborer, Grounds Maintenance	16.54
11240 - Maid or Houseman	11.64
11260 - Pruner	16.00
11270 - Tractor Operator	18.46
11330 - Trail Maintenance Worker	16.54
11360 - Window Cleaner	16.67
12000 - Health Occupations	
12010 - Ambulance Driver	21.04
12011 - Breath Alcohol Technician	19.72
12012 - Certified Occupational Therapist Assistant	22.56
12015 - Certified Physical Therapist Assistant	25.54
12020 - Dental Assistant	22.92

12025 - Dental Hygienist	35.44
12030 - EKG Technician	32.59
12035 - Electroneurodiagnostic Technologist	32.59
12040 - Emergency Medical Technician	21.04
12071 - Licensed Practical Nurse I	17.63
12072 - Licensed Practical Nurse II	19.72
12073 - Licensed Practical Nurse III	21.99
12100 - Medical Assistant	18.09
12130 - Medical Laboratory Technician	21.61
12160 - Medical Record Clerk	19.37
12190 - Medical Record Technician	21.67
12195 - Medical Transcriptionist	19.44
12210 - Nuclear Medicine Technologist	39.04
12221 - Nursing Assistant I	11.77
12222 - Nursing Assistant II	13.24
12223 - Nursing Assistant III	14.44
12224 - Nursing Assistant IV	16.21
12235 - Optical Dispenser	20.15
12236 - Optical Technician	16.04
12250 - Pharmacy Technician	17.63
12280 - Phlebotomist	17.08
12305 - Radiologic Technologist	31.33
12311 - Registered Nurse I	29.71
12312 - Registered Nurse II	36.35
12313 - Registered Nurse II, Specialist	36.35
12314 - Registered Nurse III	43.98
12315 - Registered Nurse III, Anesthetist	43.98
12316 - Registered Nurse IV	52.71
12317 - Scheduler (Drug and Alcohol Testing)	24.43
12320 - Substance Abuse Treatment Counselor	22.24
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.47
13012 - Exhibits Specialist II	26.14
13013 - Exhibits Specialist III	30.90
13041 - Illustrator I	21.81
13042 - Illustrator II	27.01
13043 - Illustrator III	33.05
13047 - Librarian	33.12
13050 - Library Aide/Clerk	15.53
13054 - Library Information Technology Systems Administrator	25.74
13058 - Library Technician	20.28
13061 - Media Specialist I	18.89
13062 - Media Specialist II	21.13
13063 - Media Specialist III	23.56
13071 - Photographer I	18.66
13072 - Photographer II	20.87
13073 - Photographer III	25.85
13074 - Photographer IV	31.63
13075 - Photographer V	36.15
13090 - Technical Order Library Clerk	18.07
13110 - Video Teleconference Technician	20.49
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.63
14042 - Computer Operator II	20.85
14043 - Computer Operator III	23.23
14044 - Computer Operator IV	25.81
14045 - Computer Operator V	28.59
14071 - Computer Programmer I	(see 1) 26.47
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)

14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.63
14160 - Personal Computer Support Technician		25.81
14170 - System Support Specialist		30.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.82
15020 - Aircrew Training Devices Instructor (Rated)		39.04
15030 - Air Crew Training Devices Instructor (Pilot)		44.11
15050 - Computer Based Training Specialist / Instructor		34.82
15060 - Educational Technologist		28.84
15070 - Flight Instructor (Pilot)		44.11
15080 - Graphic Artist		24.90
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		44.11
15086 - Maintenance Test Pilot, Rotary Wing		44.11
15088 - Non-Maintenance Test/Co-Pilot		44.11
15090 - Technical Instructor		24.54
15095 - Technical Instructor/Course Developer		30.02
15110 - Test Proctor		19.81
15120 - Tutor		19.81
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.81
16030 - Counter Attendant		11.81
16040 - Dry Cleaner		14.88
16070 - Finisher, Flatwork, Machine		11.81
16090 - Presser, Hand		11.81
16110 - Presser, Machine, Drycleaning		11.81
16130 - Presser, Machine, Shirts		11.81
16160 - Presser, Machine, Wearing Apparel, Laundry		11.81
16190 - Sewing Machine Operator		15.74
16220 - Tailor		16.65
16250 - Washer, Machine		13.09
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.33
19040 - Tool And Die Maker		29.32
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.96
21030 - Material Coordinator		23.59
21040 - Material Expediter		23.59
21050 - Material Handling Laborer		16.04
21071 - Order Filler		15.92
21080 - Production Line Worker (Food Processing)		17.96
21110 - Shipping Packer		18.04
21130 - Shipping/Receiving Clerk		18.04
21140 - Store Worker I		15.67
21150 - Stock Clerk		20.22
21210 - Tools And Parts Attendant		17.96
21410 - Warehouse Specialist		18.67
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.28
23019 - Aircraft Logs and Records Technician		25.70
23021 - Aircraft Mechanic I		29.07
23022 - Aircraft Mechanic II		30.28
23023 - Aircraft Mechanic III		31.44
23040 - Aircraft Mechanic Helper		22.53
23050 - Aircraft, Painter		27.98
23060 - Aircraft Servicer		25.70
23070 - Aircraft Survival Flight Equipment Technician		27.98
23080 - Aircraft Worker		26.80

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.80
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.07
23110 - Appliance Mechanic	24.70
23120 - Bicycle Repairer	18.83
23125 - Cable Splicer	38.42
23130 - Carpenter, Maintenance	25.79
23140 - Carpet Layer	29.66
23160 - Electrician, Maintenance	34.80
23181 - Electronics Technician Maintenance I	27.21
23182 - Electronics Technician Maintenance II	28.41
23183 - Electronics Technician Maintenance III	29.52
23260 - Fabric Worker	25.08
23290 - Fire Alarm System Mechanic	24.43
23310 - Fire Extinguisher Repairer	23.57
23311 - Fuel Distribution System Mechanic	29.79
23312 - Fuel Distribution System Operator	26.54
23370 - General Maintenance Worker	21.45
23380 - Ground Support Equipment Mechanic	29.07
23381 - Ground Support Equipment Servicer	25.70
23382 - Ground Support Equipment Worker	25.74
23391 - Gunsmith I	23.79
23392 - Gunsmith II	26.40
23393 - Gunsmith III	28.64
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.16
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.95
23430 - Heavy Equipment Mechanic	28.02
23440 - Heavy Equipment Operator	32.21
23460 - Instrument Mechanic	26.98
23465 - Laboratory/Shelter Mechanic	27.34
23470 - Laborer	14.57
23510 - Locksmith	22.19
23530 - Machinery Maintenance Mechanic	26.77
23550 - Machinist, Maintenance	23.62
23580 - Maintenance Trades Helper	16.19
23591 - Metrology Technician I	26.98
23592 - Metrology Technician II	28.11
23593 - Metrology Technician III	29.18
23640 - Millwright	27.33
23710 - Office Appliance Repairer	21.42
23760 - Painter, Maintenance	21.49
23790 - Pipefitter, Maintenance	37.19
23810 - Plumber, Maintenance	33.87
23820 - Pneudraulic Systems Mechanic	28.51
23850 - Rigger	28.37
23870 - Scale Mechanic	26.16
23890 - Sheet-Metal Worker, Maintenance	35.13
23910 - Small Engine Mechanic	23.36
23931 - Telecommunications Mechanic I	30.57
23932 - Telecommunications Mechanic II	31.85
23950 - Telephone Lineman	24.43
23960 - Welder, Combination, Maintenance	22.63
23965 - Well Driller	24.84
23970 - Woodcraft Worker	28.51
23980 - Woodworker	23.57
24000 - Personal Needs Occupations	
24550 - Case Manager	15.33
24570 - Child Care Attendant	13.15

24580 - Child Care Center Clerk	18.03
24610 - Chore Aide	11.42
24620 - Family Readiness And Support Services Coordinator	15.33
24630 - Homemaker	20.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.36
25040 - Sewage Plant Operator	26.83
25070 - Stationary Engineer	29.36
25190 - Ventilation Equipment Tender	22.75
25210 - Water Treatment Plant Operator	26.83
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.29
27007 - Baggage Inspector	14.94
27008 - Corrections Officer	23.84
27010 - Court Security Officer	21.99
27030 - Detection Dog Handler	18.37
27040 - Detention Officer	23.84
27070 - Firefighter	20.84
27101 - Guard I	14.94
27102 - Guard II	18.37
27131 - Police Officer I	30.02
27132 - Police Officer II	33.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.37
28042 - Carnival Equipment Repairer	13.26
28043 - Carnival Worker	9.93
28210 - Gate Attendant/Gate Tender	16.25
28310 - Lifeguard	11.28
28350 - Park Attendant (Aide)	18.18
28510 - Recreation Aide/Health Facility Attendant	12.82
28515 - Recreation Specialist	19.58
28630 - Sports Official	14.49
28690 - Swimming Pool Operator	19.47
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.01
29020 - Hatch Tender	31.01
29030 - Line Handler	31.01
29041 - Stevedore I	29.95
29042 - Stevedore II	32.41
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.02
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.59
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.39
30021 - Archeological Technician I	20.60
30022 - Archeological Technician II	23.05
30023 - Archeological Technician III	28.54
30030 - Cartographic Technician	29.12
30040 - Civil Engineering Technician	29.30
30051 - Cryogenic Technician I	25.86
30052 - Cryogenic Technician II	28.57
30061 - Drafter/CAD Operator I	20.60
30062 - Drafter/CAD Operator II	23.05
30063 - Drafter/CAD Operator III	25.69
30064 - Drafter/CAD Operator IV	31.62
30081 - Engineering Technician I	18.51
30082 - Engineering Technician II	21.39
30083 - Engineering Technician III	23.93
30084 - Engineering Technician IV	29.64
30085 - Engineering Technician V	31.93
30086 - Engineering Technician VI	39.73

30090 - Environmental Technician	24.44
30095 - Evidence Control Specialist	23.36
30210 - Laboratory Technician	23.92
30221 - Latent Fingerprint Technician I	24.49
30222 - Latent Fingerprint Technician II	27.06
30240 - Mathematical Technician	23.36
30361 - Paralegal/Legal Assistant I	20.05
30362 - Paralegal/Legal Assistant II	24.83
30363 - Paralegal/Legal Assistant III	30.38
30364 - Paralegal/Legal Assistant IV	36.76
30375 - Petroleum Supply Specialist	28.57
30390 - Photo-Optics Technician	29.64
30395 - Radiation Control Technician	28.57
30461 - Technical Writer I	25.29
30462 - Technical Writer II	30.95
30463 - Technical Writer III	37.39
30491 - Unexploded Ordnance (UXO) Technician I	25.43
30492 - Unexploded Ordnance (UXO) Technician II	30.77
30493 - Unexploded Ordnance (UXO) Technician III	36.88
30494 - Unexploded (UXO) Safety Escort	25.43
30495 - Unexploded (UXO) Sweep Personnel	25.43
30501 - Weather Forecaster I	31.62
30502 - Weather Forecaster II	38.47
30620 - Weather Observer, Combined Upper Air Or	(see 2) 25.69
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 28.54
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.77
31020 - Bus Aide	13.23
31030 - Bus Driver	17.55
31043 - Driver Courier	16.94
31260 - Parking and Lot Attendant	10.89
31290 - Shuttle Bus Driver	18.14
31310 - Taxi Driver	13.21
31361 - Truckdriver, Light	18.14
31362 - Truckdriver, Medium	22.10
31363 - Truckdriver, Heavy	22.46
31364 - Truckdriver, Tractor-Trailer	22.43
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.00
99030 - Cashier	10.23
99050 - Desk Clerk	11.38
99095 - Embalmer	35.34
99130 - Flight Follower	25.43
99251 - Laboratory Animal Caretaker I	13.81
99252 - Laboratory Animal Caretaker II	14.78
99260 - Marketing Analyst	31.62
99310 - Mortician	35.34
99410 - Pest Controller	21.70
99510 - Photofinishing Worker	17.97
99710 - Recycling Laborer	22.86
99711 - Recycling Specialist	26.57
99730 - Refuse Collector	21.03
99810 - Sales Clerk	12.21
99820 - School Crossing Guard	13.49
99830 - Survey Party Chief	32.94
99831 - Surveying Aide	21.88
99832 - Surveying Technician	25.16
99840 - Vending Machine Attendant	16.99
99841 - Vending Machine Repairer	19.47
99842 - Vending Machine Repairer Helper	16.99

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-5171 (Rev.-3) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-5171
Director	Wage Determinations	Revision No.: 3
		Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of George, Pearl River, Stone

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.39
01012 - Accounting Clerk II		15.08
01013 - Accounting Clerk III		16.77
01020 - Administrative Assistant		18.76
01035 - Court Reporter		14.68
01041 - Customer Service Representative I		10.79
01042 - Customer Service Representative II		12.13
01043 - Customer Service Representative III		13.24
01051 - Data Entry Operator I		11.88
01052 - Data Entry Operator II		13.14
01060 - Dispatcher, Motor Vehicle		17.15
01070 - Document Preparation Clerk		11.68
01090 - Duplicating Machine Operator		11.68
01111 - General Clerk I		11.03
01112 - General Clerk II		12.53
01113 - General Clerk III		14.13
01120 - Housing Referral Assistant		16.36
01141 - Messenger Courier		9.56
01191 - Order Clerk I		12.09
01192 - Order Clerk II		14.67
01261 - Personnel Assistant (Employment) I		13.93
01262 - Personnel Assistant (Employment) II		15.58
01263 - Personnel Assistant (Employment) III		17.36
01270 - Production Control Clerk		18.74
01290 - Rental Clerk		11.64
01300 - Scheduler, Maintenance		13.12
01311 - Secretary I		13.12
01312 - Secretary II		14.68
01313 - Secretary III		16.36

01320 - Service Order Dispatcher	15.09
01410 - Supply Technician	18.76
01420 - Survey Worker	13.80
01460 - Switchboard Operator/Receptionist	11.19
01531 - Travel Clerk I	11.65
01532 - Travel Clerk II	12.37
01533 - Travel Clerk III	12.97
01611 - Word Processor I	13.29
01612 - Word Processor II	14.92
01613 - Word Processor III	16.69
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.73
05010 - Automotive Electrician	17.59
05040 - Automotive Glass Installer	16.90
05070 - Automotive Worker	16.90
05110 - Mobile Equipment Servicer	15.49
05130 - Motor Equipment Metal Mechanic	18.27
05160 - Motor Equipment Metal Worker	16.90
05190 - Motor Vehicle Mechanic	19.39
05220 - Motor Vehicle Mechanic Helper	14.84
05250 - Motor Vehicle Upholstery Worker	16.20
05280 - Motor Vehicle Wrecker	16.90
05310 - Painter, Automotive	17.59
05340 - Radiator Repair Specialist	16.90
05370 - Tire Repairer	13.60
05400 - Transmission Repair Specialist	18.27
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.15
07041 - Cook I	10.34
07042 - Cook II	11.28
07070 - Dishwasher	8.78
07130 - Food Service Worker	8.86
07210 - Meat Cutter	13.16
07260 - Waiter/Waitress	8.83
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.89
09040 - Furniture Handler	13.10
09080 - Furniture Refinisher	16.89
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer, Minor	15.20
09130 - Upholsterer	16.89
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.35
11060 - Elevator Operator	9.29
11090 - Gardener	13.07
11122 - Housekeeping Aide	10.53
11150 - Janitor	10.53
11210 - Laborer, Grounds Maintenance	10.96
11240 - Maid or Houseman	8.89
11260 - Pruner	10.35
11270 - Tractor Operator	12.20
11330 - Trail Maintenance Worker	10.96
11360 - Window Cleaner	11.11
12000 - Health Occupations	
12010 - Ambulance Driver	15.98
12011 - Breath Alcohol Technician	16.09
12012 - Certified Occupational Therapist Assistant	22.14
12015 - Certified Physical Therapist Assistant	20.13
12020 - Dental Assistant	13.64
12025 - Dental Hygienist	26.82
12030 - EKG Technician	24.24

12035 - Electroneurodiagnostic Technologist	24.24
12040 - Emergency Medical Technician	15.98
12071 - Licensed Practical Nurse I	14.38
12072 - Licensed Practical Nurse II	16.09
12073 - Licensed Practical Nurse III	17.93
12100 - Medical Assistant	13.23
12130 - Medical Laboratory Technician	15.38
12160 - Medical Record Clerk	12.63
12190 - Medical Record Technician	14.22
12195 - Medical Transcriptionist	13.85
12210 - Nuclear Medicine Technologist	33.26
12221 - Nursing Assistant I	9.91
12222 - Nursing Assistant II	11.14
12223 - Nursing Assistant III	12.16
12224 - Nursing Assistant IV	13.66
12235 - Optical Dispenser	15.66
12236 - Optical Technician	14.38
12250 - Pharmacy Technician	14.01
12280 - Phlebotomist	13.52
12305 - Radiologic Technologist	21.02
12311 - Registered Nurse I	22.23
12312 - Registered Nurse II	25.94
12313 - Registered Nurse II, Specialist	27.19
12314 - Registered Nurse III	32.89
12315 - Registered Nurse III, Anesthetist	32.89
12316 - Registered Nurse IV	39.42
12317 - Scheduler (Drug and Alcohol Testing)	19.92
12320 - Substance Abuse Treatment Counselor	13.91
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.83
13012 - Exhibits Specialist II	20.86
13013 - Exhibits Specialist III	25.61
13041 - Illustrator I	16.83
13042 - Illustrator II	20.86
13043 - Illustrator III	25.61
13047 - Librarian	23.09
13050 - Library Aide/Clerk	10.22
13054 - Library Information Technology Systems Administrator	20.86
13058 - Library Technician	12.78
13061 - Media Specialist I	15.05
13062 - Media Specialist II	16.83
13063 - Media Specialist III	18.77
13071 - Photographer I	14.63
13072 - Photographer II	16.37
13073 - Photographer III	20.27
13074 - Photographer IV	24.80
13075 - Photographer V	30.00
13090 - Technical Order Library Clerk	15.74
13110 - Video Teleconference Technician	14.63
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.79
14042 - Computer Operator II	16.20
14043 - Computer Operator III	18.76
14044 - Computer Operator IV	20.07
14045 - Computer Operator V	22.22
14071 - Computer Programmer I	(see 1) 20.43
14072 - Computer Programmer II	(see 1) 25.30
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)

14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.79
14160 - Personal Computer Support Technician		20.07
14170 - System Support Specialist		19.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.76
15020 - Aircrew Training Devices Instructor (Rated)		33.59
15030 - Air Crew Training Devices Instructor (Pilot)		40.14
15050 - Computer Based Training Specialist / Instructor		27.76
15060 - Educational Technologist		34.22
15070 - Flight Instructor (Pilot)		40.14
15080 - Graphic Artist		19.42
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		38.68
15086 - Maintenance Test Pilot, Rotary Wing		38.68
15088 - Non-Maintenance Test/Co-Pilot		38.68
15090 - Technical Instructor		20.13
15095 - Technical Instructor/Course Developer		24.63
15110 - Test Proctor		16.25
15120 - Tutor		16.25
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.97
16030 - Counter Attendant		8.97
16040 - Dry Cleaner		10.38
16070 - Finisher, Flatwork, Machine		8.97
16090 - Presser, Hand		8.97
16110 - Presser, Machine, Drycleaning		8.97
16130 - Presser, Machine, Shirts		8.97
16160 - Presser, Machine, Wearing Apparel, Laundry		8.97
16190 - Sewing Machine Operator		11.00
16220 - Tailor		11.65
16250 - Washer, Machine		9.36
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.81
19040 - Tool And Die Maker		22.63
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.50
21030 - Material Coordinator		18.74
21040 - Material Expediter		18.74
21050 - Material Handling Laborer		11.36
21071 - Order Filler		11.80
21080 - Production Line Worker (Food Processing)		15.50
21110 - Shipping Packer		13.24
21130 - Shipping/Receiving Clerk		13.24
21140 - Store Worker I		14.79
21150 - Stock Clerk		16.50
21210 - Tools And Parts Attendant		15.50
21410 - Warehouse Specialist		15.50
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.61
23019 - Aircraft Logs and Records Technician		24.55
23021 - Aircraft Mechanic I		28.18
23022 - Aircraft Mechanic II		29.61
23023 - Aircraft Mechanic III		31.08
23040 - Aircraft Mechanic Helper		21.33
23050 - Aircraft, Painter		26.70
23060 - Aircraft Servicer		24.55
23070 - Aircraft Survival Flight Equipment Technician		26.70
23080 - Aircraft Worker		26.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		26.09

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23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.18
23110 - Appliance Mechanic	18.81
23120 - Bicycle Repairer	14.96
23125 - Cable Splicer	25.38
23130 - Carpenter, Maintenance	17.95
23140 - Carpet Layer	17.79
23160 - Electrician, Maintenance	22.48
23181 - Electronics Technician Maintenance I	21.73
23182 - Electronics Technician Maintenance II	22.96
23183 - Electronics Technician Maintenance III	24.23
23260 - Fabric Worker	17.20
23290 - Fire Alarm System Mechanic	20.09
23310 - Fire Extinguisher Repairer	16.49
23311 - Fuel Distribution System Mechanic	21.51
23312 - Fuel Distribution System Operator	16.76
23370 - General Maintenance Worker	14.91
23380 - Ground Support Equipment Mechanic	28.18
23381 - Ground Support Equipment Servicer	24.55
23382 - Ground Support Equipment Worker	26.09
23391 - Gunsmith I	16.49
23392 - Gunsmith II	17.92
23393 - Gunsmith III	19.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.90
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19.16
23430 - Heavy Equipment Mechanic	19.86
23440 - Heavy Equipment Operator	17.55
23460 - Instrument Mechanic	19.91
23465 - Laboratory/Shelter Mechanic	18.81
23470 - Laborer	11.36
23510 - Locksmith	18.81
23530 - Machinery Maintenance Mechanic	20.86
23550 - Machinist, Maintenance	18.86
23580 - Maintenance Trades Helper	15.22
23591 - Metrology Technician I	19.91
23592 - Metrology Technician II	20.81
23593 - Metrology Technician III	21.73
23640 - Millwright	22.54
23710 - Office Appliance Repairer	18.81
23760 - Painter, Maintenance	15.08
23790 - Pipefitter, Maintenance	21.02
23810 - Plumber, Maintenance	19.92
23820 - Pneudraulic Systems Mechanic	19.91
23850 - Rigger	19.91
23870 - Scale Mechanic	17.92
23890 - Sheet-Metal Worker, Maintenance	18.08
23910 - Small Engine Mechanic	15.36
23931 - Telecommunications Mechanic I	29.28
23932 - Telecommunications Mechanic II	32.88
23950 - Telephone Lineman	23.37
23960 - Welder, Combination, Maintenance	17.57
23965 - Well Driller	18.90
23970 - Woodcraft Worker	19.91
23980 - Woodworker	17.07
24000 - Personal Needs Occupations	
24550 - Case Manager	15.82
24570 - Child Care Attendant	8.86
24580 - Child Care Center Clerk	11.40
24610 - Chore Aide	11.01

24620 - Family Readiness And Support Services Coordinator	15.82
24630 - Homemaker	14.75
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.56
25040 - Sewage Plant Operator	17.74
25070 - Stationary Engineer	21.56
25190 - Ventilation Equipment Tender	15.98
25210 - Water Treatment Plant Operator	17.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.21
27007 - Baggage Inspector	12.63
27008 - Corrections Officer	12.80
27010 - Court Security Officer	15.40
27030 - Detection Dog Handler	15.38
27040 - Detention Officer	12.80
27070 - Firefighter	17.64
27101 - Guard I	12.63
27102 - Guard II	15.38
27131 - Police Officer I	15.75
27132 - Police Officer II	17.50
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.48
28042 - Carnival Equipment Repairer	14.69
28043 - Carnival Worker	10.56
28210 - Gate Attendant/Gate Tender	14.28
28310 - Lifeguard	12.19
28350 - Park Attendant (Aide)	15.97
28510 - Recreation Aide/Health Facility Attendant	11.66
28515 - Recreation Specialist	19.61
28630 - Sports Official	12.72
28690 - Swimming Pool Operator	18.23
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.56
29020 - Hatch Tender	19.81
29030 - Line Handler	19.81
29041 - Stevedore I	19.70
29042 - Stevedore II	21.36
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	18.63
30022 - Archeological Technician II	21.06
30023 - Archeological Technician III	24.82
30030 - Cartographic Technician	26.10
30040 - Civil Engineering Technician	20.19
30051 - Cryogenic Technician I	23.96
30052 - Cryogenic Technician II	26.47
30061 - Drafter/CAD Operator I	18.63
30062 - Drafter/CAD Operator II	21.06
30063 - Drafter/CAD Operator III	23.45
30064 - Drafter/CAD Operator IV	28.86
30081 - Engineering Technician I	16.25
30082 - Engineering Technician II	18.24
30083 - Engineering Technician III	20.44
30084 - Engineering Technician IV	25.28
30085 - Engineering Technician V	31.68
30086 - Engineering Technician VI	37.41
30090 - Environmental Technician	23.70
30095 - Evidence Control Specialist	21.63

30210 - Laboratory Technician	21.89
30221 - Latent Fingerprint Technician I	23.96
30222 - Latent Fingerprint Technician II	26.47
30240 - Mathematical Technician	25.12
30361 - Paralegal/Legal Assistant I	15.77
30362 - Paralegal/Legal Assistant II	19.54
30363 - Paralegal/Legal Assistant III	23.91
30364 - Paralegal/Legal Assistant IV	28.92
30375 - Petroleum Supply Specialist	26.47
30390 - Photo-Optics Technician	25.12
30395 - Radiation Control Technician	26.47
30461 - Technical Writer I	24.33
30462 - Technical Writer II	27.26
30463 - Technical Writer III	32.98
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	28.86
30502 - Weather Forecaster II	35.10
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 23.45
30621 - Weather Observer, Senior	(see 2) 25.12
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	11.61
31030 - Bus Driver	16.66
31043 - Driver Courier	12.79
31260 - Parking and Lot Attendant	10.48
31290 - Shuttle Bus Driver	13.37
31310 - Taxi Driver	10.52
31361 - Truckdriver, Light	13.37
31362 - Truckdriver, Medium	15.35
31363 - Truckdriver, Heavy	18.33
31364 - Truckdriver, Tractor-Trailer	18.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	8.83
99050 - Desk Clerk	9.43
99095 - Embalmer	22.74
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	13.56
99252 - Laboratory Animal Caretaker II	13.95
99260 - Marketing Analyst	28.68
99310 - Mortician	22.74
99410 - Pest Controller	14.16
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	14.77
99711 - Recycling Specialist	16.34
99730 - Refuse Collector	13.46
99810 - Sales Clerk	11.54
99820 - School Crossing Guard	13.99
99830 - Survey Party Chief	17.37
99831 - Surveying Aide	11.49
99832 - Surveying Technician	15.78
99840 - Vending Machine Attendant	13.25
99841 - Vending Machine Repairer	15.07
99842 - Vending Machine Repairer Helper	12.35

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-5095 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-5095
Director	Wage Determinations	Revision No.: 4
		Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Adair, Atchison, Carroll, Chariton, Daviess, Gentry, Grundy, Harrison, Holt, Linn, Livingston, Macon, Mercer, Nodaway, Putnam, Schuyler, Sullivan, Worth

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.97
01012 - Accounting Clerk II		15.69
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		21.80
01035 - Court Reporter		18.32
01041 - Customer Service Representative I		11.12
01042 - Customer Service Representative II		12.50
01043 - Customer Service Representative III		13.64
01051 - Data Entry Operator I		12.47
01052 - Data Entry Operator II		14.14
01060 - Dispatcher, Motor Vehicle		18.55
01070 - Document Preparation Clerk		14.22
01090 - Duplicating Machine Operator		14.22
01111 - General Clerk I		12.95
01112 - General Clerk II		14.22
01113 - General Clerk III		15.96
01120 - Housing Referral Assistant		20.79
01141 - Messenger Courier		11.41
01191 - Order Clerk I		12.73
01192 - Order Clerk II		15.29
01261 - Personnel Assistant (Employment) I		16.17
01262 - Personnel Assistant (Employment) II		17.97
01263 - Personnel Assistant (Employment) III		20.54
01270 - Production Control Clerk		20.04
01290 - Rental Clerk		14.97
01300 - Scheduler, Maintenance		15.96
01311 - Secretary I		15.96

01312 - Secretary II	17.90
01313 - Secretary III	20.79
01320 - Service Order Dispatcher	21.18
01410 - Supply Technician	23.09
01420 - Survey Worker	17.02
01460 - Switchboard Operator/Receptionist	13.87
01531 - Travel Clerk I	12.96
01532 - Travel Clerk II	14.00
01533 - Travel Clerk III	15.03
01611 - Word Processor I	14.09
01612 - Word Processor II	15.81
01613 - Word Processor III	17.69
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.30
05010 - Automotive Electrician	19.32
05040 - Automotive Glass Installer	18.59
05070 - Automotive Worker	18.59
05110 - Mobile Equipment Servicer	16.51
05130 - Motor Equipment Metal Mechanic	20.03
05160 - Motor Equipment Metal Worker	18.59
05190 - Motor Vehicle Mechanic	21.70
05220 - Motor Vehicle Mechanic Helper	15.47
05250 - Motor Vehicle Upholstery Worker	17.54
05280 - Motor Vehicle Wrecker	18.59
05310 - Painter, Automotive	19.32
05340 - Radiator Repair Specialist	18.59
05370 - Tire Repairer	15.18
05400 - Transmission Repair Specialist	20.03
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.52
07041 - Cook I	10.88
07042 - Cook II	12.54
07070 - Dishwasher	9.60
07130 - Food Service Worker	10.31
07210 - Meat Cutter	15.48
07260 - Waiter/Waitress	9.27
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.23
09040 - Furniture Handler	15.75
09080 - Furniture Refinisher	21.23
09090 - Furniture Refinisher Helper	17.01
09110 - Furniture Repairer, Minor	19.27
09130 - Upholsterer	15.08
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.24
11060 - Elevator Operator	12.93
11090 - Gardener	16.01
11122 - Housekeeping Aide	12.93
11150 - Janitor	12.93
11210 - Laborer, Grounds Maintenance	13.34
11240 - Maid or Houseman	10.52
11260 - Pruner	12.93
11270 - Tractor Operator	15.37
11330 - Trail Maintenance Worker	13.34
11360 - Window Cleaner	13.33
12000 - Health Occupations	
12010 - Ambulance Driver	17.12
12011 - Breath Alcohol Technician	17.12
12012 - Certified Occupational Therapist Assistant	25.80
12015 - Certified Physical Therapist Assistant	24.94
12020 - Dental Assistant	16.52

12025 - Dental Hygienist	34.35
12030 - EKG Technician	25.83
12035 - Electroneurodiagnostic Technologist	25.83
12040 - Emergency Medical Technician	17.12
12071 - Licensed Practical Nurse I	15.24
12072 - Licensed Practical Nurse II	17.05
12073 - Licensed Practical Nurse III	19.00
12100 - Medical Assistant	14.08
12130 - Medical Laboratory Technician	17.49
12160 - Medical Record Clerk	13.62
12190 - Medical Record Technician	15.23
12195 - Medical Transcriptionist	17.62
12210 - Nuclear Medicine Technologist	37.46
12221 - Nursing Assistant I	10.14
12222 - Nursing Assistant II	11.40
12223 - Nursing Assistant III	12.44
12224 - Nursing Assistant IV	13.97
12235 - Optical Dispenser	14.12
12236 - Optical Technician	15.24
12250 - Pharmacy Technician	14.84
12280 - Phlebotomist	13.97
12305 - Radiologic Technologist	25.29
12311 - Registered Nurse I	23.68
12312 - Registered Nurse II	27.27
12313 - Registered Nurse II, Specialist	27.27
12314 - Registered Nurse III	33.15
12315 - Registered Nurse III, Anesthetist	33.15
12316 - Registered Nurse IV	39.45
12317 - Scheduler (Drug and Alcohol Testing)	21.11
12320 - Substance Abuse Treatment Counselor	15.84
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.11
13012 - Exhibits Specialist II	27.35
13013 - Exhibits Specialist III	29.94
13041 - Illustrator I	18.65
13042 - Illustrator II	22.33
13043 - Illustrator III	27.90
13047 - Librarian	30.95
13050 - Library Aide/Clerk	10.37
13054 - Library Information Technology Systems Administrator	23.49
13058 - Library Technician	13.99
13061 - Media Specialist I	17.03
13062 - Media Specialist II	19.04
13063 - Media Specialist III	21.24
13071 - Photographer I	17.20
13072 - Photographer II	19.24
13073 - Photographer III	23.84
13074 - Photographer IV	29.17
13075 - Photographer V	35.29
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	17.91
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.03
14042 - Computer Operator II	17.93
14043 - Computer Operator III	19.99
14044 - Computer Operator IV	23.48
14045 - Computer Operator V	24.61
14071 - Computer Programmer I	(see 1) 22.38
14072 - Computer Programmer II	(see 1) 26.04
14073 - Computer Programmer III	(see 1)

14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.03
14160 - Personal Computer Support Technician		23.48
14170 - System Support Specialist		22.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.84
15020 - Aircrew Training Devices Instructor (Rated)		34.89
15030 - Air Crew Training Devices Instructor (Pilot)		41.81
15050 - Computer Based Training Specialist / Instructor		28.84
15060 - Educational Technologist		26.64
15070 - Flight Instructor (Pilot)		41.81
15080 - Graphic Artist		25.30
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		40.84
15086 - Maintenance Test Pilot, Rotary Wing		40.84
15088 - Non-Maintenance Test/Co-Pilot		40.84
15090 - Technical Instructor		20.74
15095 - Technical Instructor/Course Developer		25.38
15110 - Test Proctor		17.30
15120 - Tutor		17.30
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.48
16030 - Counter Attendant		9.48
16040 - Dry Cleaner		12.22
16070 - Finisher, Flatwork, Machine		9.48
16090 - Presser, Hand		9.48
16110 - Presser, Machine, Drycleaning		9.48
16130 - Presser, Machine, Shirts		9.48
16160 - Presser, Machine, Wearing Apparel, Laundry		9.48
16190 - Sewing Machine Operator		13.13
16220 - Tailor		14.03
16250 - Washer, Machine		10.44
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.23
19040 - Tool And Die Maker		27.26
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.24
21030 - Material Coordinator		20.04
21040 - Material Expediter		20.04
21050 - Material Handling Laborer		16.19
21071 - Order Filler		13.52
21080 - Production Line Worker (Food Processing)		19.24
21110 - Shipping Packer		15.57
21130 - Shipping/Receiving Clerk		15.57
21140 - Store Worker I		13.27
21150 - Stock Clerk		19.19
21210 - Tools And Parts Attendant		19.24
21410 - Warehouse Specialist		19.24
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		25.87
23019 - Aircraft Logs and Records Technician		21.78
23021 - Aircraft Mechanic I		24.88
23022 - Aircraft Mechanic II		25.87
23023 - Aircraft Mechanic III		26.77
23040 - Aircraft Mechanic Helper		19.23
23050 - Aircraft, Painter		23.93
23060 - Aircraft Servicer		21.78
23070 - Aircraft Survival Flight Equipment Technician		23.93
23080 - Aircraft Worker		23.09

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.09
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.88
23110 - Appliance Mechanic	22.04
23120 - Bicycle Repairer	18.08
23125 - Cable Splicer	32.60
23130 - Carpenter, Maintenance	23.76
23140 - Carpet Layer	25.78
23160 - Electrician, Maintenance	30.95
23181 - Electronics Technician Maintenance I	24.99
23182 - Electronics Technician Maintenance II	27.18
23183 - Electronics Technician Maintenance III	27.74
23260 - Fabric Worker	19.50
23290 - Fire Alarm System Mechanic	23.01
23310 - Fire Extinguisher Repairer	18.08
23311 - Fuel Distribution System Mechanic	25.39
23312 - Fuel Distribution System Operator	19.91
23370 - General Maintenance Worker	20.36
23380 - Ground Support Equipment Mechanic	24.88
23381 - Ground Support Equipment Servicer	21.78
23382 - Ground Support Equipment Worker	23.09
23391 - Gunsmith I	18.08
23392 - Gunsmith II	20.90
23393 - Gunsmith III	23.01
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.80
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.71
23430 - Heavy Equipment Mechanic	23.02
23440 - Heavy Equipment Operator	23.00
23460 - Instrument Mechanic	23.01
23465 - Laboratory/Shelter Mechanic	22.04
23470 - Laborer	13.44
23510 - Locksmith	22.04
23530 - Machinery Maintenance Mechanic	25.10
23550 - Machinist, Maintenance	22.01
23580 - Maintenance Trades Helper	16.53
23591 - Metrology Technician I	23.01
23592 - Metrology Technician II	23.91
23593 - Metrology Technician III	24.82
23640 - Millwright	25.77
23710 - Office Appliance Repairer	22.04
23760 - Painter, Maintenance	21.30
23790 - Pipefitter, Maintenance	27.67
23810 - Plumber, Maintenance	24.62
23820 - Pneudraulic Systems Mechanic	23.01
23850 - Rigger	23.01
23870 - Scale Mechanic	20.90
23890 - Sheet-Metal Worker, Maintenance	26.89
23910 - Small Engine Mechanic	21.10
23931 - Telecommunications Mechanic I	25.53
23932 - Telecommunications Mechanic II	26.46
23950 - Telephone Lineman	26.99
23960 - Welder, Combination, Maintenance	22.01
23965 - Well Driller	23.01
23970 - Woodcraft Worker	23.01
23980 - Woodworker	18.08
24000 - Personal Needs Occupations	
24550 - Case Manager	13.66
24570 - Child Care Attendant	10.63

24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	10.13
24620 - Family Readiness And Support Services Coordinator	13.66
24630 - Homemaker	16.12
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.16
25040 - Sewage Plant Operator	21.93
25070 - Stationary Engineer	25.16
25190 - Ventilation Equipment Tender	17.01
25210 - Water Treatment Plant Operator	21.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.02
27007 - Baggage Inspector	13.88
27008 - Corrections Officer	18.89
27010 - Court Security Officer	20.41
27030 - Detection Dog Handler	16.62
27040 - Detention Officer	18.89
27070 - Firefighter	21.35
27101 - Guard I	13.88
27102 - Guard II	16.62
27131 - Police Officer I	22.07
27132 - Police Officer II	24.51
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.98
28042 - Carnival Equipment Repairer	13.10
28043 - Carnival Worker	9.01
28210 - Gate Attendant/Gate Tender	15.25
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	17.05
28510 - Recreation Aide/Health Facility Attendant	12.45
28515 - Recreation Specialist	20.00
28630 - Sports Official	13.59
28690 - Swimming Pool Operator	19.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.29
29020 - Hatch Tender	23.29
29030 - Line Handler	23.29
29041 - Stevedore I	21.62
29042 - Stevedore II	24.53
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	18.04
30022 - Archeological Technician II	20.18
30023 - Archeological Technician III	24.76
30030 - Cartographic Technician	25.01
30040 - Civil Engineering Technician	25.17
30051 - Cryogenic Technician I	23.90
30052 - Cryogenic Technician II	26.40
30061 - Drafter/CAD Operator I	18.04
30062 - Drafter/CAD Operator II	20.18
30063 - Drafter/CAD Operator III	22.51
30064 - Drafter/CAD Operator IV	27.69
30081 - Engineering Technician I	15.54
30082 - Engineering Technician II	19.08
30083 - Engineering Technician III	21.95
30084 - Engineering Technician IV	24.41
30085 - Engineering Technician V	29.54
30086 - Engineering Technician VI	36.00

30090 - Environmental Technician	21.58
30095 - Evidence Control Specialist	21.58
30210 - Laboratory Technician	20.07
30221 - Latent Fingerprint Technician I	23.90
30222 - Latent Fingerprint Technician II	26.40
30240 - Mathematical Technician	25.01
30361 - Paralegal/Legal Assistant I	17.22
30362 - Paralegal/Legal Assistant II	21.79
30363 - Paralegal/Legal Assistant III	26.66
30364 - Paralegal/Legal Assistant IV	32.25
30375 - Petroleum Supply Specialist	26.40
30390 - Photo-Optics Technician	25.01
30395 - Radiation Control Technician	26.40
30461 - Technical Writer I	21.58
30462 - Technical Writer II	26.40
30463 - Technical Writer III	31.94
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	27.69
30502 - Weather Forecaster II	33.69
30620 - Weather Observer, Combined Upper Air Or	(see 2) 22.51
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.01
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	12.37
31030 - Bus Driver	17.28
31043 - Driver Courier	14.58
31260 - Parking and Lot Attendant	12.07
31290 - Shuttle Bus Driver	15.77
31310 - Taxi Driver	11.26
31361 - Truckdriver, Light	15.77
31362 - Truckdriver, Medium	21.15
31363 - Truckdriver, Heavy	21.54
31364 - Truckdriver, Tractor-Trailer	21.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	10.19
99050 - Desk Clerk	9.42
99095 - Embalmer	26.90
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	10.08
99252 - Laboratory Animal Caretaker II	10.99
99260 - Marketing Analyst	21.67
99310 - Mortician	30.24
99410 - Pest Controller	17.98
99510 - Photofinishing Worker	12.76
99710 - Recycling Laborer	15.79
99711 - Recycling Specialist	18.79
99730 - Refuse Collector	14.15
99810 - Sales Clerk	12.20
99820 - School Crossing Guard	13.19
99830 - Survey Party Chief	21.44
99831 - Surveying Aide	13.33
99832 - Surveying Technician	18.25
99840 - Vending Machine Attendant	17.56
99841 - Vending Machine Repairer	21.12
99842 - Vending Machine Repairer Helper	17.56

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-5593 (Rev.-6) was first posted on www.wdol.gov on 08/08/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-5593
Director	Wage Determinations	Revision No.: 6
		Date Of Revision: 08/03/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Nevada

Area: Nevada County of Clark

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.46
01012 - Accounting Clerk II		17.36
01013 - Accounting Clerk III		19.42
01020 - Administrative Assistant		25.65
01035 - Court Reporter		24.17
01041 - Customer Service Representative I		12.29
01042 - Customer Service Representative II		13.82
01043 - Customer Service Representative III		15.07
01051 - Data Entry Operator I		13.34
01052 - Data Entry Operator II		15.23
01060 - Dispatcher, Motor Vehicle		17.16
01070 - Document Preparation Clerk		14.00
01090 - Duplicating Machine Operator		14.00
01111 - General Clerk I		13.14
01112 - General Clerk II		14.33
01113 - General Clerk III		16.09
01120 - Housing Referral Assistant		20.62
01141 - Messenger Courier		13.38
01191 - Order Clerk I		15.11
01192 - Order Clerk II		16.48
01261 - Personnel Assistant (Employment) I		16.60
01262 - Personnel Assistant (Employment) II		18.57
01263 - Personnel Assistant (Employment) III		20.70
01270 - Production Control Clerk		20.32
01290 - Rental Clerk		13.53
01300 - Scheduler, Maintenance		16.53
01311 - Secretary I		16.53
01312 - Secretary II		18.49
01313 - Secretary III		20.62

01320 - Service Order Dispatcher	15.58
01410 - Supply Technician	25.65
01420 - Survey Worker	15.69
01460 - Switchboard Operator/Receptionist	12.91
01531 - Travel Clerk I	13.54
01532 - Travel Clerk II	14.37
01533 - Travel Clerk III	15.42
01611 - Word Processor I	14.01
01612 - Word Processor II	15.72
01613 - Word Processor III	17.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.48
05010 - Automotive Electrician	19.42
05040 - Automotive Glass Installer	18.81
05070 - Automotive Worker	18.81
05110 - Mobile Equipment Servicer	17.19
05130 - Motor Equipment Metal Mechanic	20.23
05160 - Motor Equipment Metal Worker	18.81
05190 - Motor Vehicle Mechanic	19.73
05220 - Motor Vehicle Mechanic Helper	16.39
05250 - Motor Vehicle Upholstery Worker	18.01
05280 - Motor Vehicle Wrecker	18.81
05310 - Painter, Automotive	19.42
05340 - Radiator Repair Specialist	18.81
05370 - Tire Repairer	15.78
05400 - Transmission Repair Specialist	20.23
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.41
07041 - Cook I	15.34
07042 - Cook II	17.03
07070 - Dishwasher	12.03
07130 - Food Service Worker	13.19
07210 - Meat Cutter	16.52
07260 - Waiter/Waitress	11.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.45
09040 - Furniture Handler	15.34
09080 - Furniture Refinisher	17.07
09090 - Furniture Refinisher Helper	16.15
09110 - Furniture Repairer, Minor	17.74
09130 - Upholsterer	20.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.24
11060 - Elevator Operator	12.39
11090 - Gardener	14.77
11122 - Housekeeping Aide	15.24
11150 - Janitor	15.24
11210 - Laborer, Grounds Maintenance	12.59
11240 - Maid or Houseman	15.35
11260 - Pruner	11.69
11270 - Tractor Operator	13.67
11330 - Trail Maintenance Worker	12.59
11360 - Window Cleaner	16.41
12000 - Health Occupations	
12010 - Ambulance Driver	20.94
12011 - Breath Alcohol Technician	22.96
12012 - Certified Occupational Therapist Assistant	29.06
12015 - Certified Physical Therapist Assistant	30.27
12020 - Dental Assistant	17.18
12025 - Dental Hygienist	41.89
12030 - EKG Technician	28.31

12035 - Electroneurodiagnostic Technologist	28.31
12040 - Emergency Medical Technician	20.94
12071 - Licensed Practical Nurse I	20.51
12072 - Licensed Practical Nurse II	22.96
12073 - Licensed Practical Nurse III	25.59
12100 - Medical Assistant	15.59
12130 - Medical Laboratory Technician	19.93
12160 - Medical Record Clerk	17.73
12190 - Medical Record Technician	19.86
12195 - Medical Transcriptionist	17.03
12210 - Nuclear Medicine Technologist	40.21
12221 - Nursing Assistant I	11.80
12222 - Nursing Assistant II	13.27
12223 - Nursing Assistant III	14.48
12224 - Nursing Assistant IV	16.26
12235 - Optical Dispenser	22.54
12236 - Optical Technician	14.17
12250 - Pharmacy Technician	16.79
12280 - Phlebotomist	17.09
12305 - Radiologic Technologist	32.61
12311 - Registered Nurse I	28.00
12312 - Registered Nurse II	34.26
12313 - Registered Nurse II, Specialist	34.26
12314 - Registered Nurse III	41.45
12315 - Registered Nurse III, Anesthetist	41.45
12316 - Registered Nurse IV	49.67
12317 - Scheduler (Drug and Alcohol Testing)	28.43
12320 - Substance Abuse Treatment Counselor	20.94
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.60
13012 - Exhibits Specialist II	29.25
13013 - Exhibits Specialist III	32.10
13041 - Illustrator I	22.22
13042 - Illustrator II	27.56
13043 - Illustrator III	30.40
13047 - Librarian	32.78
13050 - Library Aide/Clerk	17.93
13054 - Library Information Technology Systems Administrator	29.60
13058 - Library Technician	20.59
13061 - Media Specialist I	21.36
13062 - Media Specialist II	23.90
13063 - Media Specialist III	26.65
13071 - Photographer I	15.65
13072 - Photographer II	17.52
13073 - Photographer III	21.70
13074 - Photographer IV	26.55
13075 - Photographer V	32.11
13090 - Technical Order Library Clerk	22.52
13110 - Video Teleconference Technician	27.59
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.25
14042 - Computer Operator II	19.48
14043 - Computer Operator III	21.51
14044 - Computer Operator IV	23.91
14045 - Computer Operator V	26.47
14071 - Computer Programmer I	25.73
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)

14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.25
14160 - Personal Computer Support Technician		23.91
14170 - System Support Specialist		28.78
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.50
15020 - Aircrew Training Devices Instructor (Rated)		35.69
15030 - Air Crew Training Devices Instructor (Pilot)		41.62
15050 - Computer Based Training Specialist / Instructor		29.50
15060 - Educational Technologist		28.80
15070 - Flight Instructor (Pilot)		41.62
15080 - Graphic Artist		23.97
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		39.74
15086 - Maintenance Test Pilot, Rotary Wing		39.74
15088 - Non-Maintenance Test/Co-Pilot		39.74
15090 - Technical Instructor		20.05
15095 - Technical Instructor/Course Developer		24.52
15110 - Test Proctor		16.18
15120 - Tutor		16.18
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		12.36
16030 - Counter Attendant		12.36
16040 - Dry Cleaner		15.98
16070 - Finisher, Flatwork, Machine		12.36
16090 - Presser, Hand		12.36
16110 - Presser, Machine, Drycleaning		12.36
16130 - Presser, Machine, Shirts		12.36
16160 - Presser, Machine, Wearing Apparel, Laundry		12.36
16190 - Sewing Machine Operator		17.17
16220 - Tailor		18.36
16250 - Washer, Machine		13.55
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.47
19040 - Tool And Die Maker		27.13
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.40
21030 - Material Coordinator		20.32
21040 - Material Expediter		20.32
21050 - Material Handling Laborer		12.87
21071 - Order Filler		13.11
21080 - Production Line Worker (Food Processing)		18.40
21110 - Shipping Packer		15.83
21130 - Shipping/Receiving Clerk		15.83
21140 - Store Worker I		16.51
21150 - Stock Clerk		20.64
21210 - Tools And Parts Attendant		18.40
21410 - Warehouse Specialist		18.40
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		34.28
23019 - Aircraft Logs and Records Technician		28.27
23021 - Aircraft Mechanic I		32.76
23022 - Aircraft Mechanic II		34.28
23023 - Aircraft Mechanic III		35.54
23040 - Aircraft Mechanic Helper		25.30
23050 - Aircraft, Painter		31.33
23060 - Aircraft Servicer		29.09
23070 - Aircraft Survival Flight Equipment Technician		31.33
23080 - Aircraft Worker		29.73
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		29.73
I		

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.76
23110 - Appliance Mechanic	24.30
23120 - Bicycle Repairer	18.12
23125 - Cable Splicer	32.82
23130 - Carpenter, Maintenance	24.00
23140 - Carpet Layer	23.55
23160 - Electrician, Maintenance	29.04
23181 - Electronics Technician Maintenance I	26.65
23182 - Electronics Technician Maintenance II	29.61
23183 - Electronics Technician Maintenance III	31.09
23260 - Fabric Worker	22.04
23290 - Fire Alarm System Mechanic	23.28
23310 - Fire Extinguisher Repairer	20.89
23311 - Fuel Distribution System Mechanic	25.32
23312 - Fuel Distribution System Operator	20.62
23370 - General Maintenance Worker	22.19
23380 - Ground Support Equipment Mechanic	32.76
23381 - Ground Support Equipment Servicer	28.27
23382 - Ground Support Equipment Worker	29.73
23391 - Gunsmith I	20.89
23392 - Gunsmith II	23.19
23393 - Gunsmith III	25.64
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.77
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.97
23430 - Heavy Equipment Mechanic	26.50
23440 - Heavy Equipment Operator	29.83
23460 - Instrument Mechanic	25.64
23465 - Laboratory/Shelter Mechanic	24.42
23470 - Laborer	12.87
23510 - Locksmith	23.56
23530 - Machinery Maintenance Mechanic	29.74
23550 - Machinist, Maintenance	20.67
23580 - Maintenance Trades Helper	20.86
23591 - Metrology Technician I	25.64
23592 - Metrology Technician II	26.84
23593 - Metrology Technician III	27.82
23640 - Millwright	28.07
23710 - Office Appliance Repairer	20.43
23760 - Painter, Maintenance	22.28
23790 - Pipefitter, Maintenance	26.83
23810 - Plumber, Maintenance	26.03
23820 - Pneudraulic Systems Mechanic	25.64
23850 - Rigger	29.27
23870 - Scale Mechanic	23.19
23890 - Sheet-Metal Worker, Maintenance	28.32
23910 - Small Engine Mechanic	19.60
23931 - Telecommunications Mechanic I	26.90
23932 - Telecommunications Mechanic II	28.15
23950 - Telephone Lineman	22.85
23960 - Welder, Combination, Maintenance	22.74
23965 - Well Driller	25.64
23970 - Woodcraft Worker	25.64
23980 - Woodworker	20.34
24000 - Personal Needs Occupations	
24550 - Case Manager	16.78
24570 - Child Care Attendant	12.74
24580 - Child Care Center Clerk	17.75
24610 - Chore Aide	11.04

24620 - Family Readiness And Support Services Coordinator	16.78
24630 - Homemaker	19.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.26
25040 - Sewage Plant Operator	33.13
25070 - Stationary Engineer	29.26
25190 - Ventilation Equipment Tender	22.77
25210 - Water Treatment Plant Operator	33.13
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.26
27007 - Baggage Inspector	12.63
27008 - Corrections Officer	29.32
27010 - Court Security Officer	31.06
27030 - Detection Dog Handler	20.45
27040 - Detention Officer	29.32
27070 - Firefighter	29.28
27101 - Guard I	12.63
27102 - Guard II	20.45
27131 - Police Officer I	34.12
27132 - Police Officer II	37.92
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.87
28042 - Carnival Equipment Repairer	12.49
28043 - Carnival Worker	10.24
28210 - Gate Attendant/Gate Tender	16.94
28310 - Lifeguard	11.52
28350 - Park Attendant (Aide)	18.95
28510 - Recreation Aide/Health Facility Attendant	13.83
28515 - Recreation Specialist	19.94
28630 - Sports Official	15.09
28690 - Swimming Pool Operator	20.30
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.08
29020 - Hatch Tender	30.08
29030 - Line Handler	30.11
29041 - Stevedore I	28.59
29042 - Stevedore II	33.40
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.80
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.07
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.71
30021 - Archeological Technician I	20.33
30022 - Archeological Technician II	22.74
30023 - Archeological Technician III	26.16
30030 - Cartographic Technician	28.17
30040 - Civil Engineering Technician	27.63
30051 - Cryogenic Technician I	25.90
30052 - Cryogenic Technician II	28.60
30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.74
30063 - Drafter/CAD Operator III	25.36
30064 - Drafter/CAD Operator IV	30.87
30081 - Engineering Technician I	16.94
30082 - Engineering Technician II	19.03
30083 - Engineering Technician III	23.33
30084 - Engineering Technician IV	26.37
30085 - Engineering Technician V	32.26
30086 - Engineering Technician VI	39.04
30090 - Environmental Technician	26.42
30095 - Evidence Control Specialist	23.39

30210 - Laboratory Technician	25.37
30221 - Latent Fingerprint Technician I	28.49
30222 - Latent Fingerprint Technician II	31.46
30240 - Mathematical Technician	28.17
30361 - Paralegal/Legal Assistant I	18.47
30362 - Paralegal/Legal Assistant II	22.89
30363 - Paralegal/Legal Assistant III	28.00
30364 - Paralegal/Legal Assistant IV	33.87
30375 - Petroleum Supply Specialist	28.60
30390 - Photo-Optics Technician	28.17
30395 - Radiation Control Technician	28.60
30461 - Technical Writer I	22.46
30462 - Technical Writer II	27.49
30463 - Technical Writer III	32.96
30491 - Unexploded Ordnance (UXO) Technician I	24.03
30492 - Unexploded Ordnance (UXO) Technician II	29.07
30493 - Unexploded Ordnance (UXO) Technician III	34.84
30494 - Unexploded (UXO) Safety Escort	24.03
30495 - Unexploded (UXO) Sweep Personnel	24.03
30501 - Weather Forecaster I	28.49
30502 - Weather Forecaster II	34.64
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 25.36
30621 - Weather Observer, Senior	(see 2) 27.49
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.07
31020 - Bus Aide	13.60
31030 - Bus Driver	17.32
31043 - Driver Courier	15.16
31260 - Parking and Lot Attendant	11.16
31290 - Shuttle Bus Driver	16.04
31310 - Taxi Driver	14.17
31361 - Truckdriver, Light	16.04
31362 - Truckdriver, Medium	16.92
31363 - Truckdriver, Heavy	23.44
31364 - Truckdriver, Tractor-Trailer	23.44
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.17
99030 - Cashier	10.29
99050 - Desk Clerk	16.67
99095 - Embalmer	30.13
99130 - Flight Follower	24.03
99251 - Laboratory Animal Caretaker I	11.36
99252 - Laboratory Animal Caretaker II	12.50
99260 - Marketing Analyst	26.31
99310 - Mortician	30.13
99410 - Pest Controller	20.13
99510 - Photofinishing Worker	16.36
99710 - Recycling Laborer	18.58
99711 - Recycling Specialist	21.18
99730 - Refuse Collector	17.25
99810 - Sales Clerk	12.06
99820 - School Crossing Guard	13.75
99830 - Survey Party Chief	37.15
99831 - Surveying Aide	21.13
99832 - Surveying Technician	28.98
99840 - Vending Machine Attendant	17.56
99841 - Vending Machine Repairer	21.58
99842 - Vending Machine Repairer Helper	18.36

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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).

** 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)).

**** 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.

WD 15-4183 (Rev.-5) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4183
Revision No.: 5
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey Counties of Bergen, Passaic

****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		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		34.63
01035 - Court Reporter		28.80
01041 - Customer Service Representative I		15.03
01042 - Customer Service Representative II		16.90
01043 - Customer Service Representative III		18.43
01051 - Data Entry Operator I		15.40
01052 - Data Entry Operator II		16.80
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		15.60
01191 - Order Clerk I		17.78
01192 - Order Clerk II		21.37
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		25.27
01290 - Rental Clerk		18.04
01300 - Scheduler, Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92
01320 - Service Order Dispatcher		19.93

01410 - Supply Technician	34.63
01420 - Survey Worker	21.64
01460 - Switchboard Operator/Receptionist	15.67
01531 - Travel Clerk I	16.32
01532 - Travel Clerk II	17.68
01533 - Travel Clerk III	19.19
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	26.89
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	24.42
05130 - Motor Equipment Metal Mechanic	29.68
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.29
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter, Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	15.13
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	16.22
07042 - Cook II	18.11
07070 - Dishwasher	10.20
07130 - Food Service Worker	12.77
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	12.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.17
09040 - Furniture Handler	15.44
09080 - Furniture Refinisher	20.17
09090 - Furniture Refinisher Helper	16.94
09110 - Furniture Repairer, Minor	18.54
09130 - Upholsterer	20.17
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.37
11060 - Elevator Operator	14.95
11090 - Gardener	19.39
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	15.43
11260 - Pruner	14.75
11270 - Tractor Operator	18.43
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.95
12000 - Health Occupations	
12010 - Ambulance Driver	21.77
12011 - Breath Alcohol Technician	23.58
12012 - Certified Occupational Therapist Assistant	30.08
12015 - Certified Physical Therapist Assistant	28.84
12020 - Dental Assistant	17.18
12025 - Dental Hygienist	43.12
12030 - EKG Technician	31.67
12035 - Electroneurodiagnostic Technologist	31.67
12040 - Emergency Medical Technician	21.77

12071	- Licensed Practical Nurse I	21.76
12072	- Licensed Practical Nurse II	24.34
12073	- Licensed Practical Nurse III	26.29
12100	- Medical Assistant	16.91
12130	- Medical Laboratory Technician	24.79
12160	- Medical Record Clerk	20.28
12190	- Medical Record Technician	22.70
12195	- Medical Transcriptionist	20.22
12210	- Nuclear Medicine Technologist	42.16
12221	- Nursing Assistant I	12.37
12222	- Nursing Assistant II	14.03
12223	- Nursing Assistant III	16.63
12224	- Nursing Assistant IV	16.89
12235	- Optical Dispenser	27.86
12236	- Optical Technician	17.45
12250	- Pharmacy Technician	16.04
12280	- Phlebotomist	18.69
12305	- Radiologic Technologist	33.73
12311	- Registered Nurse I	32.76
12312	- Registered Nurse II	38.41
12313	- Registered Nurse II, Specialist	38.41
12314	- Registered Nurse III	49.39
12315	- Registered Nurse III, Anesthetist	49.39
12316	- Registered Nurse IV	59.22
12317	- Scheduler (Drug and Alcohol Testing)	29.21
12320	- Substance Abuse Treatment Counselor	25.04
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	27.03
13012	- Exhibits Specialist II	33.49
13013	- Exhibits Specialist III	40.95
13041	- Illustrator I	25.89
13042	- Illustrator II	32.88
13043	- Illustrator III	38.37
13047	- Librarian	37.25
13050	- Library Aide/Clerk	15.79
13054	- Library Information Technology Systems Administrator	32.65
13058	- Library Technician	25.62
13061	- Media Specialist I	23.57
13062	- Media Specialist II	26.35
13063	- Media Specialist III	29.39
13071	- Photographer I	21.29
13072	- Photographer II	24.10
13073	- Photographer III	32.88
13074	- Photographer IV	36.91
13075	- Photographer V	50.36
13090	- Technical Order Library Clerk	17.27
13110	- Video Teleconference Technician	26.80
14000	- Information Technology Occupations	
14041	- Computer Operator I	19.00
14042	- Computer Operator II	21.26
14043	- Computer Operator III	23.71
14044	- Computer Operator IV	26.69
14045	- Computer Operator V	29.17
14071	- Computer Programmer I	(see 1) 27.56
14072	- Computer Programmer II	(see 1)
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	19.00

14160 - Personal Computer Support Technician	26.69
14170 - System Support Specialist	39.46
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	39.54
15020 - Aircrew Training Devices Instructor (Rated)	43.75
15030 - Air Crew Training Devices Instructor (Pilot)	52.46
15050 - Computer Based Training Specialist / Instructor	39.54
15060 - Educational Technologist	35.38
15070 - Flight Instructor (Pilot)	52.46
15080 - Graphic Artist	32.91
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	48.47
15086 - Maintenance Test Pilot, Rotary Wing	48.47
15088 - Non-Maintenance Test/Co-Pilot	48.47
15090 - Technical Instructor	27.17
15095 - Technical Instructor/Course Developer	32.99
15110 - Test Proctor	21.77
15120 - Tutor	21.77
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	12.60
16030 - Counter Attendant	12.60
16040 - Dry Cleaner	15.52
16070 - Finisher, Flatwork, Machine	12.60
16090 - Presser, Hand	12.60
16110 - Presser, Machine, Drycleaning	12.60
16130 - Presser, Machine, Shirts	12.60
16160 - Presser, Machine, Wearing Apparel, Laundry	12.60
16190 - Sewing Machine Operator	16.47
16220 - Tailor	17.40
16250 - Washer, Machine	13.67
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.86
19040 - Tool And Die Maker	26.50
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.96
21030 - Material Coordinator	25.27
21040 - Material Expediter	25.27
21050 - Material Handling Laborer	14.62
21071 - Order Filler	14.92
21080 - Production Line Worker (Food Processing)	16.96
21110 - Shipping Packer	15.82
21130 - Shipping/Receiving Clerk	15.82
21140 - Store Worker I	16.34
21150 - Stock Clerk	20.48
21210 - Tools And Parts Attendant	16.96
21410 - Warehouse Specialist	16.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.88
23019 - Aircraft Logs and Records Technician	28.56
23021 - Aircraft Mechanic I	32.61
23022 - Aircraft Mechanic II	33.88
23023 - Aircraft Mechanic III	35.14
23040 - Aircraft Mechanic Helper	25.36
23050 - Aircraft, Painter	31.38
23060 - Aircraft Servicer	28.56
23070 - Aircraft Survival Flight Equipment Technician	31.38
23080 - Aircraft Worker	30.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.09
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.61
23110 - Appliance Mechanic	21.20
23120 - Bicycle Repairer	16.57

23125 - Cable Splicer	38.29
23130 - Carpenter, Maintenance	29.89
23140 - Carpet Layer	27.98
23160 - Electrician, Maintenance	36.84
23181 - Electronics Technician Maintenance I	27.36
23182 - Electronics Technician Maintenance II	28.53
23183 - Electronics Technician Maintenance III	29.65
23260 - Fabric Worker	30.87
23290 - Fire Alarm System Mechanic	22.77
23310 - Fire Extinguisher Repairer	25.69
23311 - Fuel Distribution System Mechanic	38.60
23312 - Fuel Distribution System Operator	33.08
23370 - General Maintenance Worker	24.49
23380 - Ground Support Equipment Mechanic	32.61
23381 - Ground Support Equipment Servicer	28.56
23382 - Ground Support Equipment Worker	30.09
23391 - Gunsmith I	25.69
23392 - Gunsmith II	28.68
23393 - Gunsmith III	31.08
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.89
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.01
23430 - Heavy Equipment Mechanic	28.11
23440 - Heavy Equipment Operator	38.59
23460 - Instrument Mechanic	31.98
23465 - Laboratory/Shelter Mechanic	29.91
23470 - Laborer	14.74
23510 - Locksmith	21.78
23530 - Machinery Maintenance Mechanic	26.72
23550 - Machinist, Maintenance	23.10
23580 - Maintenance Trades Helper	16.13
23591 - Metrology Technician I	31.98
23592 - Metrology Technician II	33.22
23593 - Metrology Technician III	34.46
23640 - Millwright	37.71
23710 - Office Appliance Repairer	21.80
23760 - Painter, Maintenance	32.02
23790 - Pipefitter, Maintenance	33.83
23810 - Plumber, Maintenance	32.56
23820 - Pneudraulic Systems Mechanic	31.08
23850 - Rigger	29.48
23870 - Scale Mechanic	28.68
23890 - Sheet-Metal Worker, Maintenance	32.41
23910 - Small Engine Mechanic	20.63
23931 - Telecommunications Mechanic I	34.00
23932 - Telecommunications Mechanic II	35.42
23950 - Telephone Lineman	39.61
23960 - Welder, Combination, Maintenance	22.17
23965 - Well Driller	26.81
23970 - Woodcraft Worker	31.08
23980 - Woodworker	24.75
24000 - Personal Needs Occupations	
24550 - Case Manager	17.01
24570 - Child Care Attendant	13.60
24580 - Child Care Center Clerk	16.97
24610 - Chore Aide	11.81
24620 - Family Readiness And Support Services Coordinator	17.01
24630 - Homemaker	17.35
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.08

25040 - Sewage Plant Operator	32.56
25070 - Stationary Engineer	38.08
25190 - Ventilation Equipment Tender	29.61
25210 - Water Treatment Plant Operator	32.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.03
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	34.07
27010 - Court Security Officer	34.73
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	34.07
27070 - Firefighter	35.70
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	35.72
27132 - Police Officer II	39.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.29
28042 - Carnival Equipment Repairer	13.84
28043 - Carnival Worker	10.96
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	13.48
28515 - Recreation Specialist	22.84
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	20.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	36.78
29020 - Hatch Tender	36.78
29030 - Line Handler	36.78
29041 - Stevedore I	34.89
29042 - Stevedore II	43.70
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.79
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.51
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.50
30021 - Archeological Technician I	21.25
30022 - Archeological Technician II	25.50
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	30.02
30040 - Civil Engineering Technician	29.28
30051 - Cryogenic Technician I	27.21
30052 - Cryogenic Technician II	30.05
30061 - Drafter/CAD Operator I	21.25
30062 - Drafter/CAD Operator II	25.50
30063 - Drafter/CAD Operator III	28.31
30064 - Drafter/CAD Operator IV	33.24
30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.47
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.20
30090 - Environmental Technician	26.21
30095 - Evidence Control Specialist	24.57
30210 - Laboratory Technician	23.52
30221 - Latent Fingerprint Technician I	29.12
30222 - Latent Fingerprint Technician II	32.16
30240 - Mathematical Technician	30.13
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94

30363 - Paralegal/Legal Assistant III	35.39
30364 - Paralegal/Legal Assistant IV	42.84
30375 - Petroleum Supply Specialist	30.05
30390 - Photo-Optics Technician	27.73
30395 - Radiation Control Technician	30.05
30461 - Technical Writer I	28.45
30462 - Technical Writer II	34.80
30463 - Technical Writer III	42.11
30491 - Unexploded Ordnance (UXO) Technician I	27.19
30492 - Unexploded Ordnance (UXO) Technician II	32.90
30493 - Unexploded Ordnance (UXO) Technician III	39.44
30494 - Unexploded (UXO) Safety Escort	27.19
30495 - Unexploded (UXO) Sweep Personnel	27.19
30501 - Weather Forecaster I	29.88
30502 - Weather Forecaster II	36.33
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 27.96
30621 - Weather Observer, Senior	(see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.90
31020 - Bus Aide	20.99
31030 - Bus Driver	26.48
31043 - Driver Courier	16.75
31260 - Parking and Lot Attendant	10.55
31290 - Shuttle Bus Driver	17.80
31310 - Taxi Driver	15.35
31361 - Truckdriver, Light	17.80
31362 - Truckdriver, Medium	20.08
31363 - Truckdriver, Heavy	24.52
31364 - Truckdriver, Tractor-Trailer	24.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.04
99030 - Cashier	10.53
99050 - Desk Clerk	14.68
99095 - Embalmer	34.82
99130 - Flight Follower	27.19
99251 - Laboratory Animal Caretaker I	14.30
99252 - Laboratory Animal Caretaker II	15.20
99260 - Marketing Analyst	35.50
99310 - Mortician	34.82
99410 - Pest Controller	16.65
99510 - Photofinishing Worker	16.23
99710 - Recycling Laborer	26.33
99711 - Recycling Specialist	32.88
99730 - Refuse Collector	24.63
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	16.24
99830 - Survey Party Chief	24.71
99831 - Surveying Aide	14.71
99832 - Surveying Technician	21.65
99840 - Vending Machine Attendant	19.43
99841 - Vending Machine Repairer	23.98
99842 - Vending Machine Repairer Helper	19.43

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial 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)).

WD 15-4157 (Rev.-3) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of		Wage Determination No.: 2015-4157
Director	Wage Determinations		Revision No.: 3
			Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Nassau, Suffolk

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.28
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		33.23
01035 - Court Reporter		26.18
01041 - Customer Service Representative I		15.29
01042 - Customer Service Representative II		17.19
01043 - Customer Service Representative III		18.75
01051 - Data Entry Operator I		15.49
01052 - Data Entry Operator II		16.90
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		16.44
01090 - Duplicating Machine Operator		16.44
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		15.63
01191 - Order Clerk I		19.59
01192 - Order Clerk II		20.45
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		25.16
01290 - Rental Clerk		18.04
01300 - Scheduler, Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92
01320 - Service Order Dispatcher		20.50

01410 - Supply Technician	33.23
01420 - Survey Worker	21.64
01460 - Switchboard Operator/Receptionist	16.32
01531 - Travel Clerk I	16.32
01532 - Travel Clerk II	17.68
01533 - Travel Clerk III	19.19
01611 - Word Processor I	17.62
01612 - Word Processor II	20.16
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	28.50
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	20.80
05130 - Motor Equipment Metal Mechanic	29.80
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.15
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter, Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	16.92
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	16.75
07042 - Cook II	18.23
07070 - Dishwasher	13.67
07130 - Food Service Worker	13.67
07210 - Meat Cutter	22.64
07260 - Waiter/Waitress	14.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.16
09040 - Furniture Handler	16.83
09080 - Furniture Refinisher	22.16
09090 - Furniture Refinisher Helper	18.01
09110 - Furniture Repairer, Minor	20.37
09130 - Upholsterer	22.16
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.67
11060 - Elevator Operator	15.70
11090 - Gardener	18.74
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.68
11260 - Pruner	14.75
11270 - Tractor Operator	18.02
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	18.07
12000 - Health Occupations	
12010 - Ambulance Driver	25.29
12011 - Breath Alcohol Technician	24.87
12012 - Certified Occupational Therapist Assistant	29.18
12015 - Certified Physical Therapist Assistant	26.96
12020 - Dental Assistant	20.27
12025 - Dental Hygienist	40.68
12030 - EKG Technician	31.65
12035 - Electroneurodiagnostic Technologist	31.65
12040 - Emergency Medical Technician	25.29

12071 - Licensed Practical Nurse I	23.69
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	26.24
12100 - Medical Assistant	17.97
12130 - Medical Laboratory Technician	24.62
12160 - Medical Record Clerk	20.89
12190 - Medical Record Technician	23.38
12195 - Medical Transcriptionist	19.43
12210 - Nuclear Medicine Technologist	39.44
12221 - Nursing Assistant I	13.46
12222 - Nursing Assistant II	15.13
12223 - Nursing Assistant III	16.51
12224 - Nursing Assistant IV	18.53
12235 - Optical Dispenser	25.77
12236 - Optical Technician	17.81
12250 - Pharmacy Technician	15.87
12280 - Phlebotomist	23.02
12305 - Radiologic Technologist	33.98
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II, Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III, Anesthetist	49.39
12316 - Registered Nurse IV	59.22
12317 - Scheduler (Drug and Alcohol Testing)	29.15
12320 - Substance Abuse Treatment Counselor	26.21
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.03
13012 - Exhibits Specialist II	33.49
13013 - Exhibits Specialist III	40.95
13041 - Illustrator I	28.35
13042 - Illustrator II	33.23
13043 - Illustrator III	40.66
13047 - Librarian	37.25
13050 - Library Aide/Clerk	17.38
13054 - Library Information Technology Systems Administrator	32.65
13058 - Library Technician	25.62
13061 - Media Specialist I	23.57
13062 - Media Specialist II	26.35
13063 - Media Specialist III	29.39
13071 - Photographer I	21.29
13072 - Photographer II	24.62
13073 - Photographer III	32.88
13074 - Photographer IV	44.26
13075 - Photographer V	50.85
13090 - Technical Order Library Clerk	21.83
13110 - Video Teleconference Technician	24.33
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.00
14042 - Computer Operator II	21.26
14043 - Computer Operator III	23.71
14044 - Computer Operator IV	26.35
14045 - Computer Operator V	29.17
14071 - Computer Programmer I	(see 1) 27.56
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	19.00

14160 - Personal Computer Support Technician	26.35
14170 - System Support Specialist	31.16
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	39.54
15020 - Aircrew Training Devices Instructor (Rated)	43.75
15030 - Air Crew Training Devices Instructor (Pilot)	52.46
15050 - Computer Based Training Specialist / Instructor	39.54
15060 - Educational Technologist	37.52
15070 - Flight Instructor (Pilot)	52.46
15080 - Graphic Artist	33.31
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	41.62
15086 - Maintenance Test Pilot, Rotary Wing	41.62
15088 - Non-Maintenance Test/Co-Pilot	41.62
15090 - Technical Instructor	32.16
15095 - Technical Instructor/Course Developer	39.22
15110 - Test Proctor	25.56
15120 - Tutor	25.56
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	12.60
16030 - Counter Attendant	12.60
16040 - Dry Cleaner	15.52
16070 - Finisher, Flatwork, Machine	12.60
16090 - Presser, Hand	12.60
16110 - Presser, Machine, Drycleaning	12.60
16130 - Presser, Machine, Shirts	12.60
16160 - Presser, Machine, Wearing Apparel, Laundry	12.60
16190 - Sewing Machine Operator	16.47
16220 - Tailor	17.40
16250 - Washer, Machine	13.67
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.28
19040 - Tool And Die Maker	29.49
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.95
21030 - Material Coordinator	25.16
21040 - Material Expediter	25.16
21050 - Material Handling Laborer	14.62
21071 - Order Filler	16.34
21080 - Production Line Worker (Food Processing)	18.95
21110 - Shipping Packer	17.01
21130 - Shipping/Receiving Clerk	17.01
21140 - Store Worker I	16.34
21150 - Stock Clerk	20.48
21210 - Tools And Parts Attendant	18.95
21410 - Warehouse Specialist	18.95
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.58
23019 - Aircraft Logs and Records Technician	26.62
23021 - Aircraft Mechanic I	30.40
23022 - Aircraft Mechanic II	31.58
23023 - Aircraft Mechanic III	32.76
23040 - Aircraft Mechanic Helper	23.64
23050 - Aircraft, Painter	29.25
23060 - Aircraft Servicer	26.62
23070 - Aircraft Survival Flight Equipment Technician	29.25
23080 - Aircraft Worker	28.05
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	28.05
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.40
23110 - Appliance Mechanic	22.16
23120 - Bicycle Repairer	21.70

23125 - Cable Splicer	36.84
23130 - Carpenter, Maintenance	30.97
23140 - Carpet Layer	32.96
23160 - Electrician, Maintenance	37.18
23181 - Electronics Technician Maintenance I	26.54
23182 - Electronics Technician Maintenance II	27.69
23183 - Electronics Technician Maintenance III	28.77
23260 - Fabric Worker	28.40
23290 - Fire Alarm System Mechanic	23.68
23310 - Fire Extinguisher Repairer	25.21
23311 - Fuel Distribution System Mechanic	36.22
23312 - Fuel Distribution System Operator	32.70
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment Mechanic	30.40
23381 - Ground Support Equipment Servicer	26.62
23382 - Ground Support Equipment Worker	28.05
23391 - Gunsmith I	25.21
23392 - Gunsmith II	28.14
23393 - Gunsmith III	30.50
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.14
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.23
23430 - Heavy Equipment Mechanic	29.49
23440 - Heavy Equipment Operator	34.30
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	29.35
23470 - Laborer	15.95
23510 - Locksmith	23.21
23530 - Machinery Maintenance Mechanic	27.17
23550 - Machinist, Maintenance	24.11
23580 - Maintenance Trades Helper	17.71
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.34
23593 - Metrology Technician III	33.26
23640 - Millwright	30.50
23710 - Office Appliance Repairer	21.80
23760 - Painter, Maintenance	26.78
23790 - Pipefitter, Maintenance	39.25
23810 - Plumber, Maintenance	37.79
23820 - Pneudraulic Systems Mechanic	30.50
23850 - Rigger	26.80
23870 - Scale Mechanic	28.14
23890 - Sheet-Metal Worker, Maintenance	33.93
23910 - Small Engine Mechanic	20.92
23931 - Telecommunications Mechanic I	33.91
23932 - Telecommunications Mechanic II	35.23
23950 - Telephone Lineman	40.46
23960 - Welder, Combination, Maintenance	24.11
23965 - Well Driller	27.50
23970 - Woodcraft Worker	30.50
23980 - Woodworker	24.72
24000 - Personal Needs Occupations	
24550 - Case Manager	17.80
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.30
24610 - Chore Aide	12.79
24620 - Family Readiness And Support Services Coordinator	17.80
24630 - Homemaker	17.80
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.26

25040 - Sewage Plant Operator	28.09
25070 - Stationary Engineer	30.26
25190 - Ventilation Equipment Tender	23.71
25210 - Water Treatment Plant Operator	28.09
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.13
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	37.48
27010 - Court Security Officer	37.10
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	37.48
27070 - Firefighter	34.56
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	39.17
27132 - Police Officer II	43.48
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.96
28042 - Carnival Equipment Repairer	16.75
28043 - Carnival Worker	13.67
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	14.63
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	18.95
28515 - Recreation Specialist	22.88
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	20.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.14
29020 - Hatch Tender	28.14
29030 - Line Handler	28.14
29041 - Stevedore I	26.71
29042 - Stevedore II	32.85
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.79
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.51
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.50
30021 - Archeological Technician I	22.43
30022 - Archeological Technician II	26.50
30023 - Archeological Technician III	31.09
30030 - Cartographic Technician	29.15
30040 - Civil Engineering Technician	25.21
30051 - Cryogenic Technician I	26.33
30052 - Cryogenic Technician II	29.08
30061 - Drafter/CAD Operator I	19.69
30062 - Drafter/CAD Operator II	26.50
30063 - Drafter/CAD Operator III	29.42
30064 - Drafter/CAD Operator IV	31.09
30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.47
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.20
30090 - Environmental Technician	23.00
30095 - Evidence Control Specialist	23.77
30210 - Laboratory Technician	21.43
30221 - Latent Fingerprint Technician I	26.33
30222 - Latent Fingerprint Technician II	29.08
30240 - Mathematical Technician	31.09
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94

30363 - Paralegal/Legal Assistant III	35.39
30364 - Paralegal/Legal Assistant IV	42.84
30375 - Petroleum Supply Specialist	29.08
30390 - Photo-Optics Technician	28.11
30395 - Radiation Control Technician	29.08
30461 - Technical Writer I	26.41
30462 - Technical Writer II	32.29
30463 - Technical Writer III	39.84
30491 - Unexploded Ordnance (UXO) Technician I	27.19
30492 - Unexploded Ordnance (UXO) Technician II	32.90
30493 - Unexploded Ordnance (UXO) Technician III	39.44
30494 - Unexploded (UXO) Safety Escort	27.19
30495 - Unexploded (UXO) Sweep Personnel	27.19
30501 - Weather Forecaster I	31.09
30502 - Weather Forecaster II	37.82
30620 - Weather Observer, Combined Upper Air Or	(see 2) 29.42
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.90
31020 - Bus Aide	19.25
31030 - Bus Driver	24.07
31043 - Driver Courier	16.75
31260 - Parking and Lot Attendant	11.46
31290 - Shuttle Bus Driver	17.80
31310 - Taxi Driver	13.75
31361 - Truckdriver, Light	17.80
31362 - Truckdriver, Medium	18.87
31363 - Truckdriver, Heavy	26.97
31364 - Truckdriver, Tractor-Trailer	26.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.04
99030 - Cashier	18.74
99050 - Desk Clerk	13.34
99095 - Embalmer	33.68
99130 - Flight Follower	27.19
99251 - Laboratory Animal Caretaker I	15.21
99252 - Laboratory Animal Caretaker II	15.97
99260 - Marketing Analyst	32.22
99310 - Mortician	38.57
99410 - Pest Controller	19.25
99510 - Photofinishing Worker	16.85
99710 - Recycling Laborer	23.94
99711 - Recycling Specialist	27.06
99730 - Refuse Collector	24.65
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	15.04
99830 - Survey Party Chief	30.22
99831 - Surveying Aide	17.75
99832 - Surveying Technician	23.42
99840 - Vending Machine Attendant	23.41
99841 - Vending Machine Repairer	25.44
99842 - Vending Machine Repairer Helper	21.46

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial 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)).

WD 15-4341 (Rev.-6) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-4341
Director	Wage Determinations	Revision No.: 6
		Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: North Carolina, Virginia

Area: North Carolina Counties of Currituck, Gates
 Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James City, Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Suffolk, Virginia Beach, Williamsburg, York

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.26
01012 - Accounting Clerk II		16.01
01013 - Accounting Clerk III		17.91
01020 - Administrative Assistant		23.81
01035 - Court Reporter		20.70
01041 - Customer Service Representative I		11.44
01042 - Customer Service Representative II		12.86
01043 - Customer Service Representative III		14.04
01051 - Data Entry Operator I		12.79
01052 - Data Entry Operator II		13.96
01060 - Dispatcher, Motor Vehicle		17.23
01070 - Document Preparation Clerk		13.21
01090 - Duplicating Machine Operator		13.21
01111 - General Clerk I		12.42
01112 - General Clerk II		13.78
01113 - General Clerk III		15.47
01120 - Housing Referral Assistant		19.51
01141 - Messenger Courier		13.44
01191 - Order Clerk I		13.86
01192 - Order Clerk II		17.61
01261 - Personnel Assistant (Employment) I		16.22
01262 - Personnel Assistant (Employment) II		18.14
01263 - Personnel Assistant (Employment) III		20.23
01270 - Production Control Clerk		27.78
01290 - Rental Clerk		14.15
01300 - Scheduler, Maintenance		15.65

01311 - Secretary I	15.65
01312 - Secretary II	17.51
01313 - Secretary III	19.51
01320 - Service Order Dispatcher	15.40
01410 - Supply Technician	23.81
01420 - Survey Worker	14.28
01460 - Switchboard Operator/Receptionist	12.44
01531 - Travel Clerk I	12.21
01532 - Travel Clerk II	13.04
01533 - Travel Clerk III	13.82
01611 - Word Processor I	14.43
01612 - Word Processor II	16.21
01613 - Word Processor III	18.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.82
05010 - Automotive Electrician	21.03
05040 - Automotive Glass Installer	20.09
05070 - Automotive Worker	20.09
05110 - Mobile Equipment Servicer	18.15
05130 - Motor Equipment Metal Mechanic	22.02
05160 - Motor Equipment Metal Worker	20.09
05190 - Motor Vehicle Mechanic	22.02
05220 - Motor Vehicle Mechanic Helper	17.13
05250 - Motor Vehicle Upholstery Worker	19.10
05280 - Motor Vehicle Wrecker	20.09
05310 - Painter, Automotive	21.03
05340 - Radiator Repair Specialist	19.10
05370 - Tire Repairer	13.84
05400 - Transmission Repair Specialist	22.02
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.60
07041 - Cook I	13.45
07042 - Cook II	14.92
07070 - Dishwasher	8.99
07130 - Food Service Worker	10.29
07210 - Meat Cutter	16.69
07260 - Waiter/Waitress	11.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.23
09040 - Furniture Handler	14.67
09080 - Furniture Refinisher	19.39
09090 - Furniture Refinisher Helper	15.80
09110 - Furniture Repairer, Minor	17.62
09130 - Upholsterer	20.17
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.41
11060 - Elevator Operator	11.92
11090 - Gardener	13.92
11122 - Housekeeping Aide	11.92
11150 - Janitor	11.92
11210 - Laborer, Grounds Maintenance	11.61
11240 - Maid or Houseman	9.78
11260 - Pruner	11.63
11270 - Tractor Operator	13.11
11330 - Trail Maintenance Worker	11.61
11360 - Window Cleaner	12.64
12000 - Health Occupations	
12010 - Ambulance Driver	16.84
12011 - Breath Alcohol Technician	16.99
12012 - Certified Occupational Therapist Assistant	29.34
12015 - Certified Physical Therapist Assistant	26.02

12020 - Dental Assistant	15.60
12025 - Dental Hygienist	34.44
12030 - EKG Technician	27.07
12035 - Electroneurodiagnostic Technologist	27.07
12040 - Emergency Medical Technician	16.84
12071 - Licensed Practical Nurse I	15.19
12072 - Licensed Practical Nurse II	16.99
12073 - Licensed Practical Nurse III	18.93
12100 - Medical Assistant	14.22
12130 - Medical Laboratory Technician	18.70
12160 - Medical Record Clerk	15.13
12190 - Medical Record Technician	16.93
12195 - Medical Transcriptionist	15.70
12210 - Nuclear Medicine Technologist	31.32
12221 - Nursing Assistant I	10.73
12222 - Nursing Assistant II	12.06
12223 - Nursing Assistant III	13.16
12224 - Nursing Assistant IV	14.78
12235 - Optical Dispenser	20.23
12236 - Optical Technician	18.25
12250 - Pharmacy Technician	17.33
12280 - Phlebotomist	15.68
12305 - Radiologic Technologist	26.61
12311 - Registered Nurse I	24.37
12312 - Registered Nurse II	29.81
12313 - Registered Nurse II, Specialist	29.81
12314 - Registered Nurse III	36.07
12315 - Registered Nurse III, Anesthetist	36.07
12316 - Registered Nurse IV	43.23
12317 - Scheduler (Drug and Alcohol Testing)	21.03
12320 - Substance Abuse Treatment Counselor	19.64
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.46
13012 - Exhibits Specialist II	25.36
13013 - Exhibits Specialist III	29.19
13041 - Illustrator I	20.00
13042 - Illustrator II	24.56
13043 - Illustrator III	29.80
13047 - Librarian	32.67
13050 - Library Aide/Clerk	12.61
13054 - Library Information Technology Systems Administrator	23.82
13058 - Library Technician	16.78
13061 - Media Specialist I	18.59
13062 - Media Specialist II	20.79
13063 - Media Specialist III	23.17
13071 - Photographer I	13.93
13072 - Photographer II	18.46
13073 - Photographer III	22.43
13074 - Photographer IV	24.90
13075 - Photographer V	30.14
13090 - Technical Order Library Clerk	15.84
13110 - Video Teleconference Technician	16.66
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.56
14042 - Computer Operator II	17.40
14043 - Computer Operator III	19.41
14044 - Computer Operator IV	21.57
14045 - Computer Operator V	23.88
14071 - Computer Programmer I	(see 1) 20.26
14072 - Computer Programmer II	(see 1) 25.09

14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.56
14160 - Personal Computer Support Technician		21.57
14170 - System Support Specialist		26.47
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.24
15020 - Aircrew Training Devices Instructor (Rated)		40.21
15030 - Air Crew Training Devices Instructor (Pilot)		48.04
15050 - Computer Based Training Specialist / Instructor		33.24
15060 - Educational Technologist		32.28
15070 - Flight Instructor (Pilot)		48.04
15080 - Graphic Artist		24.28
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		37.85
15086 - Maintenance Test Pilot, Rotary Wing		37.85
15088 - Non-Maintenance Test/Co-Pilot		37.85
15090 - Technical Instructor		25.41
15095 - Technical Instructor/Course Developer		31.09
15110 - Test Proctor		20.52
15120 - Tutor		20.52
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.16
16030 - Counter Attendant		9.16
16040 - Dry Cleaner		11.74
16070 - Finisher, Flatwork, Machine		9.16
16090 - Presser, Hand		9.16
16110 - Presser, Machine, Drycleaning		9.16
16130 - Presser, Machine, Shirts		9.16
16160 - Presser, Machine, Wearing Apparel, Laundry		9.16
16190 - Sewing Machine Operator		12.59
16220 - Tailor		13.49
16250 - Washer, Machine		10.02
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.51
19040 - Tool And Die Maker		26.83
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.76
21030 - Material Coordinator		27.78
21040 - Material Expediter		27.78
21050 - Material Handling Laborer		11.98
21071 - Order Filler		11.96
21080 - Production Line Worker (Food Processing)		17.76
21110 - Shipping Packer		16.25
21130 - Shipping/Receiving Clerk		16.25
21140 - Store Worker I		13.27
21150 - Stock Clerk		16.73
21210 - Tools And Parts Attendant		17.76
21410 - Warehouse Specialist		17.76
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		31.00
23019 - Aircraft Logs and Records Technician		24.24
23021 - Aircraft Mechanic I		29.52
23022 - Aircraft Mechanic II		31.00
23023 - Aircraft Mechanic III		32.44
23040 - Aircraft Mechanic Helper		21.77
23050 - Aircraft, Painter		26.88
23060 - Aircraft Servicer		24.24
23070 - Aircraft Survival Flight Equipment Technician		26.88

23080 - Aircraft Worker	25.52
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.52
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.52
23110 - Appliance Mechanic	19.24
23120 - Bicycle Repairer	17.46
23125 - Cable Splicer	28.38
23130 - Carpenter, Maintenance	19.24
23140 - Carpet Layer	20.67
23160 - Electrician, Maintenance	23.77
23181 - Electronics Technician Maintenance I	23.07
23182 - Electronics Technician Maintenance II	24.32
23183 - Electronics Technician Maintenance III	25.53
23260 - Fabric Worker	21.28
23290 - Fire Alarm System Mechanic	20.20
23310 - Fire Extinguisher Repairer	20.19
23311 - Fuel Distribution System Mechanic	24.99
23312 - Fuel Distribution System Operator	20.36
23370 - General Maintenance Worker	18.30
23380 - Ground Support Equipment Mechanic	29.52
23381 - Ground Support Equipment Servicer	24.24
23382 - Ground Support Equipment Worker	25.52
23391 - Gunsmith I	20.19
23392 - Gunsmith II	22.39
23393 - Gunsmith III	24.79
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.42
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.49
23430 - Heavy Equipment Mechanic	23.95
23440 - Heavy Equipment Operator	20.20
23460 - Instrument Mechanic	25.61
23465 - Laboratory/Shelter Mechanic	15.00
23470 - Laborer	11.98
23510 - Locksmith	23.24
23530 - Machinery Maintenance Mechanic	24.91
23550 - Machinist, Maintenance	23.81
23580 - Maintenance Trades Helper	16.29
23591 - Metrology Technician I	25.61
23592 - Metrology Technician II	26.89
23593 - Metrology Technician III	28.14
23640 - Millwright	27.25
23710 - Office Appliance Repairer	21.16
23760 - Painter, Maintenance	19.24
23790 - Pipefitter, Maintenance	22.87
23810 - Plumber, Maintenance	21.79
23820 - Pneudraulic Systems Mechanic	24.79
23850 - Rigger	24.22
23870 - Scale Mechanic	22.39
23890 - Sheet-Metal Worker, Maintenance	23.01
23910 - Small Engine Mechanic	20.11
23931 - Telecommunications Mechanic I	29.09
23932 - Telecommunications Mechanic II	30.54
23950 - Telephone Lineman	28.29
23960 - Welder, Combination, Maintenance	23.92
23965 - Well Driller	24.79
23970 - Woodcraft Worker	24.79
23980 - Woodworker	20.19
24000 - Personal Needs Occupations	
24550 - Case Manager	13.92

24570 - Child Care Attendant	9.58
24580 - Child Care Center Clerk	13.48
24610 - Chore Aide	8.81
24620 - Family Readiness And Support Services Coordinator	13.92
24630 - Homemaker	14.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.86
25040 - Sewage Plant Operator	20.68
25070 - Stationary Engineer	24.86
25190 - Ventilation Equipment Tender	19.08
25210 - Water Treatment Plant Operator	20.68
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.59
27007 - Baggage Inspector	13.42
27008 - Corrections Officer	18.71
27010 - Court Security Officer	20.29
27030 - Detection Dog Handler	15.31
27040 - Detention Officer	18.71
27070 - Firefighter	19.65
27101 - Guard I	13.42
27102 - Guard II	15.31
27131 - Police Officer I	22.07
27132 - Police Officer II	24.52
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.76
28042 - Carnival Equipment Repairer	11.42
28043 - Carnival Worker	8.77
28210 - Gate Attendant/Gate Tender	14.30
28310 - Lifeguard	12.22
28350 - Park Attendant (Aide)	15.60
28510 - Recreation Aide/Health Facility Attendant	11.68
28515 - Recreation Specialist	19.83
28630 - Sports Official	12.75
28690 - Swimming Pool Operator	15.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.47
29020 - Hatch Tender	25.47
29030 - Line Handler	25.47
29041 - Stevedore I	24.21
29042 - Stevedore II	26.87
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	18.85
30022 - Archeological Technician II	21.09
30023 - Archeological Technician III	25.14
30030 - Cartographic Technician	26.68
30040 - Civil Engineering Technician	25.15
30051 - Cryogenic Technician I	23.34
30052 - Cryogenic Technician II	25.78
30061 - Drafter/CAD Operator I	18.85
30062 - Drafter/CAD Operator II	21.09
30063 - Drafter/CAD Operator III	23.52
30064 - Drafter/CAD Operator IV	28.93
30081 - Engineering Technician I	17.82
30082 - Engineering Technician II	19.79
30083 - Engineering Technician III	22.59
30084 - Engineering Technician IV	27.42
30085 - Engineering Technician V	33.54

30086 - Engineering Technician VI	40.58
30090 - Environmental Technician	24.06
30095 - Evidence Control Specialist	21.07
30210 - Laboratory Technician	21.99
30221 - Latent Fingerprint Technician I	23.50
30222 - Latent Fingerprint Technician II	25.96
30240 - Mathematical Technician	26.68
30361 - Paralegal/Legal Assistant I	17.02
30362 - Paralegal/Legal Assistant II	21.08
30363 - Paralegal/Legal Assistant III	25.80
30364 - Paralegal/Legal Assistant IV	31.20
30375 - Petroleum Supply Specialist	25.78
30390 - Photo-Optics Technician	26.68
30395 - Radiation Control Technician	25.78
30461 - Technical Writer I	23.10
30462 - Technical Writer II	28.24
30463 - Technical Writer III	34.17
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	28.02
30502 - Weather Forecaster II	30.99
30620 - Weather Observer, Combined Upper Air Or	(see 2) 23.52
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.48
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	14.46
31030 - Bus Driver	18.27
31043 - Driver Courier	13.40
31260 - Parking and Lot Attendant	9.28
31290 - Shuttle Bus Driver	14.22
31310 - Taxi Driver	12.65
31361 - Truckdriver, Light	14.22
31362 - Truckdriver, Medium	15.59
31363 - Truckdriver, Heavy	18.04
31364 - Truckdriver, Tractor-Trailer	18.04
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	8.95
99050 - Desk Clerk	9.92
99095 - Embalmer	30.76
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	12.01
99252 - Laboratory Animal Caretaker II	12.75
99260 - Marketing Analyst	26.24
99310 - Mortician	30.76
99410 - Pest Controller	15.66
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	16.46
99711 - Recycling Specialist	18.57
99730 - Refuse Collector	15.17
99810 - Sales Clerk	11.04
99820 - School Crossing Guard	14.20
99830 - Survey Party Chief	21.69
99831 - Surveying Aide	13.54
99832 - Surveying Technician	19.72
99840 - Vending Machine Attendant	15.63
99841 - Vending Machine Repairer	18.30

99842 - Vending Machine Repairer Helper

15.63

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-4727 (Rev.-3) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-4727
Director	Wage Determinations	Revision No.: 3
		Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Cuyahoga, Geauga, Lake, Lorain, Medina

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.53
01012 - Accounting Clerk II		16.30
01013 - Accounting Clerk III		18.24
01020 - Administrative Assistant		25.38
01035 - Court Reporter		20.56
01041 - Customer Service Representative I		13.52
01042 - Customer Service Representative II		15.20
01043 - Customer Service Representative III		16.59
01051 - Data Entry Operator I		13.42
01052 - Data Entry Operator II		15.43
01060 - Dispatcher, Motor Vehicle		20.85
01070 - Document Preparation Clerk		14.50
01090 - Duplicating Machine Operator		14.50
01111 - General Clerk I		13.46
01112 - General Clerk II		14.87
01113 - General Clerk III		16.65
01120 - Housing Referral Assistant		20.31
01141 - Messenger Courier		13.46
01191 - Order Clerk I		15.11
01192 - Order Clerk II		16.49
01261 - Personnel Assistant (Employment) I		16.00
01262 - Personnel Assistant (Employment) II		17.89
01263 - Personnel Assistant (Employment) III		19.95
01270 - Production Control Clerk		21.93
01290 - Rental Clerk		15.48
01300 - Scheduler, Maintenance		16.19
01311 - Secretary I		16.19
01312 - Secretary II		18.22
01313 - Secretary III		20.31

01320 - Service Order Dispatcher	18.84
01410 - Supply Technician	25.38
01420 - Survey Worker	15.88
01460 - Switchboard Operator/Receptionist	13.97
01531 - Travel Clerk I	12.86
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.55
01611 - Word Processor I	14.47
01612 - Word Processor II	16.25
01613 - Word Processor III	18.18
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.43
05010 - Automotive Electrician	19.67
05040 - Automotive Glass Installer	18.92
05070 - Automotive Worker	18.92
05110 - Mobile Equipment Servicer	17.27
05130 - Motor Equipment Metal Mechanic	20.33
05160 - Motor Equipment Metal Worker	18.92
05190 - Motor Vehicle Mechanic	20.33
05220 - Motor Vehicle Mechanic Helper	16.50
05250 - Motor Vehicle Upholstery Worker	18.07
05280 - Motor Vehicle Wrecker	18.92
05310 - Painter, Automotive	19.67
05340 - Radiator Repair Specialist	18.92
05370 - Tire Repairer	15.89
05400 - Transmission Repair Specialist	20.33
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.08
07041 - Cook I	12.05
07042 - Cook II	13.57
07070 - Dishwasher	9.28
07130 - Food Service Worker	10.64
07210 - Meat Cutter	17.35
07260 - Waiter/Waitress	9.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.60
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	20.60
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer, Minor	17.22
09130 - Upholsterer	20.60
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.78
11060 - Elevator Operator	12.06
11090 - Gardener	14.76
11122 - Housekeeping Aide	12.06
11150 - Janitor	12.06
11210 - Laborer, Grounds Maintenance	11.77
11240 - Maid or Houseman	10.66
11260 - Pruner	11.52
11270 - Tractor Operator	13.80
11330 - Trail Maintenance Worker	11.77
11360 - Window Cleaner	12.73
12000 - Health Occupations	
12010 - Ambulance Driver	15.99
12011 - Breath Alcohol Technician	19.32
12012 - Certified Occupational Therapist Assistant	28.74
12015 - Certified Physical Therapist Assistant	27.95
12020 - Dental Assistant	17.24
12025 - Dental Hygienist	33.67
12030 - EKG Technician	26.81

12035 - Electroneurodiagnostic Technologist	26.81
12040 - Emergency Medical Technician	15.99
12071 - Licensed Practical Nurse I	17.51
12072 - Licensed Practical Nurse II	19.68
12073 - Licensed Practical Nurse III	21.84
12100 - Medical Assistant	14.33
12130 - Medical Laboratory Technician	21.18
12160 - Medical Record Clerk	15.93
12190 - Medical Record Technician	17.83
12195 - Medical Transcriptionist	17.83
12210 - Nuclear Medicine Technologist	34.48
12221 - Nursing Assistant I	11.18
12222 - Nursing Assistant II	12.57
12223 - Nursing Assistant III	13.72
12224 - Nursing Assistant IV	15.39
12235 - Optical Dispenser	18.99
12236 - Optical Technician	14.97
12250 - Pharmacy Technician	14.65
12280 - Phlebotomist	15.71
12305 - Radiologic Technologist	27.28
12311 - Registered Nurse I	22.85
12312 - Registered Nurse II	27.71
12313 - Registered Nurse II, Specialist	27.71
12314 - Registered Nurse III	33.52
12315 - Registered Nurse III, Anesthetist	33.52
12316 - Registered Nurse IV	40.18
12317 - Scheduler (Drug and Alcohol Testing)	23.94
12320 - Substance Abuse Treatment Counselor	20.54
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.58
13012 - Exhibits Specialist II	24.76
13013 - Exhibits Specialist III	30.29
13041 - Illustrator I	20.35
13042 - Illustrator II	25.21
13043 - Illustrator III	30.83
13047 - Librarian	29.41
13050 - Library Aide/Clerk	13.28
13054 - Library Information Technology Systems Administrator	22.30
13058 - Library Technician	17.81
13061 - Media Specialist I	17.87
13062 - Media Specialist II	20.00
13063 - Media Specialist III	22.30
13071 - Photographer I	15.90
13072 - Photographer II	18.01
13073 - Photographer III	22.30
13074 - Photographer IV	26.94
13075 - Photographer V	32.59
13090 - Technical Order Library Clerk	16.37
13110 - Video Teleconference Technician	17.41
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.48
14042 - Computer Operator II	17.32
14043 - Computer Operator III	19.31
14044 - Computer Operator IV	22.64
14045 - Computer Operator V	25.06
14071 - Computer Programmer I	(see 1) 22.13
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 Operator		15.48
14160 - Personal Computer Support Technician		22.64
14170 - System Support Specialist		24.74
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.53
15020 - Aircrew Training Devices Instructor (Rated)		35.35
15030 - Air Crew Training Devices Instructor (Pilot)		41.38
15050 - Computer Based Training Specialist / Instructor		30.23
15060 - Educational Technologist		32.85
15070 - Flight Instructor (Pilot)		41.38
15080 - Graphic Artist		22.54
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		36.90
15086 - Maintenance Test Pilot, Rotary Wing		36.90
15088 - Non-Maintenance Test/Co-Pilot		36.90
15090 - Technical Instructor		22.07
15095 - Technical Instructor/Course Developer		27.00
15110 - Test Proctor		17.81
15120 - Tutor		17.81
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.88
16030 - Counter Attendant		9.88
16040 - Dry Cleaner		12.21
16070 - Finisher, Flatwork, Machine		9.88
16090 - Presser, Hand		9.88
16110 - Presser, Machine, Drycleaning		9.88
16130 - Presser, Machine, Shirts		9.88
16160 - Presser, Machine, Wearing Apparel, Laundry		9.88
16190 - Sewing Machine Operator		13.09
16220 - Tailor		13.95
16250 - Washer, Machine		10.47
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.98
19040 - Tool And Die Maker		26.69
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.87
21030 - Material Coordinator		21.93
21040 - Material Expediter		21.93
21050 - Material Handling Laborer		13.50
21071 - Order Filler		13.69
21080 - Production Line Worker (Food Processing)		16.87
21110 - Shipping Packer		16.72
21130 - Shipping/Receiving Clerk		16.72
21140 - Store Worker I		15.42
21150 - Stock Clerk		20.21
21210 - Tools And Parts Attendant		16.87
21410 - Warehouse Specialist		16.87
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.04
23019 - Aircraft Logs and Records Technician		24.13
23021 - Aircraft Mechanic I		27.67
23022 - Aircraft Mechanic II		29.04
23023 - Aircraft Mechanic III		30.05
23040 - Aircraft Mechanic Helper		21.23
23050 - Aircraft, Painter		26.74
23060 - Aircraft Servicer		24.13
23070 - Aircraft Survival Flight Equipment Technician		26.74
23080 - Aircraft Worker		25.58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		25.58

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23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.67
23110 - Appliance Mechanic	20.40
23120 - Bicycle Repairer	19.23
23125 - Cable Splicer	29.19
23130 - Carpenter, Maintenance	26.83
23140 - Carpet Layer	25.85
23160 - Electrician, Maintenance	28.68
23181 - Electronics Technician Maintenance I	22.75
23182 - Electronics Technician Maintenance II	23.82
23183 - Electronics Technician Maintenance III	28.36
23260 - Fabric Worker	22.59
23290 - Fire Alarm System Mechanic	21.77
23310 - Fire Extinguisher Repairer	21.26
23311 - Fuel Distribution System Mechanic	31.68
23312 - Fuel Distribution System Operator	25.74
23370 - General Maintenance Worker	18.61
23380 - Ground Support Equipment Mechanic	27.67
23381 - Ground Support Equipment Servicer	24.13
23382 - Ground Support Equipment Worker	25.58
23391 - Gunsmith I	21.26
23392 - Gunsmith II	23.94
23393 - Gunsmith III	26.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.94
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.85
23430 - Heavy Equipment Mechanic	24.66
23440 - Heavy Equipment Operator	28.86
23460 - Instrument Mechanic	27.35
23465 - Laboratory/Shelter Mechanic	25.07
23470 - Laborer	13.23
23510 - Locksmith	20.60
23530 - Machinery Maintenance Mechanic	22.73
23550 - Machinist, Maintenance	21.77
23580 - Maintenance Trades Helper	16.05
23591 - Metrology Technician I	27.35
23592 - Metrology Technician II	28.44
23593 - Metrology Technician III	29.42
23640 - Millwright	33.74
23710 - Office Appliance Repairer	21.04
23760 - Painter, Maintenance	21.74
23790 - Pipefitter, Maintenance	28.79
23810 - Plumber, Maintenance	27.60
23820 - Pneudraulic Systems Mechanic	26.16
23850 - Rigger	26.16
23870 - Scale Mechanic	23.94
23890 - Sheet-Metal Worker, Maintenance	23.74
23910 - Small Engine Mechanic	19.82
23931 - Telecommunications Mechanic I	27.17
23932 - Telecommunications Mechanic II	28.14
23950 - Telephone Lineman	21.91
23960 - Welder, Combination, Maintenance	19.36
23965 - Well Driller	25.77
23970 - Woodcraft Worker	26.16
23980 - Woodworker	19.91
24000 - Personal Needs Occupations	
24550 - Case Manager	15.15
24570 - Child Care Attendant	12.25
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	10.53

24620 - Family Readiness And Support Services Coordinator	15.15
24630 - Homemaker	17.23
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.44
25040 - Sewage Plant Operator	25.57
25070 - Stationary Engineer	28.44
25190 - Ventilation Equipment Tender	21.60
25210 - Water Treatment Plant Operator	25.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.55
27007 - Baggage Inspector	11.57
27008 - Corrections Officer	21.73
27010 - Court Security Officer	23.11
27030 - Detection Dog Handler	16.31
27040 - Detention Officer	21.73
27070 - Firefighter	24.59
27101 - Guard I	11.57
27102 - Guard II	16.31
27131 - Police Officer I	26.24
27132 - Police Officer II	29.16
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.99
28042 - Carnival Equipment Repairer	12.82
28043 - Carnival Worker	9.37
28210 - Gate Attendant/Gate Tender	13.82
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.47
28510 - Recreation Aide/Health Facility Attendant	11.29
28515 - Recreation Specialist	19.16
28630 - Sports Official	12.32
28690 - Swimming Pool Operator	18.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.04
29020 - Hatch Tender	21.04
29030 - Line Handler	21.04
29041 - Stevedore I	19.85
29042 - Stevedore II	21.96
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.04
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.92
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.64
30021 - Archeological Technician I	18.14
30022 - Archeological Technician II	18.18
30023 - Archeological Technician III	23.49
30030 - Cartographic Technician	25.34
30040 - Civil Engineering Technician	24.77
30051 - Cryogenic Technician I	26.95
30052 - Cryogenic Technician II	29.77
30061 - Drafter/CAD Operator I	18.14
30062 - Drafter/CAD Operator II	20.46
30063 - Drafter/CAD Operator III	22.81
30064 - Drafter/CAD Operator IV	28.07
30081 - Engineering Technician I	16.70
30082 - Engineering Technician II	18.75
30083 - Engineering Technician III	20.98
30084 - Engineering Technician IV	25.99
30085 - Engineering Technician V	31.78
30086 - Engineering Technician VI	38.46
30090 - Environmental Technician	23.34
30095 - Evidence Control Specialist	24.34

30210 - Laboratory Technician	22.81
30221 - Latent Fingerprint Technician I	26.95
30222 - Latent Fingerprint Technician II	29.77
30240 - Mathematical Technician	25.32
30361 - Paralegal/Legal Assistant I	18.72
30362 - Paralegal/Legal Assistant II	23.34
30363 - Paralegal/Legal Assistant III	30.33
30364 - Paralegal/Legal Assistant IV	36.70
30375 - Petroleum Supply Specialist	29.77
30390 - Photo-Optics Technician	25.34
30395 - Radiation Control Technician	29.77
30461 - Technical Writer I	30.39
30462 - Technical Writer II	35.40
30463 - Technical Writer III	30.60
30491 - Unexploded Ordnance (UXO) Technician I	24.81
30492 - Unexploded Ordnance (UXO) Technician II	30.02
30493 - Unexploded Ordnance (UXO) Technician III	35.98
30494 - Unexploded (UXO) Safety Escort	24.81
30495 - Unexploded (UXO) Sweep Personnel	24.81
30501 - Weather Forecaster I	26.95
30502 - Weather Forecaster II	32.78
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 23.15
30621 - Weather Observer, Senior	(see 2) 25.34
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.02
31020 - Bus Aide	15.20
31030 - Bus Driver	20.26
31043 - Driver Courier	15.37
31260 - Parking and Lot Attendant	9.80
31290 - Shuttle Bus Driver	16.42
31310 - Taxi Driver	10.32
31361 - Truckdriver, Light	16.42
31362 - Truckdriver, Medium	19.05
31363 - Truckdriver, Heavy	23.70
31364 - Truckdriver, Tractor-Trailer	23.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.63
99030 - Cashier	10.67
99050 - Desk Clerk	11.14
99095 - Embalmer	29.73
99130 - Flight Follower	24.81
99251 - Laboratory Animal Caretaker I	12.18
99252 - Laboratory Animal Caretaker II	13.03
99260 - Marketing Analyst	30.16
99310 - Mortician	33.31
99410 - Pest Controller	16.03
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.12
99711 - Recycling Specialist	22.51
99730 - Refuse Collector	18.41
99810 - Sales Clerk	12.24
99820 - School Crossing Guard	13.30
99830 - Survey Party Chief	24.53
99831 - Surveying Aide	13.99
99832 - Surveying Technician	21.01
99840 - Vending Machine Attendant	13.42
99841 - Vending Machine Repairer	15.39
99842 - Vending Machine Repairer Helper	13.42

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-4205 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-4205
Director	Wage Determinations	Revision No.: 4
		Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania Counties of Lehigh, Northampton

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.74
01012 - Accounting Clerk II		17.67
01013 - Accounting Clerk III		19.77
01020 - Administrative Assistant		27.42
01035 - Court Reporter		23.91
01041 - Customer Service Representative I		12.32
01042 - Customer Service Representative II		13.85
01043 - Customer Service Representative III		15.11
01051 - Data Entry Operator I		14.22
01052 - Data Entry Operator II		15.51
01060 - Dispatcher, Motor Vehicle		17.92
01070 - Document Preparation Clerk		13.66
01090 - Duplicating Machine Operator		13.66
01111 - General Clerk I		13.73
01112 - General Clerk II		14.98
01113 - General Clerk III		16.81
01120 - Housing Referral Assistant		24.11
01141 - Messenger Courier		12.91
01191 - Order Clerk I		14.81
01192 - Order Clerk II		16.11
01261 - Personnel Assistant (Employment) I		17.39
01262 - Personnel Assistant (Employment) II		19.46
01263 - Personnel Assistant (Employment) III		21.68
01270 - Production Control Clerk		22.74
01290 - Rental Clerk		16.83
01300 - Scheduler, Maintenance		19.12
01311 - Secretary I		19.12
01312 - Secretary II		21.84
01313 - Secretary III		24.11

01320 - Service Order Dispatcher	16.76
01410 - Supply Technician	27.42
01420 - Survey Worker	17.92
01460 - Switchboard Operator/Receptionist	14.72
01531 - Travel Clerk I	13.42
01532 - Travel Clerk II	14.10
01533 - Travel Clerk III	15.03
01611 - Word Processor I	15.91
01612 - Word Processor II	17.86
01613 - Word Processor III	19.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.83
05010 - Automotive Electrician	22.03
05040 - Automotive Glass Installer	20.34
05070 - Automotive Worker	21.11
05110 - Mobile Equipment Servicer	19.63
05130 - Motor Equipment Metal Mechanic	22.81
05160 - Motor Equipment Metal Worker	21.22
05190 - Motor Vehicle Mechanic	22.83
05220 - Motor Vehicle Mechanic Helper	18.71
05250 - Motor Vehicle Upholstery Worker	20.54
05280 - Motor Vehicle Wrecker	21.22
05310 - Painter, Automotive	22.14
05340 - Radiator Repair Specialist	21.22
05370 - Tire Repairer	14.89
05400 - Transmission Repair Specialist	23.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.05
07041 - Cook I	12.99
07042 - Cook II	13.94
07070 - Dishwasher	9.76
07130 - Food Service Worker	11.55
07210 - Meat Cutter	17.30
07260 - Waiter/Waitress	10.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.40
09040 - Furniture Handler	17.39
09080 - Furniture Refinisher	22.85
09090 - Furniture Refinisher Helper	19.50
09110 - Furniture Repairer, Minor	21.21
09130 - Upholsterer	19.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.81
11060 - Elevator Operator	12.81
11090 - Gardener	16.09
11122 - Housekeeping Aide	13.07
11150 - Janitor	13.07
11210 - Laborer, Grounds Maintenance	13.67
11240 - Maid or Houseman	11.29
11260 - Pruner	12.83
11270 - Tractor Operator	15.33
11330 - Trail Maintenance Worker	13.76
11360 - Window Cleaner	13.92
12000 - Health Occupations	
12010 - Ambulance Driver	17.81
12011 - Breath Alcohol Technician	20.44
12012 - Certified Occupational Therapist Assistant	25.75
12015 - Certified Physical Therapist Assistant	25.78
12020 - Dental Assistant	18.36
12025 - Dental Hygienist	32.95
12030 - EKG Technician	30.31

12035 - Electroneurodiagnostic Technologist	30.31
12040 - Emergency Medical Technician	17.81
12071 - Licensed Practical Nurse I	20.15
12072 - Licensed Practical Nurse II	22.05
12073 - Licensed Practical Nurse III	24.57
12100 - Medical Assistant	14.97
12130 - Medical Laboratory Technician	21.17
12160 - Medical Record Clerk	15.47
12190 - Medical Record Technician	17.00
12195 - Medical Transcriptionist	17.88
12210 - Nuclear Medicine Technologist	35.40
12221 - Nursing Assistant I	11.66
12222 - Nursing Assistant II	13.11
12223 - Nursing Assistant III	14.30
12224 - Nursing Assistant IV	16.05
12235 - Optical Dispenser	21.62
12236 - Optical Technician	16.60
12250 - Pharmacy Technician	15.13
12280 - Phlebotomist	15.22
12305 - Radiologic Technologist	28.36
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	32.76
12313 - Registered Nurse II, Specialist	32.76
12314 - Registered Nurse III	39.32
12315 - Registered Nurse III, Anesthetist	39.32
12316 - Registered Nurse IV	47.11
12317 - Scheduler (Drug and Alcohol Testing)	24.76
12320 - Substance Abuse Treatment Counselor	22.12
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.86
13012 - Exhibits Specialist II	28.77
13013 - Exhibits Specialist III	35.16
13041 - Illustrator I	22.94
13042 - Illustrator II	30.61
13043 - Illustrator III	37.43
13047 - Librarian	31.00
13050 - Library Aide/Clerk	16.83
13054 - Library Information Technology Systems Administrator	27.98
13058 - Library Technician	17.62
13061 - Media Specialist I	19.53
13062 - Media Specialist II	21.86
13063 - Media Specialist III	24.37
13071 - Photographer I	17.96
13072 - Photographer II	19.97
13073 - Photographer III	25.04
13074 - Photographer IV	30.62
13075 - Photographer V	37.06
13090 - Technical Order Library Clerk	17.50
13110 - Video Teleconference Technician	22.29
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.50
14042 - Computer Operator II	20.70
14043 - Computer Operator III	23.06
14044 - Computer Operator IV	25.64
14045 - Computer Operator V	28.39
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 Operator		18.50
14160 - Personal Computer Support Technician		25.64
14170 - System Support Specialist		28.34
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.14
15020 - Aircrew Training Devices Instructor (Rated)		40.11
15030 - Air Crew Training Devices Instructor (Pilot)		48.06
15050 - Computer Based Training Specialist / Instructor		33.14
15060 - Educational Technologist		32.41
15070 - Flight Instructor (Pilot)		48.06
15080 - Graphic Artist		24.99
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.09
15086 - Maintenance Test Pilot, Rotary Wing		46.09
15088 - Non-Maintenance Test/Co-Pilot		46.09
15090 - Technical Instructor		24.41
15095 - Technical Instructor/Course Developer		29.85
15110 - Test Proctor		19.71
15120 - Tutor		19.71
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.29
16030 - Counter Attendant		11.29
16040 - Dry Cleaner		14.67
16070 - Finisher, Flatwork, Machine		11.29
16090 - Presser, Hand		11.29
16110 - Presser, Machine, Drycleaning		11.29
16130 - Presser, Machine, Shirts		11.29
16160 - Presser, Machine, Wearing Apparel, Laundry		11.29
16190 - Sewing Machine Operator		15.71
16220 - Tailor		16.73
16250 - Washer, Machine		12.64
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.75
19040 - Tool And Die Maker		24.79
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.21
21030 - Material Coordinator		21.99
21040 - Material Expediter		21.99
21050 - Material Handling Laborer		13.92
21071 - Order Filler		13.88
21080 - Production Line Worker (Food Processing)		19.21
21110 - Shipping Packer		16.45
21130 - Shipping/Receiving Clerk		16.45
21140 - Store Worker I		17.27
21150 - Stock Clerk		20.83
21210 - Tools And Parts Attendant		19.21
21410 - Warehouse Specialist		19.21
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.50
23019 - Aircraft Logs and Records Technician		23.78
23021 - Aircraft Mechanic I		26.54
23022 - Aircraft Mechanic II		27.50
23023 - Aircraft Mechanic III		28.35
23040 - Aircraft Mechanic Helper		21.88
23050 - Aircraft, Painter		24.59
23060 - Aircraft Servicer		23.78
23070 - Aircraft Survival Flight Equipment Technician		24.59
23080 - Aircraft Worker		24.76
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		24.76
I		

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.54
23110 - Appliance Mechanic	23.11
23120 - Bicycle Repairer	18.28
23125 - Cable Splicer	34.08
23130 - Carpenter, Maintenance	24.40
23140 - Carpet Layer	24.83
23160 - Electrician, Maintenance	29.02
23181 - Electronics Technician Maintenance I	25.72
23182 - Electronics Technician Maintenance II	27.03
23183 - Electronics Technician Maintenance III	27.92
23260 - Fabric Worker	22.34
23290 - Fire Alarm System Mechanic	23.71
23310 - Fire Extinguisher Repairer	22.72
23311 - Fuel Distribution System Mechanic	28.85
23312 - Fuel Distribution System Operator	24.89
23370 - General Maintenance Worker	21.37
23380 - Ground Support Equipment Mechanic	26.54
23381 - Ground Support Equipment Servicer	23.78
23382 - Ground Support Equipment Worker	24.76
23391 - Gunsmith I	22.07
23392 - Gunsmith II	23.77
23393 - Gunsmith III	25.51
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.17
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.15
23430 - Heavy Equipment Mechanic	24.33
23440 - Heavy Equipment Operator	27.08
23460 - Instrument Mechanic	25.03
23465 - Laboratory/Shelter Mechanic	24.64
23470 - Laborer	15.83
23510 - Locksmith	24.13
23530 - Machinery Maintenance Mechanic	24.32
23550 - Machinist, Maintenance	21.24
23580 - Maintenance Trades Helper	18.52
23591 - Metrology Technician I	25.03
23592 - Metrology Technician II	26.01
23593 - Metrology Technician III	26.83
23640 - Millwright	26.93
23710 - Office Appliance Repairer	23.06
23760 - Painter, Maintenance	21.97
23790 - Pipefitter, Maintenance	30.24
23810 - Plumber, Maintenance	26.80
23820 - Pneudraulic Systems Mechanic	25.51
23850 - Rigger	25.51
23870 - Scale Mechanic	23.77
23890 - Sheet-Metal Worker, Maintenance	32.08
23910 - Small Engine Mechanic	18.79
23931 - Telecommunications Mechanic I	31.35
23932 - Telecommunications Mechanic II	32.57
23950 - Telephone Lineman	32.98
23960 - Welder, Combination, Maintenance	20.91
23965 - Well Driller	23.53
23970 - Woodcraft Worker	25.51
23980 - Woodworker	21.40
24000 - Personal Needs Occupations	
24550 - Case Manager	15.17
24570 - Child Care Attendant	12.00
24580 - Child Care Center Clerk	14.96
24610 - Chore Aide	11.62

24620 - Family Readiness And Support Services Coordinator	15.17
24630 - Homemaker	15.17
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.76
25040 - Sewage Plant Operator	23.18
25070 - Stationary Engineer	25.76
25190 - Ventilation Equipment Tender	21.24
25210 - Water Treatment Plant Operator	23.18
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.30
27007 - Baggage Inspector	13.48
27008 - Corrections Officer	26.22
27010 - Court Security Officer	27.70
27030 - Detection Dog Handler	18.81
27040 - Detention Officer	26.22
27070 - Firefighter	27.25
27101 - Guard I	13.48
27102 - Guard II	18.81
27131 - Police Officer I	28.44
27132 - Police Officer II	31.59
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.46
28042 - Carnival Equipment Repairer	12.02
28043 - Carnival Worker	9.59
28210 - Gate Attendant/Gate Tender	16.04
28310 - Lifeguard	12.78
28350 - Park Attendant (Aide)	17.94
28510 - Recreation Aide/Health Facility Attendant	11.54
28515 - Recreation Specialist	22.22
28630 - Sports Official	14.29
28690 - Swimming Pool Operator	17.23
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.82
29020 - Hatch Tender	24.82
29030 - Line Handler	24.82
29041 - Stevedore I	23.84
29042 - Stevedore II	25.73
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.79
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.51
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.50
30021 - Archeological Technician I	20.33
30022 - Archeological Technician II	22.75
30023 - Archeological Technician III	28.18
30030 - Cartographic Technician	28.27
30040 - Civil Engineering Technician	26.78
30051 - Cryogenic Technician I	26.51
30052 - Cryogenic Technician II	29.28
30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.75
30063 - Drafter/CAD Operator III	25.36
30064 - Drafter/CAD Operator IV	31.21
30081 - Engineering Technician I	18.23
30082 - Engineering Technician II	20.47
30083 - Engineering Technician III	23.23
30084 - Engineering Technician IV	28.83
30085 - Engineering Technician V	35.18
30086 - Engineering Technician VI	42.58
30090 - Environmental Technician	22.12
30095 - Evidence Control Specialist	23.94

30210 - Laboratory Technician	25.35
30221 - Latent Fingerprint Technician I	26.51
30222 - Latent Fingerprint Technician II	29.28
30240 - Mathematical Technician	28.18
30361 - Paralegal/Legal Assistant I	20.99
30362 - Paralegal/Legal Assistant II	26.00
30363 - Paralegal/Legal Assistant III	31.81
30364 - Paralegal/Legal Assistant IV	38.10
30375 - Petroleum Supply Specialist	29.28
30390 - Photo-Optics Technician	28.18
30395 - Radiation Control Technician	29.28
30461 - Technical Writer I	23.63
30462 - Technical Writer II	28.91
30463 - Technical Writer III	34.97
30491 - Unexploded Ordnance (UXO) Technician I	27.19
30492 - Unexploded Ordnance (UXO) Technician II	32.90
30493 - Unexploded Ordnance (UXO) Technician III	39.44
30494 - Unexploded (UXO) Safety Escort	27.19
30495 - Unexploded (UXO) Sweep Personnel	27.19
30501 - Weather Forecaster I	30.20
30502 - Weather Forecaster II	36.73
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 25.36
30621 - Weather Observer, Senior	(see 2) 28.18
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.90
31020 - Bus Aide	15.22
31030 - Bus Driver	19.16
31043 - Driver Courier	18.13
31260 - Parking and Lot Attendant	10.58
31290 - Shuttle Bus Driver	19.00
31310 - Taxi Driver	12.36
31361 - Truckdriver, Light	19.00
31362 - Truckdriver, Medium	19.28
31363 - Truckdriver, Heavy	21.08
31364 - Truckdriver, Tractor-Trailer	21.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.04
99030 - Cashier	11.80
99050 - Desk Clerk	12.64
99095 - Embalmer	34.20
99130 - Flight Follower	27.19
99251 - Laboratory Animal Caretaker I	11.48
99252 - Laboratory Animal Caretaker II	12.25
99260 - Marketing Analyst	27.19
99310 - Mortician	34.20
99410 - Pest Controller	18.72
99510 - Photofinishing Worker	14.65
99710 - Recycling Laborer	18.72
99711 - Recycling Specialist	21.14
99730 - Refuse Collector	17.57
99810 - Sales Clerk	12.43
99820 - School Crossing Guard	11.99
99830 - Survey Party Chief	24.93
99831 - Surveying Aide	14.80
99832 - Surveying Technician	21.87
99840 - Vending Machine Attendant	17.49
99841 - Vending Machine Repairer	20.55
99842 - Vending Machine Repairer Helper	17.49

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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, Good Friday, Memorial 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)).

WD 15-5263 (Rev.-3) was first posted on www.wdol.gov on 08/08/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-5263
Director	Wage Determinations	Revision No.: 3
		Date Of Revision: 08/03/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Archer, Clay, Wichita

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.95
01012 - Accounting Clerk II		15.68
01013 - Accounting Clerk III		17.51
01020 - Administrative Assistant		21.04
01035 - Court Reporter		15.89
01041 - Customer Service Representative I		12.03
01042 - Customer Service Representative II		13.52
01043 - Customer Service Representative III		14.76
01051 - Data Entry Operator I		12.97
01052 - Data Entry Operator II		14.16
01060 - Dispatcher, Motor Vehicle		14.01
01070 - Document Preparation Clerk		11.81
01090 - Duplicating Machine Operator		11.81
01111 - General Clerk I		10.97
01112 - General Clerk II		11.97
01113 - General Clerk III		13.43
01120 - Housing Referral Assistant		16.53
01141 - Messenger Courier		10.10
01191 - Order Clerk I		14.28
01192 - Order Clerk II		15.59
01261 - Personnel Assistant (Employment) I		15.28
01262 - Personnel Assistant (Employment) II		17.10
01263 - Personnel Assistant (Employment) III		19.05
01270 - Production Control Clerk		21.38
01290 - Rental Clerk		11.52
01300 - Scheduler, Maintenance		13.06
01311 - Secretary I		13.06
01312 - Secretary II		14.61
01313 - Secretary III		16.53

01320 - Service Order Dispatcher	14.41
01410 - Supply Technician	21.04
01420 - Survey Worker	13.56
01460 - Switchboard Operator/Receptionist	11.25
01531 - Travel Clerk I	11.48
01532 - Travel Clerk II	12.40
01533 - Travel Clerk III	13.07
01611 - Word Processor I	13.50
01612 - Word Processor II	15.07
01613 - Word Processor III	16.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.30
05010 - Automotive Electrician	16.16
05040 - Automotive Glass Installer	15.28
05070 - Automotive Worker	15.28
05110 - Mobile Equipment Servicer	13.54
05130 - Motor Equipment Metal Mechanic	17.04
05160 - Motor Equipment Metal Worker	15.28
05190 - Motor Vehicle Mechanic	17.04
05220 - Motor Vehicle Mechanic Helper	12.64
05250 - Motor Vehicle Upholstery Worker	14.40
05280 - Motor Vehicle Wrecker	15.28
05310 - Painter, Automotive	16.16
05340 - Radiator Repair Specialist	15.28
05370 - Tire Repairer	13.16
05400 - Transmission Repair Specialist	17.04
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.69
07041 - Cook I	9.99
07042 - Cook II	11.27
07070 - Dishwasher	8.82
07130 - Food Service Worker	9.82
07210 - Meat Cutter	14.31
07260 - Waiter/Waitress	8.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.52
09040 - Furniture Handler	13.04
09080 - Furniture Refinisher	18.52
09090 - Furniture Refinisher Helper	15.01
09110 - Furniture Repairer, Minor	17.10
09130 - Upholsterer	18.52
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.40
11060 - Elevator Operator	10.41
11090 - Gardener	14.49
11122 - Housekeeping Aide	10.41
11150 - Janitor	10.41
11210 - Laborer, Grounds Maintenance	11.74
11240 - Maid or Houseman	8.97
11260 - Pruner	10.82
11270 - Tractor Operator	13.52
11330 - Trail Maintenance Worker	11.74
11360 - Window Cleaner	11.29
12000 - Health Occupations	
12010 - Ambulance Driver	13.54
12011 - Breath Alcohol Technician	16.75
12012 - Certified Occupational Therapist Assistant	24.75
12015 - Certified Physical Therapist Assistant	29.19
12020 - Dental Assistant	15.20
12025 - Dental Hygienist	32.91
12030 - EKG Technician	25.37

12035 - Electroneurodiagnostic Technologist	25.37
12040 - Emergency Medical Technician	13.54
12071 - Licensed Practical Nurse I	14.97
12072 - Licensed Practical Nurse II	16.75
12073 - Licensed Practical Nurse III	18.66
12100 - Medical Assistant	13.91
12130 - Medical Laboratory Technician	20.39
12160 - Medical Record Clerk	13.86
12190 - Medical Record Technician	15.51
12195 - Medical Transcriptionist	15.72
12210 - Nuclear Medicine Technologist	36.79
12221 - Nursing Assistant I	10.36
12222 - Nursing Assistant II	11.65
12223 - Nursing Assistant III	12.72
12224 - Nursing Assistant IV	14.28
12235 - Optical Dispenser	15.15
12236 - Optical Technician	14.97
12250 - Pharmacy Technician	15.28
12280 - Phlebotomist	13.94
12305 - Radiologic Technologist	23.83
12311 - Registered Nurse I	20.57
12312 - Registered Nurse II	25.26
12313 - Registered Nurse II, Specialist	25.26
12314 - Registered Nurse III	30.44
12315 - Registered Nurse III, Anesthetist	30.44
12316 - Registered Nurse IV	36.48
12317 - Scheduler (Drug and Alcohol Testing)	20.73
12320 - Substance Abuse Treatment Counselor	21.46
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.48
13012 - Exhibits Specialist II	21.64
13013 - Exhibits Specialist III	26.48
13041 - Illustrator I	17.48
13042 - Illustrator II	21.64
13043 - Illustrator III	26.48
13047 - Librarian	23.97
13050 - Library Aide/Clerk	13.91
13054 - Library Information Technology Systems Administrator	21.64
13058 - Library Technician	15.48
13061 - Media Specialist I	15.62
13062 - Media Specialist II	17.48
13063 - Media Specialist III	19.47
13071 - Photographer I	15.62
13072 - Photographer II	17.48
13073 - Photographer III	20.35
13074 - Photographer IV	24.41
13075 - Photographer V	29.55
13090 - Technical Order Library Clerk	15.74
13110 - Video Teleconference Technician	15.62
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.61
14042 - Computer Operator II	15.22
14043 - Computer Operator III	16.98
14044 - Computer Operator IV	21.48
14045 - Computer Operator V	23.85
14071 - Computer Programmer I	(see 1) 19.41
14072 - Computer Programmer II	(see 1) 24.05
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1) 26.99

14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.61
14160 - Personal Computer Support Technician		23.46
14170 - System Support Specialist		23.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.10
15020 - Aircrew Training Devices Instructor (Rated)		32.32
15030 - Air Crew Training Devices Instructor (Pilot)		37.74
15050 - Computer Based Training Specialist / Instructor		26.10
15060 - Educational Technologist		34.19
15070 - Flight Instructor (Pilot)		37.74
15080 - Graphic Artist		21.76
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		36.90
15086 - Maintenance Test Pilot, Rotary Wing		36.90
15088 - Non-Maintenance Test/Co-Pilot		36.90
15090 - Technical Instructor		17.78
15095 - Technical Instructor/Course Developer		21.76
15110 - Test Proctor		14.36
15120 - Tutor		14.36
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.57
16030 - Counter Attendant		8.57
16040 - Dry Cleaner		10.80
16070 - Finisher, Flatwork, Machine		8.57
16090 - Presser, Hand		8.57
16110 - Presser, Machine, Drycleaning		8.57
16130 - Presser, Machine, Shirts		8.57
16160 - Presser, Machine, Wearing Apparel, Laundry		8.57
16190 - Sewing Machine Operator		11.51
16220 - Tailor		12.27
16250 - Washer, Machine		9.29
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.15
19040 - Tool And Die Maker		23.10
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.39
21030 - Material Coordinator		21.38
21040 - Material Expediter		21.38
21050 - Material Handling Laborer		10.94
21071 - Order Filler		13.17
21080 - Production Line Worker (Food Processing)		13.39
21110 - Shipping Packer		14.66
21130 - Shipping/Receiving Clerk		14.66
21140 - Store Worker I		12.54
21150 - Stock Clerk		15.84
21210 - Tools And Parts Attendant		13.39
21410 - Warehouse Specialist		13.39
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.47
23019 - Aircraft Logs and Records Technician		22.14
23021 - Aircraft Mechanic I		26.18
23022 - Aircraft Mechanic II		27.47
23023 - Aircraft Mechanic III		28.78
23040 - Aircraft Mechanic Helper		19.46
23050 - Aircraft, Painter		24.81
23060 - Aircraft Servicer		22.14
23070 - Aircraft Survival Flight Equipment Technician		24.81
23080 - Aircraft Worker		23.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		23.47

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23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.18
23110 - Appliance Mechanic	19.15
23120 - Bicycle Repairer	15.61
23125 - Cable Splicer	21.93
23130 - Carpenter, Maintenance	16.87
23140 - Carpet Layer	18.15
23160 - Electrician, Maintenance	24.21
23181 - Electronics Technician Maintenance I	21.07
23182 - Electronics Technician Maintenance II	22.24
23183 - Electronics Technician Maintenance III	23.44
23260 - Fabric Worker	17.10
23290 - Fire Alarm System Mechanic	20.19
23310 - Fire Extinguisher Repairer	16.09
23311 - Fuel Distribution System Mechanic	20.19
23312 - Fuel Distribution System Operator	16.92
23370 - General Maintenance Worker	15.28
23380 - Ground Support Equipment Mechanic	26.18
23381 - Ground Support Equipment Servicer	22.14
23382 - Ground Support Equipment Worker	23.47
23391 - Gunsmith I	16.09
23392 - Gunsmith II	18.15
23393 - Gunsmith III	20.19
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.38
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.38
23430 - Heavy Equipment Mechanic	20.66
23440 - Heavy Equipment Operator	17.04
23460 - Instrument Mechanic	20.19
23465 - Laboratory/Shelter Mechanic	19.15
23470 - Laborer	10.94
23510 - Locksmith	19.15
23530 - Machinery Maintenance Mechanic	20.20
23550 - Machinist, Maintenance	20.20
23580 - Maintenance Trades Helper	12.64
23591 - Metrology Technician I	20.19
23592 - Metrology Technician II	21.17
23593 - Metrology Technician III	22.15
23640 - Millwright	20.19
23710 - Office Appliance Repairer	18.04
23760 - Painter, Maintenance	17.86
23790 - Pipefitter, Maintenance	21.92
23810 - Plumber, Maintenance	20.79
23820 - Pneudraulic Systems Mechanic	20.19
23850 - Rigger	20.19
23870 - Scale Mechanic	18.15
23890 - Sheet-Metal Worker, Maintenance	21.81
23910 - Small Engine Mechanic	18.15
23931 - Telecommunications Mechanic I	22.69
23932 - Telecommunications Mechanic II	23.81
23950 - Telephone Lineman	22.12
23960 - Welder, Combination, Maintenance	19.86
23965 - Well Driller	20.19
23970 - Woodcraft Worker	20.19
23980 - Woodworker	16.09
24000 - Personal Needs Occupations	
24550 - Case Manager	10.30
24570 - Child Care Attendant	8.69
24580 - Child Care Center Clerk	10.85
24610 - Chore Aide	9.00

24620 - Family Readiness And Support Services Coordinator	10.30
24630 - Homemaker	12.08
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.19
25040 - Sewage Plant Operator	16.47
25070 - Stationary Engineer	20.19
25190 - Ventilation Equipment Tender	15.01
25210 - Water Treatment Plant Operator	16.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.15
27007 - Baggage Inspector	11.79
27008 - Corrections Officer	16.49
27010 - Court Security Officer	18.05
27030 - Detection Dog Handler	13.19
27040 - Detention Officer	16.49
27070 - Firefighter	19.09
27101 - Guard I	11.79
27102 - Guard II	13.19
27131 - Police Officer I	22.70
27132 - Police Officer II	25.22
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.11
28042 - Carnival Equipment Repairer	12.97
28043 - Carnival Worker	9.68
28210 - Gate Attendant/Gate Tender	14.46
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	16.18
28510 - Recreation Aide/Health Facility Attendant	11.81
28515 - Recreation Specialist	16.86
28630 - Sports Official	12.89
28690 - Swimming Pool Operator	14.29
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.15
29020 - Hatch Tender	18.15
29030 - Line Handler	18.15
29041 - Stevedore I	17.10
29042 - Stevedore II	19.15
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	14.92
30022 - Archeological Technician II	16.82
30023 - Archeological Technician III	20.67
30030 - Cartographic Technician	20.83
30040 - Civil Engineering Technician	22.91
30051 - Cryogenic Technician I	22.90
30052 - Cryogenic Technician II	25.30
30061 - Drafter/CAD Operator I	14.92
30062 - Drafter/CAD Operator II	16.82
30063 - Drafter/CAD Operator III	18.75
30064 - Drafter/CAD Operator IV	22.90
30081 - Engineering Technician I	13.57
30082 - Engineering Technician II	16.44
30083 - Engineering Technician III	18.50
30084 - Engineering Technician IV	21.10
30085 - Engineering Technician V	25.82
30086 - Engineering Technician VI	31.24
30090 - Environmental Technician	20.83
30095 - Evidence Control Specialist	20.67

30210 - Laboratory Technician	18.75
30221 - Latent Fingerprint Technician I	22.90
30222 - Latent Fingerprint Technician II	25.30
30240 - Mathematical Technician	20.83
30361 - Paralegal/Legal Assistant I	18.53
30362 - Paralegal/Legal Assistant II	22.94
30363 - Paralegal/Legal Assistant III	28.08
30364 - Paralegal/Legal Assistant IV	33.96
30375 - Petroleum Supply Specialist	25.30
30390 - Photo-Optics Technician	20.83
30395 - Radiation Control Technician	25.30
30461 - Technical Writer I	20.83
30462 - Technical Writer II	25.48
30463 - Technical Writer III	30.83
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	22.90
30502 - Weather Forecaster II	27.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 18.75
30621 - Weather Observer, Senior	(see 2) 20.67
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	12.57
31030 - Bus Driver	16.58
31043 - Driver Courier	13.97
31260 - Parking and Lot Attendant	12.42
31290 - Shuttle Bus Driver	14.97
31310 - Taxi Driver	10.86
31361 - Truckdriver, Light	14.97
31362 - Truckdriver, Medium	15.92
31363 - Truckdriver, Heavy	19.69
31364 - Truckdriver, Tractor-Trailer	19.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	9.44
99050 - Desk Clerk	8.74
99095 - Embalmer	25.36
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	14.37
99252 - Laboratory Animal Caretaker II	15.39
99260 - Marketing Analyst	26.32
99310 - Mortician	25.36
99410 - Pest Controller	18.22
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	15.13
99711 - Recycling Specialist	17.43
99730 - Refuse Collector	13.95
99810 - Sales Clerk	10.80
99820 - School Crossing Guard	13.56
99830 - Survey Party Chief	19.77
99831 - Surveying Aide	13.28
99832 - Surveying Technician	17.94
99840 - Vending Machine Attendant	16.86
99841 - Vending Machine Repairer	20.34
99842 - Vending Machine Repairer Helper	16.86

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-5227 (Rev.-3) was first posted on www.wdol.gov on 08/08/2017

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-5227
Director	Wage Determinations	Revision No.: 3
		Date Of Revision: 08/03/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Collin, Dallas, Denton, Ellis, Hunt, Kaufman, Rockwall

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.66
01012 - Accounting Clerk II		17.58
01013 - Accounting Clerk III		19.67
01020 - Administrative Assistant		28.45
01035 - Court Reporter		18.67
01041 - Customer Service Representative I		13.39
01042 - Customer Service Representative II		15.06
01043 - Customer Service Representative III		16.43
01051 - Data Entry Operator I		13.20
01052 - Data Entry Operator II		14.41
01060 - Dispatcher, Motor Vehicle		21.36
01070 - Document Preparation Clerk		15.47
01090 - Duplicating Machine Operator		15.47
01111 - General Clerk I		13.15
01112 - General Clerk II		14.34
01113 - General Clerk III		16.10
01120 - Housing Referral Assistant		21.60
01141 - Messenger Courier		14.29
01191 - Order Clerk I		16.47
01192 - Order Clerk II		17.96
01261 - Personnel Assistant (Employment) I		16.75
01262 - Personnel Assistant (Employment) II		18.73
01263 - Personnel Assistant (Employment) III		20.88
01270 - Production Control Clerk		22.89
01290 - Rental Clerk		15.30
01300 - Scheduler, Maintenance		17.32
01311 - Secretary I		17.32
01312 - Secretary II		19.38
01313 - Secretary III		21.60

01320 - Service Order Dispatcher	17.47
01410 - Supply Technician	28.45
01420 - Survey Worker	17.29
01460 - Switchboard Operator/Receptionist	13.60
01531 - Travel Clerk I	13.92
01532 - Travel Clerk II	15.00
01533 - Travel Clerk III	16.05
01611 - Word Processor I	14.27
01612 - Word Processor II	16.03
01613 - Word Processor III	17.93
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.52
05010 - Automotive Electrician	23.04
05040 - Automotive Glass Installer	20.93
05070 - Automotive Worker	22.02
05110 - Mobile Equipment Servicer	18.52
05130 - Motor Equipment Metal Mechanic	22.16
05160 - Motor Equipment Metal Worker	20.93
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	17.27
05250 - Motor Vehicle Upholstery Worker	19.82
05280 - Motor Vehicle Wrecker	20.93
05310 - Painter, Automotive	24.22
05340 - Radiator Repair Specialist	20.93
05370 - Tire Repairer	12.44
05400 - Transmission Repair Specialist	22.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.14
07041 - Cook I	11.54
07042 - Cook II	13.26
07070 - Dishwasher	9.27
07130 - Food Service Worker	9.70
07210 - Meat Cutter	13.34
07260 - Waiter/Waitress	9.53
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.32
09040 - Furniture Handler	10.24
09080 - Furniture Refinisher	15.32
09090 - Furniture Refinisher Helper	12.02
09110 - Furniture Repairer, Minor	13.78
09130 - Upholsterer	16.53
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.82
11060 - Elevator Operator	10.82
11090 - Gardener	16.21
11122 - Housekeeping Aide	10.00
11150 - Janitor	10.00
11210 - Laborer, Grounds Maintenance	12.06
11240 - Maid or Houseman	9.25
11260 - Pruner	11.58
11270 - Tractor Operator	14.83
11330 - Trail Maintenance Worker	12.06
11360 - Window Cleaner	11.31
12000 - Health Occupations	
12010 - Ambulance Driver	19.21
12011 - Breath Alcohol Technician	19.80
12012 - Certified Occupational Therapist Assistant	32.66
12015 - Certified Physical Therapist Assistant	33.10
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	36.35
12030 - EKG Technician	30.40

12035 - Electroneurodiagnostic Technologist	30.40
12040 - Emergency Medical Technician	19.21
12071 - Licensed Practical Nurse I	18.42
12072 - Licensed Practical Nurse II	20.60
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	15.47
12130 - Medical Laboratory Technician	19.22
12160 - Medical Record Clerk	18.40
12190 - Medical Record Technician	20.58
12195 - Medical Transcriptionist	19.66
12210 - Nuclear Medicine Technologist	37.62
12221 - Nursing Assistant I	11.61
12222 - Nursing Assistant II	13.06
12223 - Nursing Assistant III	14.25
12224 - Nursing Assistant IV	16.00
12235 - Optical Dispenser	16.40
12236 - Optical Technician	14.60
12250 - Pharmacy Technician	15.72
12280 - Phlebotomist	15.04
12305 - Radiologic Technologist	28.30
12311 - Registered Nurse I	25.82
12312 - Registered Nurse II	31.58
12313 - Registered Nurse II, Specialist	31.58
12314 - Registered Nurse III	38.19
12315 - Registered Nurse III, Anesthetist	38.19
12316 - Registered Nurse IV	45.78
12317 - Scheduler (Drug and Alcohol Testing)	24.53
12320 - Substance Abuse Treatment Counselor	21.01
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.65
13012 - Exhibits Specialist II	25.58
13013 - Exhibits Specialist III	31.28
13041 - Illustrator I	24.95
13042 - Illustrator II	30.91
13043 - Illustrator III	36.18
13047 - Librarian	31.56
13050 - Library Aide/Clerk	14.33
13054 - Library Information Technology Systems Administrator	27.42
13058 - Library Technician	16.29
13061 - Media Specialist I	19.78
13062 - Media Specialist II	22.13
13063 - Media Specialist III	24.67
13071 - Photographer I	16.50
13072 - Photographer II	18.46
13073 - Photographer III	22.87
13074 - Photographer IV	27.97
13075 - Photographer V	33.85
13090 - Technical Order Library Clerk	16.77
13110 - Video Teleconference Technician	21.59
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.25
14042 - Computer Operator II	18.18
14043 - Computer Operator III	20.78
14044 - Computer Operator IV	24.67
14045 - Computer Operator V	27.31
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 Operator		16.25
14160 - Personal Computer Support Technician		24.67
14170 - System Support Specialist		38.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.04
15020 - Aircrew Training Devices Instructor (Rated)		41.90
15030 - Air Crew Training Devices Instructor (Pilot)		46.09
15050 - Computer Based Training Specialist / Instructor		35.04
15060 - Educational Technologist		32.52
15070 - Flight Instructor (Pilot)		46.09
15080 - Graphic Artist		25.28
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		43.10
15086 - Maintenance Test Pilot, Rotary Wing		43.10
15088 - Non-Maintenance Test/Co-Pilot		43.10
15090 - Technical Instructor		26.43
15095 - Technical Instructor/Course Developer		32.34
15110 - Test Proctor		21.34
15120 - Tutor		21.34
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.93
16030 - Counter Attendant		9.93
16040 - Dry Cleaner		12.75
16070 - Finisher, Flatwork, Machine		9.93
16090 - Presser, Hand		9.93
16110 - Presser, Machine, Drycleaning		9.93
16130 - Presser, Machine, Shirts		9.93
16160 - Presser, Machine, Wearing Apparel, Laundry		9.93
16190 - Sewing Machine Operator		13.52
16220 - Tailor		14.54
16250 - Washer, Machine		10.91
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.18
19040 - Tool And Die Maker		22.87
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.02
21030 - Material Coordinator		22.89
21040 - Material Expediter		22.89
21050 - Material Handling Laborer		12.80
21071 - Order Filler		13.57
21080 - Production Line Worker (Food Processing)		15.02
21110 - Shipping Packer		13.52
21130 - Shipping/Receiving Clerk		13.52
21140 - Store Worker I		11.85
21150 - Stock Clerk		16.89
21210 - Tools And Parts Attendant		15.02
21410 - Warehouse Specialist		15.02
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		33.52
23019 - Aircraft Logs and Records Technician		25.64
23021 - Aircraft Mechanic I		31.98
23022 - Aircraft Mechanic II		33.52
23023 - Aircraft Mechanic III		35.08
23040 - Aircraft Mechanic Helper		21.68
23050 - Aircraft, Painter		28.57
23060 - Aircraft Servicer		25.64
23070 - Aircraft Survival Flight Equipment Technician		28.57
23080 - Aircraft Worker		27.11
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		27.11

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23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.98
23110 - Appliance Mechanic	18.33
23120 - Bicycle Repairer	15.05
23125 - Cable Splicer	23.72
23130 - Carpenter, Maintenance	17.38
23140 - Carpet Layer	18.87
23160 - Electrician, Maintenance	20.94
23181 - Electronics Technician Maintenance I	25.82
23182 - Electronics Technician Maintenance II	27.21
23183 - Electronics Technician Maintenance III	29.34
23260 - Fabric Worker	18.35
23290 - Fire Alarm System Mechanic	20.79
23310 - Fire Extinguisher Repairer	16.95
23311 - Fuel Distribution System Mechanic	21.32
23312 - Fuel Distribution System Operator	16.71
23370 - General Maintenance Worker	17.70
23380 - Ground Support Equipment Mechanic	31.98
23381 - Ground Support Equipment Servicer	25.64
23382 - Ground Support Equipment Worker	27.11
23391 - Gunsmith I	16.95
23392 - Gunsmith II	19.48
23393 - Gunsmith III	21.63
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.94
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.94
23430 - Heavy Equipment Mechanic	21.68
23440 - Heavy Equipment Operator	18.40
23460 - Instrument Mechanic	24.76
23465 - Laboratory/Shelter Mechanic	20.52
23470 - Laborer	12.41
23510 - Locksmith	20.42
23530 - Machinery Maintenance Mechanic	23.14
23550 - Machinist, Maintenance	17.89
23580 - Maintenance Trades Helper	14.01
23591 - Metrology Technician I	24.76
23592 - Metrology Technician II	25.94
23593 - Metrology Technician III	27.16
23640 - Millwright	23.06
23710 - Office Appliance Repairer	18.30
23760 - Painter, Maintenance	16.85
23790 - Pipefitter, Maintenance	22.46
23810 - Plumber, Maintenance	21.38
23820 - Pneudraulic Systems Mechanic	21.63
23850 - Rigger	21.28
23870 - Scale Mechanic	19.48
23890 - Sheet-Metal Worker, Maintenance	18.28
23910 - Small Engine Mechanic	17.84
23931 - Telecommunications Mechanic I	23.56
23932 - Telecommunications Mechanic II	24.66
23950 - Telephone Lineman	23.54
23960 - Welder, Combination, Maintenance	17.91
23965 - Well Driller	21.63
23970 - Woodcraft Worker	21.63
23980 - Woodworker	16.43
24000 - Personal Needs Occupations	
24550 - Case Manager	16.32
24570 - Child Care Attendant	10.73
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	8.83

24620 - Family Readiness And Support Services Coordinator	16.32
24630 - Homemaker	17.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.92
25040 - Sewage Plant Operator	18.96
25070 - Stationary Engineer	22.92
25190 - Ventilation Equipment Tender	15.57
25210 - Water Treatment Plant Operator	18.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.68
27007 - Baggage Inspector	14.10
27008 - Corrections Officer	19.31
27010 - Court Security Officer	23.50
27030 - Detection Dog Handler	16.92
27040 - Detention Officer	19.99
27070 - Firefighter	24.92
27101 - Guard I	14.10
27102 - Guard II	16.92
27131 - Police Officer I	27.85
27132 - Police Officer II	30.95
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.58
28042 - Carnival Equipment Repairer	13.75
28043 - Carnival Worker	9.50
28210 - Gate Attendant/Gate Tender	14.18
28310 - Lifeguard	11.19
28350 - Park Attendant (Aide)	15.86
28510 - Recreation Aide/Health Facility Attendant	11.57
28515 - Recreation Specialist	18.53
28630 - Sports Official	12.63
28690 - Swimming Pool Operator	21.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.78
29020 - Hatch Tender	22.78
29030 - Line Handler	22.78
29041 - Stevedore I	20.46
29042 - Stevedore II	22.74
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.98
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.57
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.37
30021 - Archeological Technician I	20.07
30022 - Archeological Technician II	22.40
30023 - Archeological Technician III	27.75
30030 - Cartographic Technician	27.75
30040 - Civil Engineering Technician	23.51
30051 - Cryogenic Technician I	25.48
30052 - Cryogenic Technician II	28.14
30061 - Drafter/CAD Operator I	20.07
30062 - Drafter/CAD Operator II	22.40
30063 - Drafter/CAD Operator III	24.97
30064 - Drafter/CAD Operator IV	30.73
30081 - Engineering Technician I	17.56
30082 - Engineering Technician II	19.70
30083 - Engineering Technician III	22.03
30084 - Engineering Technician IV	27.30
30085 - Engineering Technician V	33.40
30086 - Engineering Technician VI	40.41
30090 - Environmental Technician	24.73
30095 - Evidence Control Specialist	23.00

30210 - Laboratory Technician	22.28
30221 - Latent Fingerprint Technician I	23.85
30222 - Latent Fingerprint Technician II	26.34
30240 - Mathematical Technician	27.75
30361 - Paralegal/Legal Assistant I	18.92
30362 - Paralegal/Legal Assistant II	23.44
30363 - Paralegal/Legal Assistant III	28.67
30364 - Paralegal/Legal Assistant IV	34.70
30375 - Petroleum Supply Specialist	28.14
30390 - Photo-Optics Technician	27.75
30395 - Radiation Control Technician	28.14
30461 - Technical Writer I	25.09
30462 - Technical Writer II	30.68
30463 - Technical Writer III	37.13
30491 - Unexploded Ordnance (UXO) Technician I	25.41
30492 - Unexploded Ordnance (UXO) Technician II	30.74
30493 - Unexploded Ordnance (UXO) Technician III	36.85
30494 - Unexploded (UXO) Safety Escort	25.41
30495 - Unexploded (UXO) Sweep Personnel	25.41
30501 - Weather Forecaster I	25.48
30502 - Weather Forecaster II	30.98
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 24.97
30621 - Weather Observer, Senior	(see 2) 25.23
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.74
31020 - Bus Aide	12.32
31030 - Bus Driver	18.01
31043 - Driver Courier	16.55
31260 - Parking and Lot Attendant	10.01
31290 - Shuttle Bus Driver	18.09
31310 - Taxi Driver	11.81
31361 - Truckdriver, Light	18.09
31362 - Truckdriver, Medium	19.69
31363 - Truckdriver, Heavy	21.19
31364 - Truckdriver, Tractor-Trailer	21.19
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.99
99030 - Cashier	9.76
99050 - Desk Clerk	9.80
99095 - Embalmer	22.94
99130 - Flight Follower	25.41
99251 - Laboratory Animal Caretaker I	11.48
99252 - Laboratory Animal Caretaker II	12.55
99260 - Marketing Analyst	36.10
99310 - Mortician	22.94
99410 - Pest Controller	18.98
99510 - Photofinishing Worker	14.89
99710 - Recycling Laborer	17.47
99711 - Recycling Specialist	21.49
99730 - Refuse Collector	15.46
99810 - Sales Clerk	13.65
99820 - School Crossing Guard	10.62
99830 - Survey Party Chief	26.47
99831 - Surveying Aide	15.86
99832 - Surveying Technician	20.32
99840 - Vending Machine Attendant	15.50
99841 - Vending Machine Repairer	18.73
99842 - Vending Machine Repairer Helper	15.46

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-4281 (Rev.-7) was first posted on www.wdol.gov on 08/01/2017

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.: 2015-4281
Revision No.: 7
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide

Maryland Counties of Calvert, Charles, Prince George's

Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier,

Loudoun, Manassas, Manassas Park, Prince William, Stafford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.06
01012 - Accounting Clerk II		20.28
01013 - Accounting Clerk III		22.68
01020 - Administrative Assistant		31.98
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		14.94
01042 - Customer Service Representative II		16.81
01043 - Customer Service Representative III		18.33
01051 - Data Entry Operator I		14.88
01052 - Data Entry Operator II		16.23
01060 - Dispatcher, Motor Vehicle		19.28
01070 - Document Preparation Clerk		16.17
01090 - Duplicating Machine Operator		16.17
01111 - General Clerk I		14.88
01112 - General Clerk II		16.24
01113 - General Clerk III		18.74
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		16.18
01191 - Order Clerk I		15.12
01192 - Order Clerk II		16.50
01261 - Personnel Assistant (Employment) I		18.15
01262 - Personnel Assistant (Employment) II		20.32
01263 - Personnel Assistant (Employment) III		22.65
01270 - Production Control Clerk		25.24
01290 - Rental Clerk		16.55
01300 - Scheduler, Maintenance		18.07

01311	- Secretary I	18.07
01312	- Secretary II	20.18
01313	- Secretary III	25.29
01320	- Service Order Dispatcher	17.24
01410	- Supply Technician	31.98
01420	- Survey Worker	20.03
01460	- Switchboard Operator/Receptionist	15.07
01531	- Travel Clerk I	14.80
01532	- Travel Clerk II	15.91
01533	- Travel Clerk III	17.08
01611	- Word Processor I	16.56
01612	- Word Processor II	18.59
01613	- Word Processor III	20.79
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	28.60
05010	- Automotive Electrician	23.51
05040	- Automotive Glass Installer	22.15
05070	- Automotive Worker	22.15
05110	- Mobile Equipment Servicer	19.04
05130	- Motor Equipment Metal Mechanic	24.78
05160	- Motor Equipment Metal Worker	22.15
05190	- Motor Vehicle Mechanic	24.78
05220	- Motor Vehicle Mechanic Helper	18.49
05250	- Motor Vehicle Upholstery Worker	21.63
05280	- Motor Vehicle Wrecker	22.15
05310	- Painter, Automotive	23.51
05340	- Radiator Repair Specialist	22.15
05370	- Tire Repairer	14.44
05400	- Transmission Repair Specialist	24.78
07000	- Food Preparation And Service Occupations	
07010	- Baker	14.14
07041	- Cook I	15.15
07042	- Cook II	17.61
07070	- Dishwasher	10.72
07130	- Food Service Worker	11.01
07210	- Meat Cutter	20.10
07260	- Waiter/Waitress	10.67
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	19.86
09040	- Furniture Handler	14.06
09080	- Furniture Refinisher	20.23
09090	- Furniture Refinisher Helper	15.52
09110	- Furniture Repairer, Minor	17.94
09130	- Upholsterer	19.86
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	10.54
11060	- Elevator Operator	12.66
11090	- Gardener	18.52
11122	- Housekeeping Aide	12.66
11150	- Janitor	12.66
11210	- Laborer, Grounds Maintenance	13.82
11240	- Maid or Houseman	12.22
11260	- Pruner	12.25
11270	- Tractor Operator	16.94
11330	- Trail Maintenance Worker	13.82
11360	- Window Cleaner	14.28
12000	- Health Occupations	
12010	- Ambulance Driver	22.31
12011	- Breath Alcohol Technician	21.35
12012	- Certified Occupational Therapist Assistant	27.96
12015	- Certified Physical Therapist Assistant	25.93

12020 - Dental Assistant	19.78
12025 - Dental Hygienist	45.00
12030 - EKG Technician	33.48
12035 - Electroneurodiagnostic Technologist	33.48
12040 - Emergency Medical Technician	22.31
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	17.17
12130 - Medical Laboratory Technician	18.98
12160 - Medical Record Clerk	18.80
12190 - Medical Record Technician	21.04
12195 - Medical Transcriptionist	20.50
12210 - Nuclear Medicine Technologist	39.16
12221 - Nursing Assistant I	11.74
12222 - Nursing Assistant II	13.19
12223 - Nursing Assistant III	14.40
12224 - Nursing Assistant IV	16.16
12235 - Optical Dispenser	20.67
12236 - Optical Technician	17.38
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	17.93
12305 - Radiologic Technologist	33.85
12311 - Registered Nurse I	27.64
12312 - Registered Nurse II	33.44
12313 - Registered Nurse II, Specialist	33.44
12314 - Registered Nurse III	40.13
12315 - Registered Nurse III, Anesthetist	40.13
12316 - Registered Nurse IV	48.10
12317 - Scheduler (Drug and Alcohol Testing)	25.90
12320 - Substance Abuse Treatment Counselor	27.04
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.37
13012 - Exhibits Specialist II	26.46
13013 - Exhibits Specialist III	32.37
13041 - Illustrator I	20.48
13042 - Illustrator II	25.38
13043 - Illustrator III	31.03
13047 - Librarian	37.95
13050 - Library Aide/Clerk	16.35
13054 - Library Information Technology Systems Administrator	34.26
13058 - Library Technician	20.89
13061 - Media Specialist I	22.66
13062 - Media Specialist II	25.36
13063 - Media Specialist III	28.27
13071 - Photographer I	16.65
13072 - Photographer II	18.90
13073 - Photographer III	23.67
13074 - Photographer IV	28.65
13075 - Photographer V	33.76
13090 - Technical Order Library Clerk	20.54
13110 - Video Teleconference Technician	23.38
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.92
14042 - Computer Operator II	21.18
14043 - Computer Operator III	23.60
14044 - Computer Operator IV	26.22
14045 - Computer Operator V	29.05
14071 - Computer Programmer I	(see 1) 26.36
14072 - Computer Programmer II	(see 1)

14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		37.87
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instructor (Rated)		44.06
15030 - Air Crew Training Devices Instructor (Pilot)		52.81
15050 - Computer Based Training Specialist / Instructor		36.47
15060 - Educational Technologist		36.80
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		30.47
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.72
15086 - Maintenance Test Pilot, Rotary Wing		48.72
15088 - Non-Maintenance Test/Co-Pilot		48.72
15090 - Technical Instructor		28.79
15095 - Technical Instructor/Course Developer		35.22
15110 - Test Proctor		23.24
15120 - Tutor		23.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.41
16030 - Counter Attendant		11.41
16040 - Dry Cleaner		14.66
16070 - Finisher, Flatwork, Machine		11.41
16090 - Presser, Hand		11.41
16110 - Presser, Machine, Drycleaning		11.41
16130 - Presser, Machine, Shirts		11.41
16160 - Presser, Machine, Wearing Apparel, Laundry		11.41
16190 - Sewing Machine Operator		15.71
16220 - Tailor		16.64
16250 - Washer, Machine		12.51
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.71
19040 - Tool And Die Maker		28.29
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.11
21030 - Material Coordinator		25.24
21040 - Material Expediter		25.24
21050 - Material Handling Laborer		13.83
21071 - Order Filler		15.09
21080 - Production Line Worker (Food Processing)		18.11
21110 - Shipping Packer		17.65
21130 - Shipping/Receiving Clerk		17.65
21140 - Store Worker I		12.49
21150 - Stock Clerk		17.98
21210 - Tools And Parts Attendant		18.11
21410 - Warehouse Specialist		18.11
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		32.92
23019 - Aircraft Logs and Records Technician		23.91
23021 - Aircraft Mechanic I		31.25
23022 - Aircraft Mechanic II		32.92
23023 - Aircraft Mechanic III		34.52
23040 - Aircraft Mechanic Helper		21.22
23050 - Aircraft, Painter		29.92
23060 - Aircraft Servicer		23.91
23070 - Aircraft Survival Flight Equipment Technician		29.92

23080 - Aircraft Worker	25.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.25
23110 - Appliance Mechanic	21.75
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	31.48
23130 - Carpenter, Maintenance	22.45
23140 - Carpet Layer	20.49
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	30.17
23182 - Electronics Technician Maintenance II	32.03
23183 - Electronics Technician Maintenance III	33.75
23260 - Fabric Worker	22.55
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	20.77
23311 - Fuel Distribution System Mechanic	27.60
23312 - Fuel Distribution System Operator	23.45
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	31.25
23381 - Ground Support Equipment Servicer	23.91
23382 - Ground Support Equipment Worker	25.42
23391 - Gunsmith I	20.77
23392 - Gunsmith II	24.15
23393 - Gunsmith III	27.00
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.33
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.84
23430 - Heavy Equipment Mechanic	26.13
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	27.34
23465 - Laboratory/Shelter Mechanic	25.64
23470 - Laborer	14.98
23510 - Locksmith	23.54
23530 - Machinery Maintenance Mechanic	27.44
23550 - Machinist, Maintenance	26.10
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	27.34
23592 - Metrology Technician II	28.79
23593 - Metrology Technician III	30.19
23640 - Millwright	28.19
23710 - Office Appliance Repairer	22.96
23760 - Painter, Maintenance	21.75
23790 - Pipefitter, Maintenance	26.55
23810 - Plumber, Maintenance	25.21
23820 - Pneudraulic Systems Mechanic	27.00
23850 - Rigger	27.72
23870 - Scale Mechanic	24.15
23890 - Sheet-Metal Worker, Maintenance	24.81
23910 - Small Engine Mechanic	20.49
23931 - Telecommunications Mechanic I	29.95
23932 - Telecommunications Mechanic II	31.55
23950 - Telephone Lineman	32.28
23960 - Welder, Combination, Maintenance	24.34
23965 - Well Driller	22.91
23970 - Woodcraft Worker	27.00
23980 - Woodworker	20.77
24000 - Personal Needs Occupations	
24550 - Case Manager	19.40

24570 - Child Care Attendant	12.79
24580 - Child Care Center Clerk	17.77
24610 - Chore Aide	11.57
24620 - Family Readiness And Support Services Coordinator	19.40
24630 - Homemaker	19.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	33.03
25040 - Sewage Plant Operator	24.67
25070 - Stationary Engineer	33.03
25190 - Ventilation Equipment Tender	23.58
25210 - Water Treatment Plant Operator	24.67
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.09
27007 - Baggage Inspector	15.38
27008 - Corrections Officer	25.08
27010 - Court Security Officer	26.37
27030 - Detection Dog Handler	20.57
27040 - Detention Officer	25.08
27070 - Firefighter	28.10
27101 - Guard I	15.38
27102 - Guard II	20.57
27131 - Police Officer I	29.70
27132 - Police Officer II	33.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.59
28042 - Carnival Equipment Repairer	14.63
28043 - Carnival Worker	9.24
28210 - Gate Attendant/Gate Tender	15.74
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	17.62
28510 - Recreation Aide/Health Facility Attendant	12.85
28515 - Recreation Specialist	21.82
28630 - Sports Official	14.03
28690 - Swimming Pool Operator	18.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.98
29020 - Hatch Tender	27.98
29030 - Line Handler	27.98
29041 - Stevedore I	25.78
29042 - Stevedore II	29.33
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.44
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.58
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.47
30021 - Archeological Technician I	20.19
30022 - Archeological Technician II	22.60
30023 - Archeological Technician III	27.98
30030 - Cartographic Technician	27.98
30040 - Civil Engineering Technician	26.41
30051 - Cryogenic Technician I	24.89
30052 - Cryogenic Technician II	27.49
30061 - Drafter/CAD Operator I	20.19
30062 - Drafter/CAD Operator II	22.60
30063 - Drafter/CAD Operator III	25.19
30064 - Drafter/CAD Operator IV	31.00
30081 - Engineering Technician I	22.92
30082 - Engineering Technician II	25.72
30083 - Engineering Technician III	28.79
30084 - Engineering Technician IV	35.64
30085 - Engineering Technician V	43.61

30086	- Engineering Technician VI	52.76
30090	- Environmental Technician	27.41
30095	- Evidence Control Specialist	22.47
30210	- Laboratory Technician	24.41
30221	- Latent Fingerprint Technician I	33.09
30222	- Latent Fingerprint Technician II	36.55
30240	- Mathematical Technician	28.94
30361	- Paralegal/Legal Assistant I	21.36
30362	- Paralegal/Legal Assistant II	26.47
30363	- Paralegal/Legal Assistant III	32.36
30364	- Paralegal/Legal Assistant IV	39.16
30375	- Petroleum Supply Specialist	27.49
30390	- Photo-Optics Technician	27.98
30395	- Radiation Control Technician	27.49
30461	- Technical Writer I	25.75
30462	- Technical Writer II	31.51
30463	- Technical Writer III	38.12
30491	- Unexploded Ordnance (UXO) Technician I	26.34
30492	- Unexploded Ordnance (UXO) Technician II	31.87
30493	- Unexploded Ordnance (UXO) Technician III	38.20
30494	- Unexploded (UXO) Safety Escort	26.34
30495	- Unexploded (UXO) Sweep Personnel	26.34
30501	- Weather Forecaster I	26.93
30502	- Weather Forecaster II	32.75
30620	- Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 25.19
30621	- Weather Observer, Senior	(see 2) 27.98
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	31.87
31020	- Bus Aide	14.32
31030	- Bus Driver	20.85
31043	- Driver Courier	15.38
31260	- Parking and Lot Attendant	11.06
31290	- Shuttle Bus Driver	16.83
31310	- Taxi Driver	13.98
31361	- Truckdriver, Light	16.83
31362	- Truckdriver, Medium	18.28
31363	- Truckdriver, Heavy	20.54
31364	- Truckdriver, Tractor-Trailer	20.54
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	15.54
99030	- Cashier	10.51
99050	- Desk Clerk	12.92
99095	- Embalmer	27.90
99130	- Flight Follower	26.34
99251	- Laboratory Animal Caretaker I	13.24
99252	- Laboratory Animal Caretaker II	14.47
99260	- Marketing Analyst	33.51
99310	- Mortician	34.10
99410	- Pest Controller	18.70
99510	- Photofinishing Worker	13.20
99710	- Recycling Laborer	19.20
99711	- Recycling Specialist	23.54
99730	- Refuse Collector	17.01
99810	- Sales Clerk	12.09
99820	- School Crossing Guard	16.25
99830	- Survey Party Chief	25.06
99831	- Surveying Aide	15.57
99832	- Surveying Technician	23.81
99840	- Vending Machine Attendant	15.48
99841	- Vending Machine Repairer	19.67

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-4719 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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.: 2015-4719
Revision No.: 4
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Indiana, Kentucky, Ohio

Area: Indiana Counties of Dearborn, Ohio

Kentucky Counties of Boone, Bracken, Campbell, Gallatin, Grant, Kenton, Pendleton

Ohio Counties of Brown, Butler, Clermont, Hamilton, Warren

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.37
01012 - Accounting Clerk II		16.12
01013 - Accounting Clerk III		18.04
01020 - Administrative Assistant		25.59
01035 - Court Reporter		21.33
01041 - Customer Service Representative I		12.13
01042 - Customer Service Representative II		13.63
01043 - Customer Service Representative III		14.88
01051 - Data Entry Operator I		14.14
01052 - Data Entry Operator II		15.43
01060 - Dispatcher, Motor Vehicle		18.09
01070 - Document Preparation Clerk		14.16
01090 - Duplicating Machine Operator		14.16
01111 - General Clerk I		13.16
01112 - General Clerk II		14.35
01113 - General Clerk III		16.11
01120 - Housing Referral Assistant		19.84
01141 - Messenger Courier		12.66
01191 - Order Clerk I		14.21
01192 - Order Clerk II		17.02
01261 - Personnel Assistant (Employment) I		15.67
01262 - Personnel Assistant (Employment) II		17.53
01263 - Personnel Assistant (Employment) III		19.55
01270 - Production Control Clerk		23.17
01290 - Rental Clerk		14.57
01300 - Scheduler, Maintenance		15.84
01311 - Secretary I		15.84

01312	- Secretary II	17.79
01313	- Secretary III	19.84
01320	- Service Order Dispatcher	16.16
01410	- Supply Technician	25.59
01420	- Survey Worker	17.63
01460	- Switchboard Operator/Receptionist	14.31
01531	- Travel Clerk I	12.86
01532	- Travel Clerk II	13.72
01533	- Travel Clerk III	14.55
01611	- Word Processor I	14.66
01612	- Word Processor II	16.45
01613	- Word Processor III	18.41
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	21.14
05010	- Automotive Electrician	23.12
05040	- Automotive Glass Installer	21.61
05070	- Automotive Worker	22.26
05110	- Mobile Equipment Servicer	20.65
05130	- Motor Equipment Metal Mechanic	24.59
05160	- Motor Equipment Metal Worker	22.26
05190	- Motor Vehicle Mechanic	23.03
05220	- Motor Vehicle Mechanic Helper	20.30
05250	- Motor Vehicle Upholstery Worker	21.42
05280	- Motor Vehicle Wrecker	22.26
05310	- Painter, Automotive	23.12
05340	- Radiator Repair Specialist	22.26
05370	- Tire Repairer	15.45
05400	- Transmission Repair Specialist	24.59
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.32
07041	- Cook I	12.59
07042	- Cook II	13.56
07070	- Dishwasher	9.18
07130	- Food Service Worker	10.13
07210	- Meat Cutter	16.14
07260	- Waiter/Waitress	9.20
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	17.91
09040	- Furniture Handler	13.81
09080	- Furniture Refinisher	17.91
09090	- Furniture Refinisher Helper	15.31
09110	- Furniture Repairer, Minor	16.59
09130	- Upholsterer	17.91
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.03
11060	- Elevator Operator	12.52
11090	- Gardener	17.15
11122	- Housekeeping Aide	12.52
11150	- Janitor	12.52
11210	- Laborer, Grounds Maintenance	14.99
11240	- Maid or Houseman	10.08
11260	- Pruner	13.48
11270	- Tractor Operator	16.71
11330	- Trail Maintenance Worker	14.99
11360	- Window Cleaner	13.26
12000	- Health Occupations	
12010	- Ambulance Driver	17.31
12011	- Breath Alcohol Technician	18.72
12012	- Certified Occupational Therapist Assistant	27.34
12015	- Certified Physical Therapist Assistant	26.62
12020	- Dental Assistant	18.35
12025	- Dental Hygienist	34.49

12030 - EKG Technician	25.03
12035 - Electroneurodiagnostic Technologist	25.03
12040 - Emergency Medical Technician	17.31
12071 - Licensed Practical Nurse I	16.73
12072 - Licensed Practical Nurse II	18.72
12073 - Licensed Practical Nurse III	20.87
12100 - Medical Assistant	14.70
12130 - Medical Laboratory Technician	18.79
12160 - Medical Record Clerk	17.61
12190 - Medical Record Technician	19.06
12195 - Medical Transcriptionist	19.70
12210 - Nuclear Medicine Technologist	34.30
12221 - Nursing Assistant I	11.19
12222 - Nursing Assistant II	12.58
12223 - Nursing Assistant III	13.73
12224 - Nursing Assistant IV	15.41
12235 - Optical Dispenser	18.39
12236 - Optical Technician	16.52
12250 - Pharmacy Technician	15.22
12280 - Phlebotomist	15.88
12305 - Radiologic Technologist	25.79
12311 - Registered Nurse I	24.51
12312 - Registered Nurse II	29.20
12313 - Registered Nurse II, Specialist	29.20
12314 - Registered Nurse III	35.32
12315 - Registered Nurse III, Anesthetist	35.32
12316 - Registered Nurse IV	42.35
12317 - Scheduler (Drug and Alcohol Testing)	23.19
12320 - Substance Abuse Treatment Counselor	18.59
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.76
13012 - Exhibits Specialist II	24.48
13013 - Exhibits Specialist III	29.93
13041 - Illustrator I	20.17
13042 - Illustrator II	24.99
13043 - Illustrator III	30.56
13047 - Librarian	27.39
13050 - Library Aide/Clerk	12.27
13054 - Library Information Technology Systems Administrator	24.96
13058 - Library Technician	15.33
13061 - Media Specialist I	17.84
13062 - Media Specialist II	19.97
13063 - Media Specialist III	22.38
13071 - Photographer I	15.24
13072 - Photographer II	17.85
13073 - Photographer III	21.52
13074 - Photographer IV	26.56
13075 - Photographer V	32.12
13090 - Technical Order Library Clerk	15.12
13110 - Video Teleconference Technician	19.61
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.90
14042 - Computer Operator II	17.80
14043 - Computer Operator III	19.83
14044 - Computer Operator IV	22.04
14045 - Computer Operator V	24.40
14071 - Computer Programmer I	(see 1) 19.86
14072 - Computer Programmer II	(see 1) 24.53
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)

14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.04
14170 - System Support Specialist		27.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.98
15020 - Aircrew Training Devices Instructor (Rated)		38.68
15030 - Air Crew Training Devices Instructor (Pilot)		42.71
15050 - Computer Based Training Specialist / Instructor		31.98
15060 - Educational Technologist		30.27
15070 - Flight Instructor (Pilot)		42.71
15080 - Graphic Artist		23.35
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		42.14
15086 - Maintenance Test Pilot, Rotary Wing		42.14
15088 - Non-Maintenance Test/Co-Pilot		42.14
15090 - Technical Instructor		23.07
15095 - Technical Instructor/Course Developer		28.24
15110 - Test Proctor		18.63
15120 - Tutor		18.63
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.85
16030 - Counter Attendant		9.85
16040 - Dry Cleaner		12.18
16070 - Finisher, Flatwork, Machine		9.85
16090 - Presser, Hand		9.85
16110 - Presser, Machine, Drycleaning		9.85
16130 - Presser, Machine, Shirts		9.85
16160 - Presser, Machine, Wearing Apparel, Laundry		9.85
16190 - Sewing Machine Operator		13.03
16220 - Tailor		13.89
16250 - Washer, Machine		10.44
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.18
19040 - Tool And Die Maker		27.35
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.13
21030 - Material Coordinator		23.17
21040 - Material Expediter		23.17
21050 - Material Handling Laborer		16.74
21071 - Order Filler		12.00
21080 - Production Line Worker (Food Processing)		17.33
21110 - Shipping Packer		15.78
21130 - Shipping/Receiving Clerk		15.78
21140 - Store Worker I		14.26
21150 - Stock Clerk		18.72
21210 - Tools And Parts Attendant		17.33
21410 - Warehouse Specialist		17.33
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		31.60
23019 - Aircraft Logs and Records Technician		24.46
23021 - Aircraft Mechanic I		30.11
23022 - Aircraft Mechanic II		31.60
23023 - Aircraft Mechanic III		32.91
23040 - Aircraft Mechanic Helper		22.59
23050 - Aircraft, Painter		26.22
23060 - Aircraft Servicer		24.46
23070 - Aircraft Survival Flight Equipment Technician		26.22
23080 - Aircraft Worker		25.43
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		25.43
23092 - Aircrew Life Support Equipment (ALSE) Mechanic		30.11

II	
23110 - Appliance Mechanic	20.12
23120 - Bicycle Repairer	20.57
23125 - Cable Splicer	33.11
23130 - Carpenter, Maintenance	20.27
23140 - Carpet Layer	23.42
23160 - Electrician, Maintenance	23.13
23181 - Electronics Technician Maintenance I	24.92
23182 - Electronics Technician Maintenance II	26.33
23183 - Electronics Technician Maintenance III	27.30
23260 - Fabric Worker	21.81
23290 - Fire Alarm System Mechanic	22.46
23310 - Fire Extinguisher Repairer	20.59
23311 - Fuel Distribution System Mechanic	29.32
23312 - Fuel Distribution System Operator	24.19
23370 - General Maintenance Worker	20.86
23380 - Ground Support Equipment Mechanic	30.11
23381 - Ground Support Equipment Servicer	24.46
23382 - Ground Support Equipment Worker	25.43
23391 - Gunsmith I	20.59
23392 - Gunsmith II	23.04
23393 - Gunsmith III	24.97
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.42
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.25
23430 - Heavy Equipment Mechanic	21.91
23440 - Heavy Equipment Operator	23.65
23460 - Instrument Mechanic	26.59
23465 - Laboratory/Shelter Mechanic	24.08
23470 - Laborer	13.44
23510 - Locksmith	21.88
23530 - Machinery Maintenance Mechanic	24.77
23550 - Machinist, Maintenance	22.22
23580 - Maintenance Trades Helper	15.35
23591 - Metrology Technician I	26.59
23592 - Metrology Technician II	27.52
23593 - Metrology Technician III	28.48
23640 - Millwright	30.15
23710 - Office Appliance Repairer	18.88
23760 - Painter, Maintenance	20.42
23790 - Pipefitter, Maintenance	25.62
23810 - Plumber, Maintenance	24.66
23820 - Pneudraulic Systems Mechanic	24.97
23850 - Rigger	25.03
23870 - Scale Mechanic	23.04
23890 - Sheet-Metal Worker, Maintenance	22.08
23910 - Small Engine Mechanic	18.96
23931 - Telecommunications Mechanic I	24.41
23932 - Telecommunications Mechanic II	26.44
23950 - Telephone Lineman	23.52
23960 - Welder, Combination, Maintenance	20.42
23965 - Well Driller	21.76
23970 - Woodcraft Worker	24.97
23980 - Woodworker	20.59
24000 - Personal Needs Occupations	
24550 - Case Manager	15.92
24570 - Child Care Attendant	11.04
24580 - Child Care Center Clerk	15.48
24610 - Chore Aide	10.41
24620 - Family Readiness And Support Services Coordinator	15.92

24630 - Homemaker	17.36
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.88
25040 - Sewage Plant Operator	21.11
25070 - Stationary Engineer	26.88
25190 - Ventilation Equipment Tender	20.59
25210 - Water Treatment Plant Operator	21.11
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.93
27007 - Baggage Inspector	12.02
27008 - Corrections Officer	24.65
27010 - Court Security Officer	24.65
27030 - Detection Dog Handler	18.00
27040 - Detention Officer	24.65
27070 - Firefighter	24.58
27101 - Guard I	12.02
27102 - Guard II	18.00
27131 - Police Officer I	27.64
27132 - Police Officer II	30.72
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.67
28042 - Carnival Equipment Repairer	11.85
28043 - Carnival Worker	9.02
28210 - Gate Attendant/Gate Tender	13.62
28310 - Lifeguard	11.25
28350 - Park Attendant (Aide)	15.24
28510 - Recreation Aide/Health Facility Attendant	11.12
28515 - Recreation Specialist	18.88
28630 - Sports Official	12.14
28690 - Swimming Pool Operator	17.89
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.97
29020 - Hatch Tender	21.97
29030 - Line Handler	21.97
29041 - Stevedore I	20.65
29042 - Stevedore II	22.12
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.98
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.88
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.60
30021 - Archeological Technician I	18.75
30022 - Archeological Technician II	18.73
30023 - Archeological Technician III	22.73
30030 - Cartographic Technician	22.73
30040 - Civil Engineering Technician	24.35
30051 - Cryogenic Technician I	25.16
30052 - Cryogenic Technician II	27.78
30061 - Drafter/CAD Operator I	16.39
30062 - Drafter/CAD Operator II	18.35
30063 - Drafter/CAD Operator III	20.46
30064 - Drafter/CAD Operator IV	25.17
30081 - Engineering Technician I	15.69
30082 - Engineering Technician II	17.62
30083 - Engineering Technician III	20.43
30084 - Engineering Technician IV	25.30
30085 - Engineering Technician V	30.94
30086 - Engineering Technician VI	35.32
30090 - Environmental Technician	20.71
30095 - Evidence Control Specialist	22.71
30210 - Laboratory Technician	20.99
30221 - Latent Fingerprint Technician I	25.16
30222 - Latent Fingerprint Technician II	27.78

30240 - Mathematical Technician	22.73
30361 - Paralegal/Legal Assistant I	18.22
30362 - Paralegal/Legal Assistant II	22.57
30363 - Paralegal/Legal Assistant III	28.49
30364 - Paralegal/Legal Assistant IV	33.84
30375 - Petroleum Supply Specialist	27.78
30390 - Photo-Optics Technician	22.73
30395 - Radiation Control Technician	27.78
30461 - Technical Writer I	23.77
30462 - Technical Writer II	29.08
30463 - Technical Writer III	35.18
30491 - Unexploded Ordnance (UXO) Technician I	24.77
30492 - Unexploded Ordnance (UXO) Technician II	29.97
30493 - Unexploded Ordnance (UXO) Technician III	35.92
30494 - Unexploded (UXO) Safety Escort	24.77
30495 - Unexploded (UXO) Sweep Personnel	24.77
30501 - Weather Forecaster I	25.16
30502 - Weather Forecaster II	30.60
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 21.32
30621 - Weather Observer, Senior	(see 2) 22.73
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.97
31020 - Bus Aide	13.86
31030 - Bus Driver	19.04
31043 - Driver Courier	17.51
31260 - Parking and Lot Attendant	11.21
31290 - Shuttle Bus Driver	18.95
31310 - Taxi Driver	12.96
31361 - Truckdriver, Light	18.95
31362 - Truckdriver, Medium	20.07
31363 - Truckdriver, Heavy	22.08
31364 - Truckdriver, Tractor-Trailer	22.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.61
99030 - Cashier	10.02
99050 - Desk Clerk	11.49
99095 - Embalmer	27.09
99130 - Flight Follower	24.77
99251 - Laboratory Animal Caretaker I	12.73
99252 - Laboratory Animal Caretaker II	13.77
99260 - Marketing Analyst	28.53
99310 - Mortician	29.07
99410 - Pest Controller	15.64
99510 - Photofinishing Worker	11.98
99710 - Recycling Laborer	18.34
99711 - Recycling Specialist	21.63
99730 - Refuse Collector	16.76
99810 - Sales Clerk	11.34
99820 - School Crossing Guard	10.62
99830 - Survey Party Chief	20.84
99831 - Surveying Aide	12.58
99832 - Surveying Technician	18.62
99840 - Vending Machine Attendant	16.07
99841 - Vending Machine Repairer	18.03
99842 - Vending Machine Repairer Helper	16.07

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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

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

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-4069 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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.: 2015-4069
Revision No.: 4
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

BERKSHIRE COUNTY: Adams, Becket, Cheshire, Dalton, Hinsdale, Lanesborough, Lee, Lenox, New Ashford, Peru, Pittsfield, Richmond, Savoy, Washington, Windsor

HAMPSHIRE COUNTY: Middlefield

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.32
01012 - Accounting Clerk II		17.19
01013 - Accounting Clerk III		19.23
01020 - Administrative Assistant		23.97
01035 - Court Reporter		19.14
01041 - Customer Service Representative I		13.25
01042 - Customer Service Representative II		14.89
01043 - Customer Service Representative III		16.25
01051 - Data Entry Operator I		13.78
01052 - Data Entry Operator II		14.81
01060 - Dispatcher, Motor Vehicle		19.14
01070 - Document Preparation Clerk		14.97
01090 - Duplicating Machine Operator		14.97
01111 - General Clerk I		14.46
01112 - General Clerk II		15.90
01113 - General Clerk III		17.86
01120 - Housing Referral Assistant		21.57
01141 - Messenger Courier		12.52
01191 - Order Clerk I		16.96
01192 - Order Clerk II		18.58
01261 - Personnel Assistant (Employment) I		16.04
01262 - Personnel Assistant (Employment) II		17.96
01263 - Personnel Assistant (Employment) III		20.01
01270 - Production Control Clerk		24.75
01290 - Rental Clerk		16.25

01300 - Scheduler, Maintenance	17.30
01311 - Secretary I	17.30
01312 - Secretary II	19.35
01313 - Secretary III	21.57
01320 - Service Order Dispatcher	17.79
01410 - Supply Technician	23.97
01420 - Survey Worker	18.55
01460 - Switchboard Operator/Receptionist	15.36
01531 - Travel Clerk I	13.79
01532 - Travel Clerk II	14.92
01533 - Travel Clerk III	16.08
01611 - Word Processor I	14.97
01612 - Word Processor II	16.25
01613 - Word Processor III	19.14
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.64
05010 - Automotive Electrician	20.33
05040 - Automotive Glass Installer	19.53
05070 - Automotive Worker	19.53
05110 - Mobile Equipment Servicer	17.46
05130 - Motor Equipment Metal Mechanic	21.22
05160 - Motor Equipment Metal Worker	19.53
05190 - Motor Vehicle Mechanic	21.22
05220 - Motor Vehicle Mechanic Helper	16.53
05250 - Motor Vehicle Upholstery Worker	18.49
05280 - Motor Vehicle Wrecker	19.53
05310 - Painter, Automotive	20.33
05340 - Radiator Repair Specialist	19.53
05370 - Tire Repairer	16.01
05400 - Transmission Repair Specialist	21.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.29
07041 - Cook I	15.11
07042 - Cook II	16.90
07070 - Dishwasher	10.39
07130 - Food Service Worker	11.27
07210 - Meat Cutter	19.73
07260 - Waiter/Waitress	10.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.96
09040 - Furniture Handler	14.95
09080 - Furniture Refinisher	18.67
09090 - Furniture Refinisher Helper	17.33
09110 - Furniture Repairer, Minor	19.00
09130 - Upholsterer	18.67
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.64
11060 - Elevator Operator	14.65
11090 - Gardener	18.75
11122 - Housekeeping Aide	14.65
11150 - Janitor	14.65
11210 - Laborer, Grounds Maintenance	15.12
11240 - Maid or Houseman	11.60
11260 - Pruner	13.92
11270 - Tractor Operator	17.45
11330 - Trail Maintenance Worker	15.12
11360 - Window Cleaner	15.92
12000 - Health Occupations	
12010 - Ambulance Driver	18.19
12011 - Breath Alcohol Technician	21.71
12012 - Certified Occupational Therapist Assistant	26.79

12015	- Certified Physical Therapist Assistant	28.83
12020	- Dental Assistant	19.47
12025	- Dental Hygienist	35.50
12030	- EKG Technician	32.89
12035	- Electroneurodiagnostic Technologist	32.89
12040	- Emergency Medical Technician	18.19
12071	- Licensed Practical Nurse I	19.40
12072	- Licensed Practical Nurse II	21.71
12073	- Licensed Practical Nurse III	24.19
12100	- Medical Assistant	17.22
12130	- Medical Laboratory Technician	19.40
12160	- Medical Record Clerk	16.29
12190	- Medical Record Technician	27.06
12195	- Medical Transcriptionist	19.40
12210	- Nuclear Medicine Technologist	43.16
12221	- Nursing Assistant I	10.50
12222	- Nursing Assistant II	11.81
12223	- Nursing Assistant III	12.89
12224	- Nursing Assistant IV	14.47
12235	- Optical Dispenser	21.71
12236	- Optical Technician	19.40
12250	- Pharmacy Technician	16.20
12280	- Phlebotomist	14.47
12305	- Radiologic Technologist	32.89
12311	- Registered Nurse I	29.56
12312	- Registered Nurse II	36.16
12313	- Registered Nurse II, Specialist	36.16
12314	- Registered Nurse III	45.75
12315	- Registered Nurse III, Anesthetist	43.75
12316	- Registered Nurse IV	52.44
12317	- Scheduler (Drug and Alcohol Testing)	26.88
12320	- Substance Abuse Treatment Counselor	25.51
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	17.83
13012	- Exhibits Specialist II	22.02
13013	- Exhibits Specialist III	26.95
13041	- Illustrator I	17.79
13042	- Illustrator II	22.02
13043	- Illustrator III	26.95
13047	- Librarian	24.40
13050	- Library Aide/Clerk	14.25
13054	- Library Information Technology Systems Administrator	22.02
13058	- Library Technician	15.39
13061	- Media Specialist I	15.26
13062	- Media Specialist II	16.95
13063	- Media Specialist III	18.89
13071	- Photographer I	13.95
13072	- Photographer II	18.37
13073	- Photographer III	22.37
13074	- Photographer IV	27.72
13075	- Photographer V	35.87
13090	- Technical Order Library Clerk	15.49
13110	- Video Teleconference Technician	18.56
14000	- Information Technology Occupations	
14041	- Computer Operator I	14.66
14042	- Computer Operator II	16.96
14043	- Computer Operator III	18.59
14044	- Computer Operator IV	21.25
14045	- Computer Operator V	23.54
14071	- Computer Programmer I	21.27

(see 1)

14072 - Computer Programmer II	(see 1)	26.34
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 Operator		14.66
14160 - Personal Computer Support Technician		21.25
14170 - System Support Specialist		23.36
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.46
15020 - Aircrew Training Devices Instructor (Rated)		35.67
15030 - Air Crew Training Devices Instructor (Pilot)		42.73
15050 - Computer Based Training Specialist / Instructor		29.46
15060 - Educational Technologist		29.66
15070 - Flight Instructor (Pilot)		42.73
15080 - Graphic Artist		23.96
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		37.92
15086 - Maintenance Test Pilot, Rotary Wing		37.92
15088 - Non-Maintenance Test/Co-Pilot		37.92
15090 - Technical Instructor		22.90
15095 - Technical Instructor/Course Developer		28.02
15110 - Test Proctor		18.50
15120 - Tutor		18.50
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		12.03
16030 - Counter Attendant		12.03
16040 - Dry Cleaner		15.08
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 Apparel, Laundry		12.03
16190 - Sewing Machine Operator		15.99
16220 - Tailor		16.69
16250 - Washer, Machine		13.28
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.28
19040 - Tool And Die Maker		25.74
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.88
21030 - Material Coordinator		25.45
21040 - Material Expediter		25.45
21050 - Material Handling Laborer		14.54
21071 - Order Filler		12.85
21080 - Production Line Worker (Food Processing)		20.88
21110 - Shipping Packer		15.30
21130 - Shipping/Receiving Clerk		15.30
21140 - Store Worker I		12.95
21150 - Stock Clerk		16.52
21210 - Tools And Parts Attendant		20.88
21410 - Warehouse Specialist		20.88
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		28.64
23019 - Aircraft Logs and Records Technician		24.08
23021 - Aircraft Mechanic I		27.63
23022 - Aircraft Mechanic II		28.64
23023 - Aircraft Mechanic III		29.64
23040 - Aircraft Mechanic Helper		21.16
23050 - Aircraft, Painter		26.47
23060 - Aircraft Servicer		24.08

23070 - Aircraft Survival Flight Equipment Technician	26.47
23080 - Aircraft Worker	25.43
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.43
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.63
23110 - Appliance Mechanic	22.24
23120 - Bicycle Repairer	16.01
23125 - Cable Splicer	27.63
23130 - Carpenter, Maintenance	22.88
23140 - Carpet Layer	25.43
23160 - Electrician, Maintenance	25.87
23181 - Electronics Technician Maintenance I	24.43
23182 - Electronics Technician Maintenance II	25.42
23183 - Electronics Technician Maintenance III	26.79
23260 - Fabric Worker	23.45
23290 - Fire Alarm System Mechanic	24.75
23310 - Fire Extinguisher Repairer	22.13
23311 - Fuel Distribution System Mechanic	25.97
23312 - Fuel Distribution System Operator	22.06
23370 - General Maintenance Worker	19.33
23380 - Ground Support Equipment Mechanic	27.63
23381 - Ground Support Equipment Servicer	24.08
23382 - Ground Support Equipment Worker	25.43
23391 - Gunsmith I	22.13
23392 - Gunsmith II	24.63
23393 - Gunsmith III	26.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.37
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.21
23430 - Heavy Equipment Mechanic	25.31
23440 - Heavy Equipment Operator	29.71
23460 - Instrument Mechanic	27.63
23465 - Laboratory/Shelter Mechanic	25.64
23470 - Laborer	14.54
23510 - Locksmith	26.47
23530 - Machinery Maintenance Mechanic	23.06
23550 - Machinist, Maintenance	23.21
23580 - Maintenance Trades Helper	17.33
23591 - Metrology Technician I	27.63
23592 - Metrology Technician II	28.64
23593 - Metrology Technician III	29.64
23640 - Millwright	24.40
23710 - Office Appliance Repairer	24.92
23760 - Painter, Maintenance	18.72
23790 - Pipefitter, Maintenance	28.86
23810 - Plumber, Maintenance	25.58
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	26.76
23870 - Scale Mechanic	24.63
23890 - Sheet-Metal Worker, Maintenance	25.43
23910 - Small Engine Mechanic	21.38
23931 - Telecommunications Mechanic I	27.98
23932 - Telecommunications Mechanic II	29.00
23950 - Telephone Lineman	27.63
23960 - Welder, Combination, Maintenance	24.54
23965 - Well Driller	25.96
23970 - Woodcraft Worker	26.76
23980 - Woodworker	20.04
24000 - Personal Needs Occupations	

24550 - Case Manager	17.90
24570 - Child Care Attendant	12.31
24580 - Child Care Center Clerk	15.37
24610 - Chore Aide	13.53
24620 - Family Readiness And Support Services Coordinator	17.90
24630 - Homemaker	18.54
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.03
25040 - Sewage Plant Operator	23.49
25070 - Stationary Engineer	26.03
25190 - Ventilation Equipment Tender	19.86
25210 - Water Treatment Plant Operator	23.49
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.61
27007 - Baggage Inspector	13.41
27008 - Corrections Officer	21.96
27010 - Court Security Officer	21.81
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	21.96
27070 - Firefighter	21.32
27101 - Guard I	13.41
27102 - Guard II	18.61
27131 - Police Officer I	24.94
27132 - Police Officer II	27.71
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.38
28042 - Carnival Equipment Repairer	12.68
28043 - Carnival Worker	10.53
28210 - Gate Attendant/Gate Tender	13.92
28310 - Lifeguard	11.53
28350 - Park Attendant (Aide)	15.58
28510 - Recreation Aide/Health Facility Attendant	11.36
28515 - Recreation Specialist	17.94
28630 - Sports Official	12.40
28690 - Swimming Pool Operator	16.73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.43
29020 - Hatch Tender	25.43
29030 - Line Handler	25.43
29041 - Stevedore I	24.08
29042 - Stevedore II	26.47
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.10
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.96
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.69
30021 - Archeological Technician I	17.24
30022 - Archeological Technician II	18.64
30023 - Archeological Technician III	23.06
30030 - Cartographic Technician	23.06
30040 - Civil Engineering Technician	23.00
30051 - Cryogenic Technician I	23.78
30052 - Cryogenic Technician II	26.26
30061 - Drafter/CAD Operator I	16.64
30062 - Drafter/CAD Operator II	18.63
30063 - Drafter/CAD Operator III	20.75
30064 - Drafter/CAD Operator IV	25.54
30081 - Engineering Technician I	14.62
30082 - Engineering Technician II	16.92
30083 - Engineering Technician III	18.98
30084 - Engineering Technician IV	23.51

30085	- Engineering Technician V	28.77
30086	- Engineering Technician VI	34.25
30090	- Environmental Technician	22.78
30095	- Evidence Control Specialist	21.47
30210	- Laboratory Technician	22.33
30221	- Latent Fingerprint Technician I	23.78
30222	- Latent Fingerprint Technician II	26.26
30240	- Mathematical Technician	23.06
30361	- Paralegal/Legal Assistant I	18.00
30362	- Paralegal/Legal Assistant II	22.31
30363	- Paralegal/Legal Assistant III	27.29
30364	- Paralegal/Legal Assistant IV	33.00
30375	- Petroleum Supply Specialist	26.26
30390	- Photo-Optics Technician	23.06
30395	- Radiation Control Technician	26.26
30461	- Technical Writer I	23.23
30462	- Technical Writer II	28.43
30463	- Technical Writer III	34.39
30491	- Unexploded Ordnance (UXO) Technician I	24.85
30492	- Unexploded Ordnance (UXO) Technician II	30.07
30493	- Unexploded Ordnance (UXO) Technician III	36.04
30494	- Unexploded (UXO) Safety Escort	24.85
30495	- Unexploded (UXO) Sweep Personnel	24.85
30501	- Weather Forecaster I	23.78
30502	- Weather Forecaster II	28.92
30620	- Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 20.75
30621	- Weather Observer, Senior	(see 2) 22.78
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	28.85
31020	- Bus Aide	13.52
31030	- Bus Driver	19.35
31043	- Driver Courier	16.19
31260	- Parking and Lot Attendant	12.20
31290	- Shuttle Bus Driver	17.40
31310	- Taxi Driver	11.59
31361	- Truckdriver, Light	17.40
31362	- Truckdriver, Medium	18.43
31363	- Truckdriver, Heavy	20.94
31364	- Truckdriver, Tractor-Trailer	20.94
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.07
99030	- Cashier	11.31
99050	- Desk Clerk	13.47
99095	- Embalmer	29.67
99130	- Flight Follower	23.85
99251	- Laboratory Animal Caretaker I	16.64
99252	- Laboratory Animal Caretaker II	17.17
99260	- Marketing Analyst	27.03
99310	- Mortician	29.67
99410	- Pest Controller	19.97
99510	- Photofinishing Worker	12.67
99710	- Recycling Laborer	15.78
99711	- Recycling Specialist	18.20
99730	- Refuse Collector	14.56
99810	- Sales Clerk	11.83
99820	- School Crossing Guard	14.11
99830	- Survey Party Chief	19.16
99831	- Surveying Aide	12.55
99832	- Surveying Technician	17.19
99840	- Vending Machine Attendant	17.69

99841 - Vending Machine Repairer	21.26
99842 - Vending Machine Repairer Helper	17.69

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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, Good Friday, Memorial 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)).

WD 15-4077 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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.: 2015-4077
Revision No.: 4
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following towns in BERKSHIRE COUNTY: Alford, Egremont, Great Barrington, Monterey, Mount Washington, New Marlborough, Otis, Sandisfield, Sheffield, Stockbridge, Tyringham, West Stockbridge

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.32
01012 - Accounting Clerk II		17.19
01013 - Accounting Clerk III		19.23
01020 - Administrative Assistant		26.37
01035 - Court Reporter		19.14
01041 - Customer Service Representative I		13.65
01042 - Customer Service Representative II		15.36
01043 - Customer Service Representative III		16.75
01051 - Data Entry Operator I		13.78
01052 - Data Entry Operator II		14.81
01060 - Dispatcher, Motor Vehicle		19.35
01070 - Document Preparation Clerk		14.97
01090 - Duplicating Machine Operator		14.97
01111 - General Clerk I		14.46
01112 - General Clerk II		15.90
01113 - General Clerk III		17.86
01120 - Housing Referral Assistant		21.57
01141 - Messenger Courier		12.52
01191 - Order Clerk I		14.02
01192 - Order Clerk II		15.35
01261 - Personnel Assistant (Employment) I		16.04
01262 - Personnel Assistant (Employment) II		17.96
01263 - Personnel Assistant (Employment) III		20.01
01270 - Production Control Clerk		20.45
01290 - Rental Clerk		16.25
01300 - Scheduler, Maintenance		17.30
01311 - Secretary I		17.30
01312 - Secretary II		19.35

01313	- Secretary III	21.57
01320	- Service Order Dispatcher	17.79
01410	- Supply Technician	26.37
01420	- Survey Worker	18.55
01460	- Switchboard Operator/Receptionist	15.36
01531	- Travel Clerk I	13.79
01532	- Travel Clerk II	14.92
01533	- Travel Clerk III	16.08
01611	- Word Processor I	14.97
01612	- Word Processor II	16.25
01613	- Word Processor III	19.14
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	19.65
05010	- Automotive Electrician	19.58
05040	- Automotive Glass Installer	18.84
05070	- Automotive Worker	18.84
05110	- Mobile Equipment Servicer	17.36
05130	- Motor Equipment Metal Mechanic	20.37
05160	- Motor Equipment Metal Worker	18.84
05190	- Motor Vehicle Mechanic	20.37
05220	- Motor Vehicle Mechanic Helper	16.53
05250	- Motor Vehicle Upholstery Worker	18.12
05280	- Motor Vehicle Wrecker	18.84
05310	- Painter, Automotive	19.58
05340	- Radiator Repair Specialist	18.84
05370	- Tire Repairer	14.55
05400	- Transmission Repair Specialist	20.37
07000	- Food Preparation And Service Occupations	
07010	- Baker	15.29
07041	- Cook I	16.14
07042	- Cook II	17.77
07070	- Dishwasher	10.48
07130	- Food Service Worker	12.35
07210	- Meat Cutter	19.73
07260	- Waiter/Waitress	12.72
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	18.96
09040	- Furniture Handler	14.95
09080	- Furniture Refinisher	18.67
09090	- Furniture Refinisher Helper	17.33
09110	- Furniture Repairer, Minor	19.00
09130	- Upholsterer	18.67
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	14.01
11060	- Elevator Operator	14.01
11090	- Gardener	19.95
11122	- Housekeeping Aide	14.11
11150	- Janitor	14.11
11210	- Laborer, Grounds Maintenance	16.09
11240	- Maid or Houseman	10.72
11260	- Pruner	14.81
11270	- Tractor Operator	18.57
11330	- Trail Maintenance Worker	16.09
11360	- Window Cleaner	15.33
12000	- Health Occupations	
12010	- Ambulance Driver	19.50
12011	- Breath Alcohol Technician	22.13
12012	- Certified Occupational Therapist Assistant	26.75
12015	- Certified Physical Therapist Assistant	28.84
12020	- Dental Assistant	19.47
12025	- Dental Hygienist	37.95

12030 - EKG Technician	30.39
12035 - Electroneurodiagnostic Technologist	30.39
12040 - Emergency Medical Technician	19.50
12071 - Licensed Practical Nurse I	19.78
12072 - Licensed Practical Nurse II	22.13
12073 - Licensed Practical Nurse III	24.66
12100 - Medical Assistant	21.74
12130 - Medical Laboratory Technician	19.70
12160 - Medical Record Clerk	17.92
12190 - Medical Record Technician	24.33
12195 - Medical Transcriptionist	18.10
12210 - Nuclear Medicine Technologist	42.86
12221 - Nursing Assistant I	10.21
12222 - Nursing Assistant II	11.48
12223 - Nursing Assistant III	12.53
12224 - Nursing Assistant IV	14.07
12235 - Optical Dispenser	22.13
12236 - Optical Technician	18.51
12250 - Pharmacy Technician	27.10
12280 - Phlebotomist	14.07
12305 - Radiologic Technologist	30.40
12311 - Registered Nurse I	29.56
12312 - Registered Nurse II	36.16
12313 - Registered Nurse II, Specialist	36.16
12314 - Registered Nurse III	45.75
12315 - Registered Nurse III, Anesthetist	43.75
12316 - Registered Nurse IV	52.44
12317 - Scheduler (Drug and Alcohol Testing)	26.26
12320 - Substance Abuse Treatment Counselor	24.16
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.83
13012 - Exhibits Specialist II	22.02
13013 - Exhibits Specialist III	26.95
13041 - Illustrator I	17.79
13042 - Illustrator II	22.02
13043 - Illustrator III	26.95
13047 - Librarian	24.40
13050 - Library Aide/Clerk	14.25
13054 - Library Information Technology Systems Administrator	22.02
13058 - Library Technician	15.39
13061 - Media Specialist I	15.26
13062 - Media Specialist II	16.95
13063 - Media Specialist III	18.89
13071 - Photographer I	14.07
13072 - Photographer II	18.37
13073 - Photographer III	22.37
13074 - Photographer IV	27.72
13075 - Photographer V	35.87
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	18.56
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.66
14042 - Computer Operator II	16.96
14043 - Computer Operator III	18.59
14044 - Computer Operator IV	21.25
14045 - Computer Operator V	23.54
14071 - Computer Programmer I	(see 1) 21.27
14072 - Computer Programmer II	(see 1) 26.34
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 Operator		14.66
14160 - Personal Computer Support Technician		21.25
14170 - System Support Specialist		23.36
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.46
15020 - Aircrew Training Devices Instructor (Rated)		35.67
15030 - Air Crew Training Devices Instructor (Pilot)		42.73
15050 - Computer Based Training Specialist / Instructor		29.46
15060 - Educational Technologist		29.66
15070 - Flight Instructor (Pilot)		42.73
15080 - Graphic Artist		25.39
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		42.73
15086 - Maintenance Test Pilot, Rotary Wing		42.73
15088 - Non-Maintenance Test/Co-Pilot		42.73
15090 - Technical Instructor		20.74
15095 - Technical Instructor/Course Developer		25.39
15110 - Test Proctor		16.76
15120 - Tutor		16.76
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		12.03
16030 - Counter Attendant		12.03
16040 - Dry Cleaner		15.08
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 Apparel, Laundry		12.03
16190 - Sewing Machine Operator		15.99
16220 - Tailor		16.69
16250 - Washer, Machine		12.63
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.28
19040 - Tool And Die Maker		25.74
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.98
21030 - Material Coordinator		21.04
21040 - Material Expediter		21.04
21050 - Material Handling Laborer		16.23
21071 - Order Filler		12.84
21080 - Production Line Worker (Food Processing)		18.98
21110 - Shipping Packer		14.41
21130 - Shipping/Receiving Clerk		14.41
21140 - Store Worker I		12.93
21150 - Stock Clerk		16.52
21210 - Tools And Parts Attendant		18.98
21410 - Warehouse Specialist		18.98
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		28.25
23019 - Aircraft Logs and Records Technician		23.75
23021 - Aircraft Mechanic I		27.25
23022 - Aircraft Mechanic II		28.25
23023 - Aircraft Mechanic III		29.23
23040 - Aircraft Mechanic Helper		22.39
23050 - Aircraft, Painter		26.11
23060 - Aircraft Servicer		23.75
23070 - Aircraft Survival Flight Equipment Technician		26.11
23080 - Aircraft Worker		25.08
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		25.08

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	27.25
II		
23110	- Appliance Mechanic	22.24
23120	- Bicycle Repairer	16.01
23125	- Cable Splicer	29.70
23130	- Carpenter, Maintenance	22.88
23140	- Carpet Layer	25.08
23160	- Electrician, Maintenance	27.25
23181	- Electronics Technician Maintenance I	24.43
23182	- Electronics Technician Maintenance II	25.42
23183	- Electronics Technician Maintenance III	26.79
23260	- Fabric Worker	23.45
23290	- Fire Alarm System Mechanic	24.75
23310	- Fire Extinguisher Repairer	22.13
23311	- Fuel Distribution System Mechanic	25.97
23312	- Fuel Distribution System Operator	22.06
23370	- General Maintenance Worker	20.19
23380	- Ground Support Equipment Mechanic	27.25
23381	- Ground Support Equipment Servicer	23.75
23382	- Ground Support Equipment Worker	25.08
23391	- Gunsmith I	22.13
23392	- Gunsmith II	24.63
23393	- Gunsmith III	26.76
23410	- Heating, Ventilation And Air-Conditioning Mechanic	27.25
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.21
23430	- Heavy Equipment Mechanic	25.31
23440	- Heavy Equipment Operator	27.25
23460	- Instrument Mechanic	27.25
23465	- Laboratory/Shelter Mechanic	25.64
23470	- Laborer	16.23
23510	- Locksmith	26.11
23530	- Machinery Maintenance Mechanic	23.06
23550	- Machinist, Maintenance	23.21
23580	- Maintenance Trades Helper	17.33
23591	- Metrology Technician I	27.25
23592	- Metrology Technician II	28.25
23593	- Metrology Technician III	29.23
23640	- Millwright	24.40
23710	- Office Appliance Repairer	24.92
23760	- Painter, Maintenance	21.53
23790	- Pipefitter, Maintenance	27.25
23810	- Plumber, Maintenance	25.58
23820	- Pneudraulic Systems Mechanic	26.76
23850	- Rigger	26.76
23870	- Scale Mechanic	24.63
23890	- Sheet-Metal Worker, Maintenance	25.43
23910	- Small Engine Mechanic	21.38
23931	- Telecommunications Mechanic I	27.98
23932	- Telecommunications Mechanic II	29.00
23950	- Telephone Lineman	27.25
23960	- Welder, Combination, Maintenance	24.54
23965	- Well Driller	25.96
23970	- Woodcraft Worker	26.76
23980	- Woodworker	20.04
24000	- Personal Needs Occupations	
24550	- Case Manager	17.90
24570	- Child Care Attendant	13.29
24580	- Child Care Center Clerk	16.57

24610 - Chore Aide	13.26
24620 - Family Readiness And Support Services Coordinator	17.90
24630 - Homemaker	18.54
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.03
25040 - Sewage Plant Operator	25.37
25070 - Stationary Engineer	26.03
25190 - Ventilation Equipment Tender	19.86
25210 - Water Treatment Plant Operator	25.37
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.61
27007 - Baggage Inspector	13.41
27008 - Corrections Officer	24.14
27010 - Court Security Officer	23.99
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	24.14
27070 - Firefighter	22.98
27101 - Guard I	13.41
27102 - Guard II	18.61
27131 - Police Officer I	21.81
27132 - Police Officer II	23.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.07
28042 - Carnival Equipment Repairer	10.48
28043 - Carnival Worker	9.57
28210 - Gate Attendant/Gate Tender	15.01
28310 - Lifeguard	13.37
28350 - Park Attendant (Aide)	16.80
28510 - Recreation Aide/Health Facility Attendant	12.25
28515 - Recreation Specialist	17.94
28630 - Sports Official	13.37
28690 - Swimming Pool Operator	18.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.08
29020 - Hatch Tender	25.08
29030 - Line Handler	25.08
29041 - Stevedore I	23.75
29042 - Stevedore II	26.11
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.10
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.96
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.69
30021 - Archeological Technician I	17.24
30022 - Archeological Technician II	18.64
30023 - Archeological Technician III	23.06
30030 - Cartographic Technician	23.06
30040 - Civil Engineering Technician	23.00
30051 - Cryogenic Technician I	21.24
30052 - Cryogenic Technician II	23.46
30061 - Drafter/CAD Operator I	16.64
30062 - Drafter/CAD Operator II	18.63
30063 - Drafter/CAD Operator III	20.75
30064 - Drafter/CAD Operator IV	25.54
30081 - Engineering Technician I	14.62
30082 - Engineering Technician II	16.92
30083 - Engineering Technician III	18.98
30084 - Engineering Technician IV	23.51
30085 - Engineering Technician V	28.77
30086 - Engineering Technician VI	34.25
30090 - Environmental Technician	22.78

30095 - Evidence Control Specialist	19.18
30210 - Laboratory Technician	22.33
30221 - Latent Fingerprint Technician I	21.24
30222 - Latent Fingerprint Technician II	23.46
30240 - Mathematical Technician	23.06
30361 - Paralegal/Legal Assistant I	18.00
30362 - Paralegal/Legal Assistant II	22.31
30363 - Paralegal/Legal Assistant III	27.29
30364 - Paralegal/Legal Assistant IV	33.00
30375 - Petroleum Supply Specialist	23.46
30390 - Photo-Optics Technician	23.06
30395 - Radiation Control Technician	23.46
30461 - Technical Writer I	22.78
30462 - Technical Writer II	27.86
30463 - Technical Writer III	33.73
30491 - Unexploded Ordnance (UXO) Technician I	24.85
30492 - Unexploded Ordnance (UXO) Technician II	30.07
30493 - Unexploded Ordnance (UXO) Technician III	36.04
30494 - Unexploded (UXO) Safety Escort	24.85
30495 - Unexploded (UXO) Sweep Personnel	24.85
30501 - Weather Forecaster I	25.54
30502 - Weather Forecaster II	31.07
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 20.75
30621 - Weather Observer, Senior	(see 2) 22.78
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	13.52
31030 - Bus Driver	18.58
31043 - Driver Courier	16.89
31260 - Parking and Lot Attendant	12.20
31290 - Shuttle Bus Driver	18.15
31310 - Taxi Driver	14.03
31361 - Truckdriver, Light	18.15
31362 - Truckdriver, Medium	19.22
31363 - Truckdriver, Heavy	20.30
31364 - Truckdriver, Tractor-Trailer	20.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	11.31
99050 - Desk Clerk	12.20
99095 - Embalmer	29.67
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	16.64
99252 - Laboratory Animal Caretaker II	17.17
99260 - Marketing Analyst	23.46
99310 - Mortician	29.67
99410 - Pest Controller	19.97
99510 - Photofinishing Worker	12.67
99710 - Recycling Laborer	15.78
99711 - Recycling Specialist	18.20
99730 - Refuse Collector	14.56
99810 - Sales Clerk	11.92
99820 - School Crossing Guard	14.11
99830 - Survey Party Chief	19.16
99831 - Surveying Aide	12.55
99832 - Surveying Technician	17.19
99840 - Vending Machine Attendant	17.69
99841 - Vending Machine Repairer	21.26
99842 - Vending Machine Repairer Helper	17.69

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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, Good Friday, Memorial 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)).

WD 15-4079 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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.: 2015-4079
Revision No.: 4
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

BERKSHIRE COUNTY: Clarksburg, Florida, Hancock, North Adams, Williamstown

FRANKLIN COUNTY: Bernardston, Buckland, Charlemont, Colrain, Erving, Gill, Greenfield, Hawley, Heath, Leyden, Monroe, Montague, Northfield, Rowe, Shelburne

HAMPSHIRE COUNTY: Plainfield

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.35
01012 - Accounting Clerk II		18.36
01013 - Accounting Clerk III		20.54
01020 - Administrative Assistant		23.97
01035 - Court Reporter		19.14
01041 - Customer Service Representative I		14.44
01042 - Customer Service Representative II		16.24
01043 - Customer Service Representative III		17.72
01051 - Data Entry Operator I		13.78
01052 - Data Entry Operator II		14.81
01060 - Dispatcher, Motor Vehicle		19.35
01070 - Document Preparation Clerk		14.97
01090 - Duplicating Machine Operator		14.97
01111 - General Clerk I		14.46
01112 - General Clerk II		15.90
01113 - General Clerk III		17.86
01120 - Housing Referral Assistant		21.57
01141 - Messenger Courier		12.52
01191 - Order Clerk I		14.02
01192 - Order Clerk II		15.35
01261 - Personnel Assistant (Employment) I		16.04
01262 - Personnel Assistant (Employment) II		17.96

01263 - Personnel Assistant (Employment) III	20.01
01270 - Production Control Clerk	20.45
01290 - Rental Clerk	16.25
01300 - Scheduler, Maintenance	17.30
01311 - Secretary I	17.30
01312 - Secretary II	19.35
01313 - Secretary III	21.57
01320 - Service Order Dispatcher	17.79
01410 - Supply Technician	23.97
01420 - Survey Worker	18.55
01460 - Switchboard Operator/Receptionist	15.36
01531 - Travel Clerk I	13.79
01532 - Travel Clerk II	14.92
01533 - Travel Clerk III	16.08
01611 - Word Processor I	16.47
01612 - Word Processor II	17.88
01613 - Word Processor III	19.14
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.40
05010 - Automotive Electrician	17.80
05040 - Automotive Glass Installer	17.13
05070 - Automotive Worker	17.13
05110 - Mobile Equipment Servicer	15.78
05130 - Motor Equipment Metal Mechanic	18.52
05160 - Motor Equipment Metal Worker	17.13
05190 - Motor Vehicle Mechanic	18.52
05220 - Motor Vehicle Mechanic Helper	15.03
05250 - Motor Vehicle Upholstery Worker	16.47
05280 - Motor Vehicle Wrecker	17.13
05310 - Painter, Automotive	17.80
05340 - Radiator Repair Specialist	17.13
05370 - Tire Repairer	15.12
05400 - Transmission Repair Specialist	18.52
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.41
07041 - Cook I	14.67
07042 - Cook II	16.10
07070 - Dishwasher	11.34
07130 - Food Service Worker	10.68
07210 - Meat Cutter	19.73
07260 - Waiter/Waitress	10.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.96
09040 - Furniture Handler	14.95
09080 - Furniture Refinisher	18.67
09090 - Furniture Refinisher Helper	17.33
09110 - Furniture Repairer, Minor	19.00
09130 - Upholsterer	18.67
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.74
11060 - Elevator Operator	14.01
11090 - Gardener	19.88
11122 - Housekeeping Aide	14.01
11150 - Janitor	14.01
11210 - Laborer, Grounds Maintenance	16.03
11240 - Maid or Houseman	10.09
11260 - Pruner	14.75
11270 - Tractor Operator	18.49
11330 - Trail Maintenance Worker	16.03
11360 - Window Cleaner	15.22
12000 - Health Occupations	

12010	- Ambulance Driver	17.50
12011	- Breath Alcohol Technician	21.01
12012	- Certified Occupational Therapist Assistant	26.79
12015	- Certified Physical Therapist Assistant	28.84
12020	- Dental Assistant	17.70
12025	- Dental Hygienist	35.09
12030	- EKG Technician	31.83
12035	- Electroneurodiagnostic Technologist	31.83
12040	- Emergency Medical Technician	17.50
12071	- Licensed Practical Nurse I	18.78
12072	- Licensed Practical Nurse II	21.01
12073	- Licensed Practical Nurse III	23.41
12100	- Medical Assistant	15.95
12130	- Medical Laboratory Technician	18.78
12160	- Medical Record Clerk	18.02
12190	- Medical Record Technician	20.16
12195	- Medical Transcriptionist	18.78
12210	- Nuclear Medicine Technologist	43.16
12221	- Nursing Assistant I	11.14
12222	- Nursing Assistant II	12.54
12223	- Nursing Assistant III	13.67
12224	- Nursing Assistant IV	15.35
12235	- Optical Dispenser	22.87
12236	- Optical Technician	18.78
12250	- Pharmacy Technician	14.93
12280	- Phlebotomist	16.89
12305	- Radiologic Technologist	29.25
12311	- Registered Nurse I	29.56
12312	- Registered Nurse II	36.16
12313	- Registered Nurse II, Specialist	36.16
12314	- Registered Nurse III	45.75
12315	- Registered Nurse III, Anesthetist	43.75
12316	- Registered Nurse IV	52.44
12317	- Scheduler (Drug and Alcohol Testing)	26.01
12320	- Substance Abuse Treatment Counselor	26.01
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	17.86
13012	- Exhibits Specialist II	22.11
13013	- Exhibits Specialist III	27.05
13041	- Illustrator I	17.86
13042	- Illustrator II	22.11
13043	- Illustrator III	27.05
13047	- Librarian	24.49
13050	- Library Aide/Clerk	15.52
13054	- Library Information Technology Systems Administrator	22.11
13058	- Library Technician	18.62
13061	- Media Specialist I	15.96
13062	- Media Specialist II	17.86
13063	- Media Specialist III	19.90
13071	- Photographer I	15.35
13072	- Photographer II	18.37
13073	- Photographer III	22.37
13074	- Photographer IV	27.72
13075	- Photographer V	35.87
13090	- Technical Order Library Clerk	19.50
13110	- Video Teleconference Technician	18.56
14000	- Information Technology Occupations	
14041	- Computer Operator I	14.66
14042	- Computer Operator II	16.96
14043	- Computer Operator III	18.59

14044 - Computer Operator IV	21.25
14045 - Computer Operator V	23.54
14071 - Computer Programmer I	(see 1) 21.27
14072 - Computer Programmer II	(see 1) 26.34
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 Operator	14.66
14160 - Personal Computer Support Technician	21.25
14170 - System Support Specialist	23.36
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.46
15020 - Aircrew Training Devices Instructor (Rated)	35.67
15030 - Air Crew Training Devices Instructor (Pilot)	42.73
15050 - Computer Based Training Specialist / Instructor	29.46
15060 - Educational Technologist	30.91
15070 - Flight Instructor (Pilot)	42.73
15080 - Graphic Artist	25.39
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	42.73
15086 - Maintenance Test Pilot, Rotary Wing	42.73
15088 - Non-Maintenance Test/Co-Pilot	42.73
15090 - Technical Instructor	20.74
15095 - Technical Instructor/Course Developer	25.39
15110 - Test Proctor	16.76
15120 - Tutor	16.76
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	12.03
16030 - Counter Attendant	12.03
16040 - Dry Cleaner	15.08
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 Apparel, Laundry	12.03
16190 - Sewing Machine Operator	15.99
16220 - Tailor	16.69
16250 - Washer, Machine	12.63
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.28
19040 - Tool And Die Maker	25.74
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.98
21030 - Material Coordinator	21.04
21040 - Material Expediter	21.04
21050 - Material Handling Laborer	14.54
21071 - Order Filler	12.84
21080 - Production Line Worker (Food Processing)	18.98
21110 - Shipping Packer	15.81
21130 - Shipping/Receiving Clerk	15.81
21140 - Store Worker I	12.93
21150 - Stock Clerk	16.52
21210 - Tools And Parts Attendant	18.98
21410 - Warehouse Specialist	18.98
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.81
23019 - Aircraft Logs and Records Technician	21.20
23021 - Aircraft Mechanic I	23.95
23022 - Aircraft Mechanic II	24.81
23023 - Aircraft Mechanic III	25.70

23040 - Aircraft Mechanic Helper	20.35
23050 - Aircraft, Painter	23.13
23060 - Aircraft Servicer	21.20
23070 - Aircraft Survival Flight Equipment Technician	23.13
23080 - Aircraft Worker	22.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.10
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.95
23110 - Appliance Mechanic	22.24
23120 - Bicycle Repairer	16.01
23125 - Cable Splicer	27.01
23130 - Carpenter, Maintenance	20.80
23140 - Carpet Layer	21.83
23160 - Electrician, Maintenance	25.25
23181 - Electronics Technician Maintenance I	21.83
23182 - Electronics Technician Maintenance II	22.72
23183 - Electronics Technician Maintenance III	23.72
23260 - Fabric Worker	20.67
23290 - Fire Alarm System Mechanic	23.72
23310 - Fire Extinguisher Repairer	19.52
23311 - Fuel Distribution System Mechanic	23.72
23312 - Fuel Distribution System Operator	19.52
23370 - General Maintenance Worker	18.38
23380 - Ground Support Equipment Mechanic	23.95
23381 - Ground Support Equipment Servicer	21.20
23382 - Ground Support Equipment Worker	22.10
23391 - Gunsmith I	19.52
23392 - Gunsmith II	21.83
23393 - Gunsmith III	23.72
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.37
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.21
23430 - Heavy Equipment Mechanic	23.72
23440 - Heavy Equipment Operator	24.55
23460 - Instrument Mechanic	24.22
23465 - Laboratory/Shelter Mechanic	22.72
23470 - Laborer	14.54
23510 - Locksmith	22.94
23530 - Machinery Maintenance Mechanic	21.24
23550 - Machinist, Maintenance	20.41
23580 - Maintenance Trades Helper	17.33
23591 - Metrology Technician I	24.22
23592 - Metrology Technician II	25.06
23593 - Metrology Technician III	25.99
23640 - Millwright	23.72
23710 - Office Appliance Repairer	22.72
23760 - Painter, Maintenance	18.24
23790 - Pipefitter, Maintenance	26.24
23810 - Plumber, Maintenance	23.56
23820 - Pneudraulic Systems Mechanic	23.72
23850 - Rigger	23.72
23870 - Scale Mechanic	21.83
23890 - Sheet-Metal Worker, Maintenance	23.72
23910 - Small Engine Mechanic	21.38
23931 - Telecommunications Mechanic I	27.98
23932 - Telecommunications Mechanic II	29.00
23950 - Telephone Lineman	24.55
23960 - Welder, Combination, Maintenance	23.72
23965 - Well Driller	23.72

23970 - Woodcraft Worker	23.72
23980 - Woodworker	19.52
24000 - Personal Needs Occupations	
24550 - Case Manager	15.02
24570 - Child Care Attendant	12.31
24580 - Child Care Center Clerk	15.37
24610 - Chore Aide	12.70
24620 - Family Readiness And Support Services Coordinator	15.02
24630 - Homemaker	18.54
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.60
25040 - Sewage Plant Operator	21.63
25070 - Stationary Engineer	24.60
25190 - Ventilation Equipment Tender	18.83
25210 - Water Treatment Plant Operator	21.63
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.61
27007 - Baggage Inspector	13.41
27008 - Corrections Officer	21.96
27010 - Court Security Officer	21.81
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	21.96
27070 - Firefighter	20.89
27101 - Guard I	13.41
27102 - Guard II	18.61
27131 - Police Officer I	21.81
27132 - Police Officer II	23.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.30
28042 - Carnival Equipment Repairer	12.68
28043 - Carnival Worker	11.41
28210 - Gate Attendant/Gate Tender	13.79
28310 - Lifeguard	11.76
28350 - Park Attendant (Aide)	15.44
28510 - Recreation Aide/Health Facility Attendant	11.27
28515 - Recreation Specialist	17.94
28630 - Sports Official	12.28
28690 - Swimming Pool Operator	17.19
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.83
29020 - Hatch Tender	21.83
29030 - Line Handler	21.83
29041 - Stevedore I	20.67
29042 - Stevedore II	22.72
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.10
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.96
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.69
30021 - Archeological Technician I	17.24
30022 - Archeological Technician II	18.64
30023 - Archeological Technician III	23.06
30030 - Cartographic Technician	23.06
30040 - Civil Engineering Technician	23.00
30051 - Cryogenic Technician I	21.24
30052 - Cryogenic Technician II	23.46
30061 - Drafter/CAD Operator I	16.64
30062 - Drafter/CAD Operator II	18.63
30063 - Drafter/CAD Operator III	20.75
30064 - Drafter/CAD Operator IV	25.54
30081 - Engineering Technician I	14.62

30082 - Engineering Technician II	16.92
30083 - Engineering Technician III	18.98
30084 - Engineering Technician IV	23.51
30085 - Engineering Technician V	28.77
30086 - Engineering Technician VI	34.25
30090 - Environmental Technician	22.78
30095 - Evidence Control Specialist	19.18
30210 - Laboratory Technician	22.33
30221 - Latent Fingerprint Technician I	21.24
30222 - Latent Fingerprint Technician II	23.46
30240 - Mathematical Technician	23.06
30361 - Paralegal/Legal Assistant I	18.86
30362 - Paralegal/Legal Assistant II	23.35
30363 - Paralegal/Legal Assistant III	28.58
30364 - Paralegal/Legal Assistant IV	34.57
30375 - Petroleum Supply Specialist	23.46
30390 - Photo-Optics Technician	23.06
30395 - Radiation Control Technician	23.46
30461 - Technical Writer I	22.78
30462 - Technical Writer II	27.86
30463 - Technical Writer III	33.73
30491 - Unexploded Ordnance (UXO) Technician I	24.85
30492 - Unexploded Ordnance (UXO) Technician II	30.07
30493 - Unexploded Ordnance (UXO) Technician III	36.04
30494 - Unexploded (UXO) Safety Escort	24.85
30495 - Unexploded (UXO) Sweep Personnel	24.85
30501 - Weather Forecaster I	25.54
30502 - Weather Forecaster II	31.07
30620 - Weather Observer, Combined Upper Air Or	(see 2) 20.75
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 22.78
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	13.52
31030 - Bus Driver	19.35
31043 - Driver Courier	15.73
31260 - Parking and Lot Attendant	12.20
31290 - Shuttle Bus Driver	16.81
31310 - Taxi Driver	12.75
31361 - Truckdriver, Light	16.81
31362 - Truckdriver, Medium	17.90
31363 - Truckdriver, Heavy	21.77
31364 - Truckdriver, Tractor-Trailer	21.77
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	11.31
99050 - Desk Clerk	12.20
99095 - Embalmer	29.67
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	16.64
99252 - Laboratory Animal Caretaker II	17.17
99260 - Marketing Analyst	23.28
99310 - Mortician	29.67
99410 - Pest Controller	19.97
99510 - Photofinishing Worker	12.67
99710 - Recycling Laborer	15.78
99711 - Recycling Specialist	18.20
99730 - Refuse Collector	14.56
99810 - Sales Clerk	11.83
99820 - School Crossing Guard	14.11
99830 - Survey Party Chief	19.16

99831 - Surveying Aide	12.55
99832 - Surveying Technician	17.19
99840 - Vending Machine Attendant	17.69
99841 - Vending Machine Repairer	21.26
99842 - Vending Machine Repairer Helper	17.69

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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, Good Friday, Memorial 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)).

WD 15-4559 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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.: 2015-4559
Revision No.: 4
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida County of Bay

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.55
01012 - Accounting Clerk II		15.21
01013 - Accounting Clerk III		17.02
01020 - Administrative Assistant		20.69
01035 - Court Reporter		16.37
01041 - Customer Service Representative I		10.62
01042 - Customer Service Representative II		11.94
01043 - Customer Service Representative III		13.03
01051 - Data Entry Operator I		12.90
01052 - Data Entry Operator II		14.08
01060 - Dispatcher, Motor Vehicle		17.33
01070 - Document Preparation Clerk		13.03
01090 - Duplicating Machine Operator		13.03
01111 - General Clerk I		11.57
01112 - General Clerk II		12.63
01113 - General Clerk III		14.18
01120 - Housing Referral Assistant		18.24
01141 - Messenger Courier		12.98
01191 - Order Clerk I		14.28
01192 - Order Clerk II		15.59
01261 - Personnel Assistant (Employment) I		14.30
01262 - Personnel Assistant (Employment) II		16.00
01263 - Personnel Assistant (Employment) III		17.83
01270 - Production Control Clerk		20.91
01290 - Rental Clerk		11.72
01300 - Scheduler, Maintenance		14.63
01311 - Secretary I		14.63
01312 - Secretary II		16.37
01313 - Secretary III		18.24

01320 - Service Order Dispatcher	15.07
01410 - Supply Technician	20.69
01420 - Survey Worker	15.69
01460 - Switchboard Operator/Receptionist	12.36
01531 - Travel Clerk I	10.48
01532 - Travel Clerk II	11.06
01533 - Travel Clerk III	11.64
01611 - Word Processor I	13.03
01612 - Word Processor II	14.63
01613 - Word Processor III	16.37
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.27
05010 - Automotive Electrician	17.51
05040 - Automotive Glass Installer	16.59
05070 - Automotive Worker	16.59
05110 - Mobile Equipment Servicer	14.75
05130 - Motor Equipment Metal Mechanic	18.44
05160 - Motor Equipment Metal Worker	16.59
05190 - Motor Vehicle Mechanic	18.44
05220 - Motor Vehicle Mechanic Helper	13.77
05250 - Motor Vehicle Upholstery Worker	15.70
05280 - Motor Vehicle Wrecker	16.59
05310 - Painter, Automotive	17.51
05340 - Radiator Repair Specialist	16.59
05370 - Tire Repairer	13.79
05400 - Transmission Repair Specialist	18.44
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.73
07041 - Cook I	11.32
07042 - Cook II	12.95
07070 - Dishwasher	9.12
07130 - Food Service Worker	10.51
07210 - Meat Cutter	15.14
07260 - Waiter/Waitress	9.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.94
09040 - Furniture Handler	12.50
09080 - Furniture Refinisher	16.94
09090 - Furniture Refinisher Helper	13.32
09110 - Furniture Repairer, Minor	15.19
09130 - Upholsterer	16.94
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.82
11060 - Elevator Operator	9.82
11090 - Gardener	15.08
11122 - Housekeeping Aide	11.70
11150 - Janitor	11.70
11210 - Laborer, Grounds Maintenance	11.78
11240 - Maid or Houseman	9.91
11260 - Pruner	10.73
11270 - Tractor Operator	13.90
11330 - Trail Maintenance Worker	11.78
11360 - Window Cleaner	12.84
12000 - Health Occupations	
12010 - Ambulance Driver	16.77
12011 - Breath Alcohol Technician	15.90
12012 - Certified Occupational Therapist Assistant	25.31
12015 - Certified Physical Therapist Assistant	24.14
12020 - Dental Assistant	15.61
12025 - Dental Hygienist	28.58
12030 - EKG Technician	24.09

12035 - Electroneurodiagnostic Technologist	24.09
12040 - Emergency Medical Technician	16.77
12071 - Licensed Practical Nurse I	14.99
12072 - Licensed Practical Nurse II	16.77
12073 - Licensed Practical Nurse III	18.70
12100 - Medical Assistant	13.29
12130 - Medical Laboratory Technician	18.14
12160 - Medical Record Clerk	14.41
12190 - Medical Record Technician	16.13
12195 - Medical Transcriptionist	14.53
12210 - Nuclear Medicine Technologist	39.84
12221 - Nursing Assistant I	11.09
12222 - Nursing Assistant II	12.46
12223 - Nursing Assistant III	13.60
12224 - Nursing Assistant IV	15.27
12235 - Optical Dispenser	18.13
12236 - Optical Technician	14.99
12250 - Pharmacy Technician	13.50
12280 - Phlebotomist	14.53
12305 - Radiologic Technologist	23.41
12311 - Registered Nurse I	21.90
12312 - Registered Nurse II	26.80
12313 - Registered Nurse II, Specialist	26.80
12314 - Registered Nurse III	32.42
12315 - Registered Nurse III, Anesthetist	32.42
12316 - Registered Nurse IV	38.86
12317 - Scheduler (Drug and Alcohol Testing)	20.09
12320 - Substance Abuse Treatment Counselor	19.69
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.83
13012 - Exhibits Specialist II	20.86
13013 - Exhibits Specialist III	25.51
13041 - Illustrator I	16.83
13042 - Illustrator II	20.86
13043 - Illustrator III	25.51
13047 - Librarian	23.09
13050 - Library Aide/Clerk	12.41
13054 - Library Information Technology Systems Administrator	20.86
13058 - Library Technician	16.74
13061 - Media Specialist I	15.05
13062 - Media Specialist II	16.83
13063 - Media Specialist III	18.77
13071 - Photographer I	15.05
13072 - Photographer II	16.83
13073 - Photographer III	20.86
13074 - Photographer IV	25.51
13075 - Photographer V	30.86
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	15.05
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.27
14042 - Computer Operator II	15.77
14043 - Computer Operator III	17.93
14044 - Computer Operator IV	20.80
14045 - Computer Operator V	21.87
14071 - Computer Programmer I	(see 1) 24.10
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)

14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.27
14160 - Personal Computer Support Technician		20.80
14170 - System Support Specialist		21.87
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.97
15020 - Aircrew Training Devices Instructor (Rated)		33.83
15030 - Air Crew Training Devices Instructor (Pilot)		40.55
15050 - Computer Based Training Specialist / Instructor		27.97
15060 - Educational Technologist		24.59
15070 - Flight Instructor (Pilot)		40.55
15080 - Graphic Artist		18.83
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		40.55
15086 - Maintenance Test Pilot, Rotary Wing		40.55
15088 - Non-Maintenance Test/Co-Pilot		40.55
15090 - Technical Instructor		17.40
15095 - Technical Instructor/Course Developer		21.29
15110 - Test Proctor		14.05
15120 - Tutor		14.05
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.45
16030 - Counter Attendant		9.45
16040 - Dry Cleaner		10.90
16070 - Finisher, Flatwork, Machine		9.45
16090 - Presser, Hand		9.45
16110 - Presser, Machine, Drycleaning		9.45
16130 - Presser, Machine, Shirts		9.45
16160 - Presser, Machine, Wearing Apparel, Laundry		9.45
16190 - Sewing Machine Operator		11.37
16220 - Tailor		11.87
16250 - Washer, Machine		9.92
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.38
19040 - Tool And Die Maker		22.91
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.12
21030 - Material Coordinator		21.67
21040 - Material Expediter		21.67
21050 - Material Handling Laborer		11.24
21071 - Order Filler		11.00
21080 - Production Line Worker (Food Processing)		14.12
21110 - Shipping Packer		15.11
21130 - Shipping/Receiving Clerk		15.11
21140 - Store Worker I		11.41
21150 - Stock Clerk		15.36
21210 - Tools And Parts Attendant		14.12
21410 - Warehouse Specialist		14.12
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.76
23019 - Aircraft Logs and Records Technician		19.26
23021 - Aircraft Mechanic I		22.63
23022 - Aircraft Mechanic II		23.76
23023 - Aircraft Mechanic III		24.95
23040 - Aircraft Mechanic Helper		16.90
23050 - Aircraft, Painter		20.49
23060 - Aircraft Servicer		19.26
23070 - Aircraft Survival Flight Equipment Technician		20.49
23080 - Aircraft Worker		20.35
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		20.35

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22.63
23110 - Appliance Mechanic	16.94
23120 - Bicycle Repairer	15.13
23125 - Cable Splicer	21.68
23130 - Carpenter, Maintenance	18.17
23140 - Carpet Layer	17.31
23160 - Electrician, Maintenance	20.13
23181 - Electronics Technician Maintenance I	25.23
23182 - Electronics Technician Maintenance II	26.80
23183 - Electronics Technician Maintenance III	28.48
23260 - Fabric Worker	16.22
23290 - Fire Alarm System Mechanic	19.53
23310 - Fire Extinguisher Repairer	15.13
23311 - Fuel Distribution System Mechanic	19.53
23312 - Fuel Distribution System Operator	15.89
23370 - General Maintenance Worker	16.85
23380 - Ground Support Equipment Mechanic	22.63
23381 - Ground Support Equipment Servicer	19.26
23382 - Ground Support Equipment Worker	20.35
23391 - Gunsmith I	15.32
23392 - Gunsmith II	17.31
23393 - Gunsmith III	19.53
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.59
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.61
23430 - Heavy Equipment Mechanic	20.24
23440 - Heavy Equipment Operator	17.94
23460 - Instrument Mechanic	19.53
23465 - Laboratory/Shelter Mechanic	18.38
23470 - Laborer	11.24
23510 - Locksmith	18.38
23530 - Machinery Maintenance Mechanic	22.41
23550 - Machinist, Maintenance	20.98
23580 - Maintenance Trades Helper	13.99
23591 - Metrology Technician I	19.53
23592 - Metrology Technician II	20.65
23593 - Metrology Technician III	21.77
23640 - Millwright	20.81
23710 - Office Appliance Repairer	17.79
23760 - Painter, Maintenance	17.79
23790 - Pipefitter, Maintenance	18.73
23810 - Plumber, Maintenance	17.79
23820 - Pneudraulic Systems Mechanic	19.53
23850 - Rigger	19.53
23870 - Scale Mechanic	17.31
23890 - Sheet-Metal Worker, Maintenance	19.56
23910 - Small Engine Mechanic	16.85
23931 - Telecommunications Mechanic I	23.64
23932 - Telecommunications Mechanic II	24.86
23950 - Telephone Lineman	17.84
23960 - Welder, Combination, Maintenance	17.94
23965 - Well Driller	19.53
23970 - Woodcraft Worker	19.53
23980 - Woodworker	15.13
24000 - Personal Needs Occupations	
24550 - Case Manager	13.54
24570 - Child Care Attendant	9.87
24580 - Child Care Center Clerk	13.51
24610 - Chore Aide	10.87

24620 - Family Readiness And Support Services Coordinator	13.54
24630 - Homemaker	13.97
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.58
25040 - Sewage Plant Operator	18.63
25070 - Stationary Engineer	21.58
25190 - Ventilation Equipment Tender	14.65
25210 - Water Treatment Plant Operator	18.63
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.33
27007 - Baggage Inspector	10.79
27008 - Corrections Officer	15.97
27010 - Court Security Officer	16.93
27030 - Detection Dog Handler	12.07
27040 - Detention Officer	15.97
27070 - Firefighter	15.56
27101 - Guard I	10.79
27102 - Guard II	12.07
27131 - Police Officer I	19.31
27132 - Police Officer II	21.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.74
28042 - Carnival Equipment Repairer	12.67
28043 - Carnival Worker	9.00
28210 - Gate Attendant/Gate Tender	14.52
28310 - Lifeguard	11.83
28350 - Park Attendant (Aide)	16.25
28510 - Recreation Aide/Health Facility Attendant	11.85
28515 - Recreation Specialist	15.48
28630 - Sports Official	12.93
28690 - Swimming Pool Operator	17.74
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.09
29020 - Hatch Tender	21.09
29030 - Line Handler	21.09
29041 - Stevedore I	19.77
29042 - Stevedore II	22.39
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	15.03
30022 - Archeological Technician II	16.81
30023 - Archeological Technician III	20.83
30030 - Cartographic Technician	20.83
30040 - Civil Engineering Technician	23.47
30051 - Cryogenic Technician I	22.80
30052 - Cryogenic Technician II	25.18
30061 - Drafter/CAD Operator I	15.03
30062 - Drafter/CAD Operator II	16.81
30063 - Drafter/CAD Operator III	18.75
30064 - Drafter/CAD Operator IV	23.06
30081 - Engineering Technician I	15.73
30082 - Engineering Technician II	17.67
30083 - Engineering Technician III	19.78
30084 - Engineering Technician IV	24.51
30085 - Engineering Technician V	29.98
30086 - Engineering Technician VI	36.27
30090 - Environmental Technician	20.83
30095 - Evidence Control Specialist	20.59

30210 - Laboratory Technician	18.75
30221 - Latent Fingerprint Technician I	22.80
30222 - Latent Fingerprint Technician II	25.18
30240 - Mathematical Technician	20.83
30361 - Paralegal/Legal Assistant I	18.76
30362 - Paralegal/Legal Assistant II	23.23
30363 - Paralegal/Legal Assistant III	28.43
30364 - Paralegal/Legal Assistant IV	34.39
30375 - Petroleum Supply Specialist	25.18
30390 - Photo-Optics Technician	20.83
30395 - Radiation Control Technician	25.18
30461 - Technical Writer I	20.59
30462 - Technical Writer II	25.18
30463 - Technical Writer III	30.48
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	22.80
30502 - Weather Forecaster II	27.74
30620 - Weather Observer, Combined Upper Air Or	(see 2) 18.75
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 20.83
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	11.86
31030 - Bus Driver	16.31
31043 - Driver Courier	12.87
31260 - Parking and Lot Attendant	10.52
31290 - Shuttle Bus Driver	13.86
31310 - Taxi Driver	11.05
31361 - Truckdriver, Light	13.86
31362 - Truckdriver, Medium	14.86
31363 - Truckdriver, Heavy	17.41
31364 - Truckdriver, Tractor-Trailer	17.41
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	9.35
99050 - Desk Clerk	12.20
99095 - Embalmer	23.46
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	13.67
99252 - Laboratory Animal Caretaker II	14.73
99260 - Marketing Analyst	20.88
99310 - Mortician	23.46
99410 - Pest Controller	14.15
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	16.79
99711 - Recycling Specialist	18.73
99730 - Refuse Collector	14.87
99810 - Sales Clerk	13.02
99820 - School Crossing Guard	12.73
99830 - Survey Party Chief	21.98
99831 - Surveying Aide	13.17
99832 - Surveying Technician	19.99
99840 - Vending Machine Attendant	16.61
99841 - Vending Machine Repairer	20.50
99842 - Vending Machine Repairer Helper	16.61

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-5483 (Rev.-3) was first posted on www.wdol.gov on 08/08/2017

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.: 2015-5483
Revision No.: 3
Date Of Revision: 08/03/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Utah

Area: Utah Counties of Box Elder, Davis, Morgan, Weber

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.95
01012 - Accounting Clerk II		15.67
01013 - Accounting Clerk III		17.53
01020 - Administrative Assistant		22.35
01035 - Court Reporter		19.50
01041 - Customer Service Representative I		10.93
01042 - Customer Service Representative II		12.29
01043 - Customer Service Representative III		13.41
01051 - Data Entry Operator I		13.99
01052 - Data Entry Operator II		15.27
01060 - Dispatcher, Motor Vehicle		20.33
01070 - Document Preparation Clerk		14.41
01090 - Duplicating Machine Operator		14.41
01111 - General Clerk I		12.06
01112 - General Clerk II		13.16
01113 - General Clerk III		14.77
01120 - Housing Referral Assistant		18.75
01141 - Messenger Courier		12.85
01191 - Order Clerk I		12.93
01192 - Order Clerk II		14.11
01261 - Personnel Assistant (Employment) I		17.50
01262 - Personnel Assistant (Employment) II		19.57
01263 - Personnel Assistant (Employment) III		21.81
01270 - Production Control Clerk		20.68
01290 - Rental Clerk		11.44
01300 - Scheduler, Maintenance		15.04
01311 - Secretary I		15.04
01312 - Secretary II		16.83
01313 - Secretary III		18.75

01320 - Service Order Dispatcher	18.10
01410 - Supply Technician	22.30
01420 - Survey Worker	13.90
01460 - Switchboard Operator/Receptionist	11.95
01531 - Travel Clerk I	12.39
01532 - Travel Clerk II	13.15
01533 - Travel Clerk III	13.78
01611 - Word Processor I	13.94
01612 - Word Processor II	15.88
01613 - Word Processor III	17.61
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.97
05010 - Automotive Electrician	19.90
05040 - Automotive Glass Installer	18.89
05070 - Automotive Worker	18.85
05110 - Mobile Equipment Servicer	16.76
05130 - Motor Equipment Metal Mechanic	21.06
05160 - Motor Equipment Metal Worker	18.85
05190 - Motor Vehicle Mechanic	21.06
05220 - Motor Vehicle Mechanic Helper	15.52
05250 - Motor Vehicle Upholstery Worker	17.81
05280 - Motor Vehicle Wrecker	18.85
05310 - Painter, Automotive	19.90
05340 - Radiator Repair Specialist	18.85
05370 - Tire Repairer	13.65
05400 - Transmission Repair Specialist	21.06
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.60
07041 - Cook I	11.20
07042 - Cook II	12.97
07070 - Dishwasher	8.80
07130 - Food Service Worker	9.31
07210 - Meat Cutter	15.76
07260 - Waiter/Waitress	10.30
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.05
09040 - Furniture Handler	12.27
09080 - Furniture Refinisher	17.05
09090 - Furniture Refinisher Helper	12.86
09110 - Furniture Repairer, Minor	14.77
09130 - Upholsterer	17.05
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.31
11060 - Elevator Operator	10.04
11090 - Gardener	14.91
11122 - Housekeeping Aide	10.04
11150 - Janitor	10.04
11210 - Laborer, Grounds Maintenance	11.38
11240 - Maid or Houseman	10.16
11260 - Pruner	10.19
11270 - Tractor Operator	13.73
11330 - Trail Maintenance Worker	11.38
11360 - Window Cleaner	11.21
12000 - Health Occupations	
12010 - Ambulance Driver	17.20
12011 - Breath Alcohol Technician	17.20
12012 - Certified Occupational Therapist Assistant	25.15
12015 - Certified Physical Therapist Assistant	22.87
12020 - Dental Assistant	14.33
12025 - Dental Hygienist	32.94
12030 - EKG Technician	23.74

12035	- Electroneurodiagnostic Technologist	23.74
12040	- Emergency Medical Technician	17.20
12071	- Licensed Practical Nurse I	17.57
12072	- Licensed Practical Nurse II	19.65
12073	- Licensed Practical Nurse III	21.90
12100	- Medical Assistant	14.80
12130	- Medical Laboratory Technician	15.81
12160	- Medical Record Clerk	14.09
12190	- Medical Record Technician	15.76
12195	- Medical Transcriptionist	16.62
12210	- Nuclear Medicine Technologist	38.69
12221	- Nursing Assistant I	11.00
12222	- Nursing Assistant II	12.37
12223	- Nursing Assistant III	13.50
12224	- Nursing Assistant IV	15.16
12235	- Optical Dispenser	15.17
12236	- Optical Technician	15.40
12250	- Pharmacy Technician	16.66
12280	- Phlebotomist	13.77
12305	- Radiologic Technologist	25.60
12311	- Registered Nurse I	23.27
12312	- Registered Nurse II	28.47
12313	- Registered Nurse II, Specialist	28.47
12314	- Registered Nurse III	34.44
12315	- Registered Nurse III, Anesthetist	34.44
12316	- Registered Nurse IV	41.28
12317	- Scheduler (Drug and Alcohol Testing)	21.30
12320	- Substance Abuse Treatment Counselor	18.86
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	16.49
13012	- Exhibits Specialist II	20.44
13013	- Exhibits Specialist III	25.00
13041	- Illustrator I	19.03
13042	- Illustrator II	23.57
13043	- Illustrator III	28.84
13047	- Librarian	22.73
13050	- Library Aide/Clerk	10.45
13054	- Library Information Technology Systems Administrator	20.53
13058	- Library Technician	14.69
13061	- Media Specialist I	14.81
13062	- Media Specialist II	16.57
13063	- Media Specialist III	18.48
13071	- Photographer I	15.59
13072	- Photographer II	17.59
13073	- Photographer III	21.61
13074	- Photographer IV	26.44
13075	- Photographer V	31.98
13090	- Technical Order Library Clerk	15.49
13110	- Video Teleconference Technician	16.34
14000	- Information Technology Occupations	
14041	- Computer Operator I	15.11
14042	- Computer Operator II	16.90
14043	- Computer Operator III	19.95
14044	- Computer Operator IV	21.75
14045	- Computer Operator V	24.10
14071	- Computer Programmer I	(see 1) 23.80
14072	- Computer Programmer II	(see 1)
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)

14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.11
14160 - Personal Computer Support Technician		21.75
14170 - System Support Specialist		22.65
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.89
15020 - Aircrew Training Devices Instructor (Rated)		38.58
15030 - Air Crew Training Devices Instructor (Pilot)		42.72
15050 - Computer Based Training Specialist / Instructor		31.89
15060 - Educational Technologist		27.62
15070 - Flight Instructor (Pilot)		42.72
15080 - Graphic Artist		21.52
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		37.58
15086 - Maintenance Test Pilot, Rotary Wing		37.58
15088 - Non-Maintenance Test/Co-Pilot		37.58
15090 - Technical Instructor		18.64
15095 - Technical Instructor/Course Developer		22.82
15110 - Test Proctor		15.04
15120 - Tutor		15.04
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.36
16030 - Counter Attendant		9.36
16040 - Dry Cleaner		12.44
16070 - Finisher, Flatwork, Machine		9.36
16090 - Presser, Hand		9.36
16110 - Presser, Machine, Drycleaning		9.36
16130 - Presser, Machine, Shirts		9.36
16160 - Presser, Machine, Wearing Apparel, Laundry		9.36
16190 - Sewing Machine Operator		13.35
16220 - Tailor		14.14
16250 - Washer, Machine		10.45
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.61
19040 - Tool And Die Maker		26.49
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.06
21030 - Material Coordinator		20.68
21040 - Material Expediter		20.68
21050 - Material Handling Laborer		13.89
21071 - Order Filler		12.89
21080 - Production Line Worker (Food Processing)		15.06
21110 - Shipping Packer		15.49
21130 - Shipping/Receiving Clerk		15.49
21140 - Store Worker I		11.42
21150 - Stock Clerk		15.87
21210 - Tools And Parts Attendant		15.06
21410 - Warehouse Specialist		15.06
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		28.67
23019 - Aircraft Logs and Records Technician		22.17
23021 - Aircraft Mechanic I		27.04
23022 - Aircraft Mechanic II		28.67
23023 - Aircraft Mechanic III		30.08
23040 - Aircraft Mechanic Helper		18.93
23050 - Aircraft, Painter		25.43
23060 - Aircraft Servicer		22.17
23070 - Aircraft Survival Flight Equipment Technician		25.43
23080 - Aircraft Worker		23.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		23.81

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.04
23110 - Appliance Mechanic	18.84
23120 - Bicycle Repairer	15.02
23125 - Cable Splicer	31.44
23130 - Carpenter, Maintenance	17.63
23140 - Carpet Layer	16.82
23160 - Electrician, Maintenance	24.60
23181 - Electronics Technician Maintenance I	25.62
23182 - Electronics Technician Maintenance II	27.35
23183 - Electronics Technician Maintenance III	29.09
23260 - Fabric Worker	20.00
23290 - Fire Alarm System Mechanic	21.11
23310 - Fire Extinguisher Repairer	18.54
23311 - Fuel Distribution System Mechanic	27.46
23312 - Fuel Distribution System Operator	20.88
23370 - General Maintenance Worker	17.36
23380 - Ground Support Equipment Mechanic	27.04
23381 - Ground Support Equipment Servicer	22.17
23382 - Ground Support Equipment Worker	23.81
23391 - Gunsmith I	18.54
23392 - Gunsmith II	21.47
23393 - Gunsmith III	24.39
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.40
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.69
23430 - Heavy Equipment Mechanic	23.95
23440 - Heavy Equipment Operator	20.84
23460 - Instrument Mechanic	24.39
23465 - Laboratory/Shelter Mechanic	22.93
23470 - Laborer	13.44
23510 - Locksmith	20.27
23530 - Machinery Maintenance Mechanic	25.38
23550 - Machinist, Maintenance	22.35
23580 - Maintenance Trades Helper	13.49
23591 - Metrology Technician I	24.39
23592 - Metrology Technician II	25.85
23593 - Metrology Technician III	27.13
23640 - Millwright	24.66
23710 - Office Appliance Repairer	18.99
23760 - Painter, Maintenance	18.43
23790 - Pipefitter, Maintenance	25.24
23810 - Plumber, Maintenance	23.73
23820 - Pneudraulic Systems Mechanic	24.39
23850 - Rigger	24.39
23870 - Scale Mechanic	21.47
23890 - Sheet-Metal Worker, Maintenance	24.54
23910 - Small Engine Mechanic	17.46
23931 - Telecommunications Mechanic I	24.64
23932 - Telecommunications Mechanic II	26.12
23950 - Telephone Lineman	24.39
23960 - Welder, Combination, Maintenance	19.33
23965 - Well Driller	24.39
23970 - Woodcraft Worker	24.39
23980 - Woodworker	17.08
24000 - Personal Needs Occupations	
24550 - Case Manager	12.54
24570 - Child Care Attendant	9.97
24580 - Child Care Center Clerk	12.45
24610 - Chore Aide	11.00

24620 - Family Readiness And Support Services Coordinator	12.54
24630 - Homemaker	13.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.48
25040 - Sewage Plant Operator	23.19
25070 - Stationary Engineer	26.48
25190 - Ventilation Equipment Tender	18.54
25210 - Water Treatment Plant Operator	23.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.80
27007 - Baggage Inspector	14.38
27008 - Corrections Officer	20.92
27010 - Court Security Officer	19.30
27030 - Detection Dog Handler	18.83
27040 - Detention Officer	20.92
27070 - Firefighter	18.02
27101 - Guard I	14.38
27102 - Guard II	18.83
27131 - Police Officer I	21.39
27132 - Police Officer II	23.69
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.65
28042 - Carnival Equipment Repairer	13.74
28043 - Carnival Worker	9.39
28210 - Gate Attendant/Gate Tender	14.59
28310 - Lifeguard	11.17
28350 - Park Attendant (Aide)	16.32
28510 - Recreation Aide/Health Facility Attendant	11.91
28515 - Recreation Specialist	16.29
28630 - Sports Official	13.00
28690 - Swimming Pool Operator	15.91
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.52
29020 - Hatch Tender	22.52
29030 - Line Handler	22.52
29041 - Stevedore I	20.98
29042 - Stevedore II	24.05
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	17.36
30022 - Archeological Technician II	18.62
30023 - Archeological Technician III	23.06
30030 - Cartographic Technician	23.06
30040 - Civil Engineering Technician	23.99
30051 - Cryogenic Technician I	25.53
30052 - Cryogenic Technician II	28.20
30061 - Drafter/CAD Operator I	17.36
30062 - Drafter/CAD Operator II	18.62
30063 - Drafter/CAD Operator III	20.75
30064 - Drafter/CAD Operator IV	25.53
30081 - Engineering Technician I	14.79
30082 - Engineering Technician II	16.34
30083 - Engineering Technician III	18.28
30084 - Engineering Technician IV	22.65
30085 - Engineering Technician V	27.71
30086 - Engineering Technician VI	36.12
30090 - Environmental Technician	23.90
30095 - Evidence Control Specialist	23.06

30210 - Laboratory Technician	20.76
30221 - Latent Fingerprint Technician I	25.53
30222 - Latent Fingerprint Technician II	28.20
30240 - Mathematical Technician	23.06
30361 - Paralegal/Legal Assistant I	17.20
30362 - Paralegal/Legal Assistant II	21.32
30363 - Paralegal/Legal Assistant III	26.08
30364 - Paralegal/Legal Assistant IV	31.55
30375 - Petroleum Supply Specialist	28.20
30390 - Photo-Optics Technician	22.75
30395 - Radiation Control Technician	28.20
30461 - Technical Writer I	21.72
30462 - Technical Writer II	26.58
30463 - Technical Writer III	32.15
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	25.53
30502 - Weather Forecaster II	31.06
30620 - Weather Observer, Combined Upper Air Or	(see 2) 20.75
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 23.06
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	12.49
31030 - Bus Driver	17.65
31043 - Driver Courier	11.38
31260 - Parking and Lot Attendant	10.54
31290 - Shuttle Bus Driver	12.36
31310 - Taxi Driver	10.71
31361 - Truckdriver, Light	12.36
31362 - Truckdriver, Medium	16.84
31363 - Truckdriver, Heavy	20.85
31364 - Truckdriver, Tractor-Trailer	20.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	9.44
99050 - Desk Clerk	9.70
99095 - Embalmer	30.83
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	10.19
99252 - Laboratory Animal Caretaker II	10.67
99260 - Marketing Analyst	25.10
99310 - Mortician	33.91
99410 - Pest Controller	15.42
99510 - Photofinishing Worker	11.77
99710 - Recycling Laborer	17.09
99711 - Recycling Specialist	20.62
99730 - Refuse Collector	15.31
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	9.59
99830 - Survey Party Chief	20.49
99831 - Surveying Aide	14.60
99832 - Surveying Technician	18.62
99840 - Vending Machine Attendant	15.14
99841 - Vending Machine Repairer	18.30
99842 - Vending Machine Repairer Helper	15.14

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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, Good Friday, Memorial 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)).