

Standard Wage Determinants

From 2015-4001 to 2015-4093

March 24, 2022

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Standard Wage Determination No.: 2015-4001

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.: 2015-4001
Revision No.: 18
Date Of Last Revision: 12/27/2021

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

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

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

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

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

HANCOCK COUNTY: Amherst Aurora Dedham Osborn Otis

PENOBSCOT COUNTY: Alton Argyle Bangor Bradford Bradley Brewer Burlington Carmel Charleston Clifton Corinth Dixmont Eddington Edinburg Enfield Etna Exeter Garland Glenburn Grand Falls Greenbush Greenfield Hampden Hermon Holden Howland Hudson Kenduskeag Lagrange Levant Milford Newburgh Newport Old Town Orono Orrington Passadumkeag Penobscot Indian Stetson Summit Veazie

PISCATAQUIS COUNTY: Orneville

WALDO COUNTY: Winterport

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	18.76
01020 - Administrative Assistant	23.08
01035 - Court Reporter	18.63
01041 - Customer Service Representative I	12.67
01042 - Customer Service Representative II	14.24
01043 - Customer Service Representative III	15.54
01051 - Data Entry Operator I	15.88
01052 - Data Entry Operator II	17.33
01060 - Dispatcher Motor Vehicle	18.54
01070 - Document Preparation Clerk	14.06
01090 - Duplicating Machine Operator	14.06
01111 - General Clerk I	13.58
01112 - General Clerk II	14.82
01113 - General Clerk III	16.65
01120 - Housing Referral Assistant	19.68
01141 - Messenger Courier	15.09
01191 - Order Clerk I	12.88
01192 - Order Clerk II	14.38
01261 - Personnel Assistant (Employment) I	17.17
01262 - Personnel Assistant (Employment) II	19.20
01263 - Personnel Assistant (Employment) III	21.40
01270 - Production Control Clerk	27.57
01290 - Rental Clerk	15.06
01300 - Scheduler Maintenance	15.79
01311 - Secretary I	15.79
01312 - Secretary II	17.66
01313 - Secretary III	19.68
01320 - Service Order Dispatcher	16.23
01410 - Supply Technician	23.08
01420 - Survey Worker	14.55
01460 - Switchboard Operator/Receptionist	15.86
01531 - Travel Clerk I	14.09
01532 - Travel Clerk II	15.47
01533 - Travel Clerk III	17.00
01611 - Word Processor I	14.06
01612 - Word Processor II	15.79
01613 - Word Processor III	17.66
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	20.81
Fiberglass	
05010 - Automotive Electrician	20.39

05040 - Automotive Glass Installer	19.31
05070 - Automotive Worker	19.31
05110 - Mobile Equipment Servicer	16.84
05130 - Motor Equipment Metal	21.22
Mechanic	
05160 - Motor Equipment Metal Worker	19.31
05190 - Motor Vehicle Mechanic	21.22
05220 - Motor Vehicle Mechanic	15.80
Helper	
05250 - Motor Vehicle Upholstery	18.02
Worker	
05280 - Motor Vehicle Wrecker	19.31
05310 - Painter Automotive	20.39
05340 - Radiator Repair Specialist	19.31
05370 - Tire Repairer	15.06
05400 - Transmission Repair	21.22
Specialist	
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.63
07041 - Cook I	14.36
07042 - Cook II	16.11
07070 - Dishwasher	12.24
07130 - Food Service Worker	13.44
07210 - Meat Cutter	18.93
07260 - Waiter/Waitress	12.13
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.46
09040 - Furniture Handler	15.97
09080 - Furniture Refinisher	22.46
09090 - Furniture Refinisher Helper	17.98
09110 - Furniture Repairer Minor	19.91
09130 - Upholsterer	22.46
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.21
11060 - Elevator Operator	14.00
11090 - Gardener	18.30
11122 - Housekeeping Aide	14.00
11150 - Janitor	14.00
11210 - Laborer Grounds Maintenance	15.21
11240 - Maid or Houseman	12.21
11260 - Pruner	14.29
11270 - Tractor Operator	17.17
11330 - Trail Maintenance Worker	15.21
11360 - Window Cleaner	15.29
12000 - Health Occupations	
12010 - Ambulance Driver	18.85
12011 - Breath Alcohol Technician	19.78

12012 - Certified Occupational Therapist Assistant	27.14
12015 - Certified Physical Therapist Assistant	26.81
12020 - Dental Assistant	21.42
12025 - Dental Hygienist	35.30
12030 - EKG Technician	32.35
12035 - Electroneurodiagnostic Technologist	32.35
12040 - Emergency Medical Technician	18.85
12071 - Licensed Practical Nurse I	17.68
12072 - Licensed Practical Nurse II	19.78
12073 - Licensed Practical Nurse III	22.06
12100 - Medical Assistant	17.26
12130 - Medical Laboratory Technician	29.14
12160 - Medical Record Clerk	15.93
12190 - Medical Record Technician	19.60
12195 - Medical Transcriptionist	16.85
12210 - Nuclear Medicine Technologist	43.18
12221 - Nursing Assistant I	11.47
12222 - Nursing Assistant II	12.89
12223 - Nursing Assistant III	14.06
12224 - Nursing Assistant IV	15.79
12235 - Optical Dispenser	19.78
12236 - Optical Technician	17.52
12250 - Pharmacy Technician	15.70
12280 - Phlebotomist	15.35
12305 - Radiologic Technologist	29.97
12311 - Registered Nurse I	24.43
12312 - Registered Nurse II	29.88
12313 - Registered Nurse II	29.88
12314 - Registered Nurse III	36.16
12315 - Registered Nurse III	36.16
12316 - Registered Nurse IV	43.33
12317 - Scheduler (Drug and Alcohol Testing)	24.51
12320 - Substance Abuse Treatment Counselor	26.39
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.49
13012 - Exhibits Specialist II	22.90
13013 - Exhibits Specialist III	28.02
13041 - Illustrator I	18.49
13042 - Illustrator II	22.90
13043 - Illustrator III	28.02

13047 - Librarian	25.37
13050 - Library Aide/Clerk	14.72
13054 - Library Information	22.90
Technology Systems	
Administrator	
13058 - Library Technician	16.51
13061 - Media Specialist I	16.52
13062 - Media Specialist II	18.49
13063 - Media Specialist III	20.60
13071 - Photographer I	16.52
13072 - Photographer II	19.95
13073 - Photographer III	24.71
13074 - Photographer IV	30.23
13075 - Photographer V	36.58
13090 - Technical Order Library	18.49
Clerk	
13110 - Video Teleconference	17.84
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	16.84
14042 - Computer Operator II	18.84
14043 - Computer Operator III	21.02
14044 - Computer Operator IV	23.80
14045 - Computer Operator V	25.85
14071 - Computer Programmer I	(see 1) 23.74
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	16.84
Operator	
14160 - Personal Computer Support	25.11
Technician	
14170 - System Support Specialist	25.85
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	28.28
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	34.22
Instructor (Rated)	
15030 - Air Crew Training Devices	41.01
Instructor (Pilot)	
15050 - Computer Based Training	28.28
Specialist / Instructor	
15060 - Educational Technologist	30.66
15070 - Flight Instructor (Pilot)	41.01
15080 - Graphic Artist	21.34

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	23.07
15095 - Technical Instructor/Course Developer	28.21
15110 - Test Proctor	18.62
15120 - Tutor	18.62
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.29
16030 - Counter Attendant	13.29
16040 - Dry Cleaner	15.18
16070 - Finisher Flatwork Machine	13.29
16090 - Presser Hand	13.29
16110 - Presser Machine Drycleaning	13.29
16130 - Presser Machine Shirts	13.29
16160 - Presser Machine Wearing Apparel Laundry	13.29
16190 - Sewing Machine Operator	15.81
16220 - Tailor	16.45
16250 - Washer Machine	13.92
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.04
19040 - Tool And Die Maker	27.67
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.46
21030 - Material Coordinator	27.57
21040 - Material Expediter	27.57
21050 - Material Handling Laborer	12.59
21071 - Order Filler	13.64
21080 - Production Line Worker (Food Processing)	17.46
21110 - Shipping Packer	17.43
21130 - Shipping/Receiving Clerk	17.43
21140 - Store Worker I	15.69
21150 - Stock Clerk	18.93
21210 - Tools And Parts Attendant	17.46
21410 - Warehouse Specialist	17.46
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.96
23019 - Aircraft Logs and Records Technician	23.75

23021 - Aircraft Mechanic I	27.04
23022 - Aircraft Mechanic II	27.96
23023 - Aircraft Mechanic III	28.87
23040 - Aircraft Mechanic Helper	21.31
23050 - Aircraft Painter	25.98
23060 - Aircraft Servicer	23.75
23070 - Aircraft Survival Flight	25.98
Equipment Technician	
23080 - Aircraft Worker	24.85
23091 - Aircrew Life Support	24.85
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	27.04
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.04
23120 - Bicycle Repairer	20.24
23125 - Cable Splicer	26.47
23130 - Carpenter Maintenance	20.33
23140 - Carpet Layer	23.00
23160 - Electrician Maintenance	25.37
23181 - Electronics Technician	23.00
Maintenance I	
23182 - Electronics Technician	24.04
Maintenance II	
23183 - Electronics Technician	25.06
Maintenance III	
23260 - Fabric Worker	21.98
23290 - Fire Alarm System Mechanic	21.92
23310 - Fire Extinguisher Repairer	21.02
23311 - Fuel Distribution System	25.03
Mechanic	
23312 - Fuel Distribution System	21.02
Operator	
23370 - General Maintenance Worker	19.59
23380 - Ground Support Equipment	27.04
Mechanic	
23381 - Ground Support Equipment	23.75
Servicer	
23382 - Ground Support Equipment	24.85
Worker	
23391 - Gunsmith I	21.02
23392 - Gunsmith II	23.00
23393 - Gunsmith III	25.03
23410 - Heating Ventilation And Air-	23.90
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	25.21
Contidioning	
Mechanic (Research Facility)	

23430 - Heavy Equipment Mechanic	20.80
23440 - Heavy Equipment Operator	23.90
23460 - Instrument Mechanic	25.03
23465 - Laboratory/Shelter Mechanic	24.04
23470 - Laborer	12.59
23510 - Locksmith	24.04
23530 - Machinery Maintenance	28.28
Mechanic	
23550 - Machinist Maintenance	24.97
23580 - Maintenance Trades Helper	16.95
23591 - Metrology Technician I	25.03
23592 - Metrology Technician II	25.88
23593 - Metrology Technician III	26.72
23640 - Millwright	25.61
23710 - Office Appliance Repairer	24.04
23760 - Painter Maintenance	18.42
23790 - Pipefitter Maintenance	24.00
23810 - Plumber Maintenance	21.79
23820 - Pneudraulic Systems Mechanic	25.03
23850 - Rigger	25.03
23870 - Scale Mechanic	23.00
23890 - Sheet-Metal Worker	23.93
Maintenance	
23910 - Small Engine Mechanic	20.74
23931 - Telecommunications Mechanic	26.62
I	
23932 - Telecommunications Mechanic	28.01
II	
23950 - Telephone Lineman	25.17
23960 - Welder Combination	25.03
Maintenance	
23965 - Well Driller	25.03
23970 - Woodcraft Worker	25.03
23980 - Woodworker	21.02
24000 - Personal Needs Occupations	
24550 - Case Manager	17.11
24570 - Child Care Attendant	12.53
24580 - Child Care Center Clerk	15.62
24610 - Chore Aide	12.61
24620 - Family Readiness And Support	17.11
Services	
Coordinator	
24630 - Homemaker	17.11
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.03
25040 - Sewage Plant Operator	23.98
25070 - Stationary Engineer	25.03
25190 - Ventilation Equipment Tender	19.67

25210 - Water Treatment Plant Operator		23.98
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.48
27007 - Baggage Inspector		13.58
27008 - Corrections Officer		20.59
27010 - Court Security Officer		20.59
27030 - Detection Dog Handler		18.98
27040 - Detention Officer		20.59
27070 - Firefighter		20.59
27101 - Guard I		13.58
27102 - Guard II		18.98
27131 - Police Officer I		21.98
27132 - Police Officer II		24.43
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.75
28042 - Carnival Equipment Repairer		15.72
28043 - Carnival Worker		12.28
28210 - Gate Attendant/Gate Tender		15.65
28310 - Lifeguard		13.13
28350 - Park Attendant (Aide)		17.52
28510 - Recreation Aide/Health Facility Attendant		12.78
28515 - Recreation Specialist		21.69
28630 - Sports Official		13.94
28690 - Swimming Pool Operator		20.57
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.62
29020 - Hatch Tender		26.62
29030 - Line Handler		26.58
29041 - Stevedore I		25.39
29042 - Stevedore II		27.92
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)		30.59
30021 - Archeological Technician I		17.67
30022 - Archeological Technician II		18.40
30023 - Archeological Technician III		22.72
30030 - Cartographic Technician		22.72
30040 - Civil Engineering Technician		26.77
30051 - Cryogenic Technician I		25.16
30052 - Cryogenic Technician II		27.79
30061 - Drafter/CAD Operator I		16.39
30062 - Drafter/CAD Operator II		18.34
30063 - Drafter/CAD Operator III		20.45

30064 - Drafter/CAD Operator IV	25.16
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	22.72
30095 - Evidence Control Specialist	22.72
30210 - Laboratory Technician	20.45
30221 - Latent Fingerprint Technician I	25.16
30222 - Latent Fingerprint Technician II	27.79
30240 - Mathematical Technician	25.67
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	27.79
30390 - Photo-Optics Technician	22.72
30395 - Radiation Control Technician	27.79
30461 - Technical Writer I	22.72
30462 - Technical Writer II	27.79
30463 - Technical Writer III	33.62
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	25.16
30502 - Weather Forecaster II	30.61
30620 - Weather Observer Combined (see 2)	20.45
30621 - Weather Observer Senior (see 2)	22.96
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.17
31030 - Bus Driver	18.89
31043 - Driver Courier	14.41
31260 - Parking and Lot Attendant	13.32
31290 - Shuttle Bus Driver	16.28

31310 - Taxi Driver	13.44
31361 - Truckdriver Light	15.36
31362 - Truckdriver Medium	16.06
31363 - Truckdriver Heavy	19.77
31364 - Truckdriver Tractor-Trailer	19.77
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	12.45
99050 - Desk Clerk	12.31
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	16.59
I	
99252 - Laboratory Animal Caretaker	17.49
II	
99260 - Marketing Analyst	28.89
99310 - Mortician	25.60
99410 - Pest Controller	21.29
99510 - Photofinishing Worker	14.91
99710 - Recycling Laborer	17.76
99711 - Recycling Specialist	20.05
99730 - Refuse Collector	16.69
99810 - Sales Clerk	12.94
99820 - School Crossing Guard	15.11
99830 - Survey Party Chief	21.08
99831 - Surveying Aide	14.38
99832 - Surveying Technician	19.17
99840 - Vending Machine Attendant	20.05
99841 - Vending Machine Repairer	23.46
99842 - Vending Machine Repairer	20.05
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

29 CFR 4.6(b)(2)(iii)).

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

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

Standard Wage Determination No.: 2015-4003

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.: 2015-4003
Revision No.: 18
Date Of Last Revision: 12/27/2021

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

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

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

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

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

ANDROSCOGGIN COUNTY: Auburn Greene Leeds Lewiston Lisbon Mechanic Falls
Minot Poland Sabattus Turner Wales

KENNEBEC COUNTY: Monmouth

OXFORD COUNTY: Buckfield Hartford Hebron Oxford

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.12
01012 - Accounting Clerk II		18.11
01013 - Accounting Clerk III		20.25
01020 - Administrative Assistant		26.96
01035 - Court Reporter		20.65

01041 - Customer Service Representative I	14.06
01042 - Customer Service Representative II	15.34
01043 - Customer Service Representative III	17.23
01051 - Data Entry Operator I	14.58
01052 - Data Entry Operator II	15.91
01060 - Dispatcher Motor Vehicle	21.83
01070 - Document Preparation Clerk	16.44
01090 - Duplicating Machine Operator	16.44
01111 - General Clerk I	15.10
01112 - General Clerk II	16.48
01113 - General Clerk III	18.51
01120 - Housing Referral Assistant	23.02
01141 - Messenger Courier	13.87
01191 - Order Clerk I	15.99
01192 - Order Clerk II	17.45
01261 - Personnel Assistant (Employment) I	18.02
01262 - Personnel Assistant (Employment) II	20.15
01263 - Personnel Assistant (Employment) III	22.46
01270 - Production Control Clerk	22.56
01290 - Rental Clerk	12.75
01300 - Scheduler Maintenance	18.47
01311 - Secretary I	18.47
01312 - Secretary II	20.65
01313 - Secretary III	23.02
01320 - Service Order Dispatcher	19.51
01410 - Supply Technician	26.96
01420 - Survey Worker	17.64
01460 - Switchboard Operator/Receptionist	14.86
01531 - Travel Clerk I	14.12
01532 - Travel Clerk II	15.52
01533 - Travel Clerk III	17.08
01611 - Word Processor I	16.44
01612 - Word Processor II	18.47
01613 - Word Processor III	20.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.20
Fiberglass	
05010 - Automotive Electrician	16.16
05040 - Automotive Glass Installer	15.26
05070 - Automotive Worker	15.26
05110 - Mobile Equipment Servicer	13.79
05130 - Motor Equipment Metal Mechanic	16.95

05160 - Motor Equipment Metal Worker	15.26
05190 - Motor Vehicle Mechanic	16.95
05220 - Motor Vehicle Mechanic	13.74
Helper	
05250 - Motor Vehicle Upholstery	14.44
Worker	
05280 - Motor Vehicle Wrecker	15.26
05310 - Painter Automotive	16.16
05340 - Radiator Repair Specialist	15.26
05370 - Tire Repairer	13.20
05400 - Transmission Repair	16.95
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.59
07041 - Cook I	15.76
07042 - Cook II	17.65
07070 - Dishwasher	12.23
07130 - Food Service Worker	12.63
07210 - Meat Cutter	16.69
07260 - Waiter/Waitress	12.20
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	23.36
09040 - Furniture Handler	16.30
09080 - Furniture Refinisher	23.36
09090 - Furniture Refinisher Helper	18.56
09110 - Furniture Repairer Minor	20.92
09130 - Upholsterer	23.36
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.28
11060 - Elevator Operator	13.89
11090 - Gardener	15.26
11122 - Housekeeping Aide	13.93
11150 - Janitor	13.93
11210 - Laborer Grounds Maintenance	12.61
11240 - Maid or Houseman	12.78
11260 - Pruner	14.10
11270 - Tractor Operator	14.35
11330 - Trail Maintenance Worker	12.61
11360 - Window Cleaner	14.93
12000 - Health Occupations	
12010 - Ambulance Driver	19.97
12011 - Breath Alcohol Technician	21.12
12012 - Certified Occupational	27.43
Therapist Assistant	
12015 - Certified Physical Therapist	27.08
Assistant	
12020 - Dental Assistant	21.37

12025 - Dental Hygienist	37.63
12030 - EKG Technician	32.01
12035 - Electroneurodiagnostic Technologist	32.01
12040 - Emergency Medical Technician	19.97
12071 - Licensed Practical Nurse I	18.89
12072 - Licensed Practical Nurse II	21.12
12073 - Licensed Practical Nurse III	23.54
12100 - Medical Assistant	17.29
12130 - Medical Laboratory Technician	21.25
12160 - Medical Record Clerk	18.15
12190 - Medical Record Technician	21.86
12195 - Medical Transcriptionist	18.89
12210 - Nuclear Medicine Technologist	46.41
12221 - Nursing Assistant I	12.44
12222 - Nursing Assistant II	13.98
12223 - Nursing Assistant III	15.26
12224 - Nursing Assistant IV	17.14
12235 - Optical Dispenser	21.12
12236 - Optical Technician	18.89
12250 - Pharmacy Technician	15.30
12280 - Phlebotomist	16.71
12305 - Radiologic Technologist	32.01
12311 - Registered Nurse I	26.11
12312 - Registered Nurse II	31.94
12313 - Registered Nurse II Specialist	31.94
12314 - Registered Nurse III	38.65
12315 - Registered Nurse III	38.65
Anesthetist	
12316 - Registered Nurse IV	46.32
12317 - Scheduler (Drug and Alcohol Testing)	26.16
12320 - Substance Abuse Treatment Counselor	23.97
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.88
13012 - Exhibits Specialist II	24.63
13013 - Exhibits Specialist III	30.13
13041 - Illustrator I	19.88
13042 - Illustrator II	24.63
13043 - Illustrator III	30.13
13047 - Librarian	27.27
13050 - Library Aide/Clerk	14.85
13054 - Library Information Technology Systems Administrator	24.63

13058 - Library Technician	16.69
13061 - Media Specialist I	17.77
13062 - Media Specialist II	19.88
13063 - Media Specialist III	22.16
13071 - Photographer I	17.77
13072 - Photographer II	19.88
13073 - Photographer III	24.63
13074 - Photographer IV	30.13
13075 - Photographer V	36.45
13090 - Technical Order Library	19.88
Clerk	
13110 - Video Teleconference	17.77
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	16.84
14042 - Computer Operator II	18.84
14043 - Computer Operator III	21.02
14044 - Computer Operator IV	23.80
14045 - Computer Operator V	25.85
14071 - Computer Programmer I	(see 1) 24.50
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	16.84
Operator	
14160 - Personal Computer Support	25.27
Technician	
14170 - System Support Specialist	27.99
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	32.70
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	39.57
Instructor (Rated)	
15030 - Air Crew Training Devices	47.43
Instructor (Pilot)	
15050 - Computer Based Training	31.19
Specialist / Instructor	
15060 - Educational Technologist	28.83
15070 - Flight Instructor (Pilot)	47.43
15080 - Graphic Artist	21.34
15085 - Maintenance Test Pilot Fixed	47.43
Jet/Prop	
15086 - Maintenance Test Pilot	47.43
Rotary Wing	
15088 - Non-Maintenance Test/Co-	47.43
Pilot	

15090 - Technical Instructor	19.92
15095 - Technical Instructor/Course Developer	24.37
15110 - Test Proctor	16.07
15120 - Tutor	16.07
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.29
16030 - Counter Attendant	13.29
16040 - Dry Cleaner	15.18
16070 - Finisher Flatwork Machine	13.29
16090 - Presser Hand	13.29
16110 - Presser Machine Drycleaning	13.29
16130 - Presser Machine Shirts	13.29
16160 - Presser Machine Wearing Apparel Laundry	13.29
16190 - Sewing Machine Operator	15.81
16220 - Tailor	16.45
16250 - Washer Machine	13.92
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.36
19040 - Tool And Die Maker	27.92
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.07
21030 - Material Coordinator	22.56
21040 - Material Expediter	22.56
21050 - Material Handling Laborer	14.29
21071 - Order Filler	14.04
21080 - Production Line Worker (Food Processing)	21.07
21110 - Shipping Packer	19.02
21130 - Shipping/Receiving Clerk	19.02
21140 - Store Worker I	15.84
21150 - Stock Clerk	19.31
21210 - Tools And Parts Attendant	21.07
21410 - Warehouse Specialist	21.07
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.75
23019 - Aircraft Logs and Records Technician	20.92
23021 - Aircraft Mechanic I	24.55
23022 - Aircraft Mechanic II	25.75
23023 - Aircraft Mechanic III	26.91
23040 - Aircraft Mechanic Helper	18.56
23050 - Aircraft Painter	23.36
23060 - Aircraft Servicer	20.92

23070 - Aircraft Survival Flight	23.36
Equipment Technician	
23080 - Aircraft Worker	22.10
23091 - Aircrew Life Support	22.10
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	24.55
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.36
23120 - Bicycle Repairer	19.73
23125 - Cable Splicer	28.34
23130 - Carpenter Maintenance	21.82
23140 - Carpet Layer	22.10
23160 - Electrician Maintenance	26.30
23181 - Electronics Technician	23.51
Maintenance I	
23182 - Electronics Technician	24.91
Maintenance II	
23183 - Electronics Technician	26.25
Maintenance III	
23260 - Fabric Worker	20.92
23290 - Fire Alarm System Mechanic	24.55
23310 - Fire Extinguisher Repairer	19.73
23311 - Fuel Distribution System	24.55
Mechanic	
23312 - Fuel Distribution System	19.85
Operator	
23370 - General Maintenance Worker	19.82
23380 - Ground Support Equipment	24.55
Mechanic	
23381 - Ground Support Equipment	20.92
Servicer	
23382 - Ground Support Equipment	22.10
Worker	
23391 - Gunsmith I	19.73
23392 - Gunsmith II	22.10
23393 - Gunsmith III	24.55
23410 - Heating Ventilation And Air-	26.00
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	27.27
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.55
23440 - Heavy Equipment Operator	23.79
23460 - Instrument Mechanic	24.55
23465 - Laboratory/Shelter Mechanic	23.36
23470 - Laborer	14.29
23510 - Locksmith	23.36

23530 - Machinery Maintenance	27.99
Mechanic	
23550 - Machinist Maintenance	23.75
23580 - Maintenance Trades Helper	18.56
23591 - Metrology Technician I	24.55
23592 - Metrology Technician II	25.75
23593 - Metrology Technician III	26.91
23640 - Millwright	24.55
23710 - Office Appliance Repairer	21.16
23760 - Painter Maintenance	18.14
23790 - Pipefitter Maintenance	24.60
23810 - Plumber Maintenance	23.40
23820 - Pneudraulic Systems Mechanic	24.55
23850 - Rigger	24.55
23870 - Scale Mechanic	22.10
23890 - Sheet-Metal Worker	23.43
Maintenance	
23910 - Small Engine Mechanic	22.10
23931 - Telecommunications Mechanic	30.03
I	
23932 - Telecommunications Mechanic	31.53
II	
23950 - Telephone Lineman	33.51
23960 - Welder Combination	22.92
Maintenance	
23965 - Well Driller	24.55
23970 - Woodcraft Worker	24.55
23980 - Woodworker	19.73
24000 - Personal Needs Occupations	
24550 - Case Manager	17.76
24570 - Child Care Attendant	13.00
24580 - Child Care Center Clerk	16.20
24610 - Chore Aide	13.30
24620 - Family Readiness And Support	17.76
Services	
Coordinator	
24630 - Homemaker	17.76
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	23.53
25040 - Sewage Plant Operator	22.39
25070 - Stationary Engineer	23.53
25190 - Ventilation Equipment Tender	17.78
25210 - Water Treatment Plant	22.39
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.41
27007 - Baggage Inspector	14.58
27008 - Corrections Officer	23.55
27010 - Court Security Officer	26.18

27030 - Detection Dog Handler	18.98
27040 - Detention Officer	23.55
27070 - Firefighter	27.14
27101 - Guard I	14.58
27102 - Guard II	18.98
27131 - Police Officer I	24.81
27132 - Police Officer II	27.58
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	17.93
28310 - Lifeguard	15.97
28350 - Park Attendant (Aide)	20.05
28510 - Recreation Aide/Health	14.63
Facility Attendant	
28515 - Recreation Specialist	15.88
28630 - Sports Official	15.97
28690 - Swimming Pool Operator	24.19
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	22.10
29020 - Hatch Tender	22.10
29030 - Line Handler	22.10
29041 - Stevedore I	20.92
29042 - Stevedore II	23.36
30000 - Technical Occupations	
30010 - Air Traffic Control	(see 2) 44.86
Specialist Center (HFO)	
30011 - Air Traffic Control	(see 2) 30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	18.01
30022 - Archeological Technician II	20.14
30023 - Archeological Technician III	24.95
30030 - Cartographic Technician	24.95
30040 - Civil Engineering Technician	24.95
30051 - Cryogenic Technician I	27.63
30052 - Cryogenic Technician II	30.52
30061 - Drafter/CAD Operator I	18.01
30062 - Drafter/CAD Operator II	20.14
30063 - Drafter/CAD Operator III	22.45
30064 - Drafter/CAD Operator IV	27.63
30081 - Engineering Technician I	17.04
30082 - Engineering Technician II	19.12
30083 - Engineering Technician III	21.40
30084 - Engineering Technician IV	26.51
30085 - Engineering Technician V	32.43
30086 - Engineering Technician VI	39.23

30090 - Environmental Technician	23.75
30095 - Evidence Control Specialist	24.95
30210 - Laboratory Technician	22.45
30221 - Latent Fingerprint	27.63
Technician I	
30222 - Latent Fingerprint	30.52
Technician II	
30240 - Mathematical Technician	25.67
30361 - Paralegal/Legal Assistant I	22.18
30362 - Paralegal/Legal Assistant II	27.48
30363 - Paralegal/Legal Assistant	33.61
III	
30364 - Paralegal/Legal Assistant IV	40.68
30375 - Petroleum Supply Specialist	30.52
30390 - Photo-Optics Technician	24.74
30395 - Radiation Control Technician	30.52
30461 - Technical Writer I	24.95
30462 - Technical Writer II	30.52
30463 - Technical Writer III	36.93
30491 - Unexploded Ordnance (UXO)	28.51
Technician I	
30492 - Unexploded Ordnance (UXO)	34.49
Technician II	
30493 - Unexploded Ordnance (UXO)	41.34
Technician III	
30494 - Unexploded (UXO) Safety	28.51
Escort	
30495 - Unexploded (UXO) Sweep	28.51
Personnel	
30501 - Weather Forecaster I	27.63
30502 - Weather Forecaster II	33.61
30620 - Weather Observer Combined (see 2)	22.45
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	24.95
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	15.06
31030 - Bus Driver	20.91
31043 - Driver Courier	15.11
31260 - Parking and Lot Attendant	13.60
31290 - Shuttle Bus Driver	16.28
31310 - Taxi Driver	16.41
31361 - Truckdriver Light	16.07
31362 - Truckdriver Medium	17.03
31363 - Truckdriver Heavy	22.09
31364 - Truckdriver Tractor-Trailer	22.09
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82

99030 - Cashier	12.44
99050 - Desk Clerk	13.42
99095 - Embalmer	28.51
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	20.52
I	
99252 - Laboratory Animal Caretaker	21.82
II	
99260 - Marketing Analyst	25.81
99310 - Mortician	28.51
99410 - Pest Controller	23.13
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	16.06
99711 - Recycling Specialist	18.32
99730 - Refuse Collector	14.98
99810 - Sales Clerk	13.50
99820 - School Crossing Guard	13.92
99830 - Survey Party Chief	20.71
99831 - Surveying Aide	14.11
99832 - Surveying Technician	18.82
99840 - Vending Machine Attendant	20.06
99841 - Vending Machine Repairer	24.44
99842 - Vending Machine Repairer	20.08
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

*This rate is to be used only when compensating employees for performance on an SCA-

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

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

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard**

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

Standard Wage Determination No.: 2015-4005

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.: 2015-4005
Revision No.: 18
Date Of Last Revision: 12/27/2021

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

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

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

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

This wage determination 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		16.19
01012 - Accounting Clerk II		18.19

01013 - Accounting Clerk III	20.34
01020 - Administrative Assistant	27.50
01035 - Court Reporter	19.87
01041 - Customer Service	15.21
Representative I	
01042 - Customer Service	16.60
Representative II	
01043 - Customer Service	18.65
Representative III	
01051 - Data Entry Operator I	15.46
01052 - Data Entry Operator II	16.87
01060 - Dispatcher Motor Vehicle	19.43
01070 - Document Preparation Clerk	17.03
01090 - Duplicating Machine Operator	17.03
01111 - General Clerk I	14.90
01112 - General Clerk II	16.26
01113 - General Clerk III	18.27
01120 - Housing Referral Assistant	22.15
01141 - Messenger Courier	15.38
01191 - Order Clerk I	14.92
01192 - Order Clerk II	16.28
01261 - Personnel Assistant	18.47
(Employment) I	
01262 - Personnel Assistant	20.65
(Employment) II	
01263 - Personnel Assistant	23.02
(Employment) III	
01270 - Production Control Clerk	24.07
01290 - Rental Clerk	14.55
01300 - Scheduler Maintenance	17.77
01311 - Secretary I	17.77
01312 - Secretary II	19.87
01313 - Secretary III	22.15
01320 - Service Order Dispatcher	17.17
01410 - Supply Technician	27.50
01420 - Survey Worker	16.27
01460 - Switchboard	16.16
Operator/Receptionist	
01531 - Travel Clerk I	16.61
01532 - Travel Clerk II	18.27
01533 - Travel Clerk III	20.06
01611 - Word Processor I	15.82
01612 - Word Processor II	17.77
01613 - Word Processor III	19.87
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.80
Fiberglass	
05010 - Automotive Electrician	20.47
05040 - Automotive Glass Installer	19.36
05070 - Automotive Worker	19.36

05110 - Mobile Equipment Servicer	17.29
05130 - Motor Equipment Metal	21.51
Mechanic	
05160 - Motor Equipment Metal Worker	19.36
05190 - Motor Vehicle Mechanic	21.51
05220 - Motor Vehicle Mechanic	16.25
Helper	
05250 - Motor Vehicle Upholstery	18.33
Worker	
05280 - Motor Vehicle Wrecker	19.36
05310 - Painter Automotive	20.47
05340 - Radiator Repair Specialist	19.36
05370 - Tire Repairer	12.84
05400 - Transmission Repair	21.51
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	17.03
07041 - Cook I	16.80
07042 - Cook II	18.82
07070 - Dishwasher	12.22
07130 - Food Service Worker	14.31
07210 - Meat Cutter	20.67
07260 - Waiter/Waitress	13.63
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.73
09040 - Furniture Handler	15.87
09080 - Furniture Refinisher	22.73
09090 - Furniture Refinisher Helper	18.05
09110 - Furniture Repairer Minor	20.35
09130 - Upholsterer	22.73
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.76
11060 - Elevator Operator	13.75
11090 - Gardener	21.32
11122 - Housekeeping Aide	14.94
11150 - Janitor	14.94
11210 - Laborer Grounds Maintenance	17.62
11240 - Maid or Houseman	13.90
11260 - Pruner	16.43
11270 - Tractor Operator	20.05
11330 - Trail Maintenance Worker	17.62
11360 - Window Cleaner	16.02
12000 - Health Occupations	
12010 - Ambulance Driver	17.51
12011 - Breath Alcohol Technician	22.52
12012 - Certified Occupational	31.61
Therapist Assistant	

12015 - Certified Physical Therapist Assistant	27.53
12020 - Dental Assistant	22.45
12025 - Dental Hygienist	34.94
12030 - EKG Technician	31.31
12035 - Electroneurodiagnostic Technologist	31.31
12040 - Emergency Medical Technician	17.51
12071 - Licensed Practical Nurse I	20.60
12072 - Licensed Practical Nurse II	23.04
12073 - Licensed Practical Nurse III	25.68
12100 - Medical Assistant	20.20
12130 - Medical Laboratory Technician	26.98
12160 - Medical Record Clerk	18.35
12190 - Medical Record Technician	21.24
12195 - Medical Transcriptionist	20.60
12210 - Nuclear Medicine Technologist	50.63
12221 - Nursing Assistant I	13.55
12222 - Nursing Assistant II	15.23
12223 - Nursing Assistant III	16.62
12224 - Nursing Assistant IV	18.67
12235 - Optical Dispenser	22.65
12236 - Optical Technician	20.60
12250 - Pharmacy Technician	16.34
12280 - Phlebotomist	15.92
12305 - Radiologic Technologist	30.03
12311 - Registered Nurse I	28.08
12312 - Registered Nurse II	34.35
12313 - Registered Nurse II	34.35
12314 - Registered Nurse III	41.57
12315 - Registered Nurse III	41.57
12316 - Registered Nurse IV	49.81
12317 - Scheduler (Drug and Alcohol Testing)	28.54
12320 - Substance Abuse Treatment Counselor	27.56
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.54
13012 - Exhibits Specialist II	24.20
13013 - Exhibits Specialist III	29.61
13041 - Illustrator I	19.54
13042 - Illustrator II	24.20
13043 - Illustrator III	29.61
13047 - Librarian	26.80
13050 - Library Aide/Clerk	13.98

13054 - Library Information	24.20
Technology Systems	
Administrator	
13058 - Library Technician	18.33
13061 - Media Specialist I	17.46
13062 - Media Specialist II	19.54
13063 - Media Specialist III	21.78
13071 - Photographer I	19.15
13072 - Photographer II	21.41
13073 - Photographer III	26.53
13074 - Photographer IV	32.45
13075 - Photographer V	39.27
13090 - Technical Order Library	17.56
Clerk	
13110 - Video Teleconference	18.48
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	19.03
14042 - Computer Operator II	21.30
14043 - Computer Operator III	23.74
14044 - Computer Operator IV	26.38
14045 - Computer Operator V	29.21
14071 - Computer Programmer I	(see 1) 22.90
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	19.03
Operator	
14160 - Personal Computer Support	27.62
Technician	
14170 - System Support Specialist	33.05
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	32.10
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	38.85
Instructor (Rated)	
15030 - Air Crew Training Devices	46.56
Instructor (Pilot)	
15050 - Computer Based Training	32.10
Specialist / Instructor	
15060 - Educational Technologist	31.85
15070 - Flight Instructor (Pilot)	46.56
15080 - Graphic Artist	24.84
15085 - Maintenance Test Pilot Fixed	46.56
Jet/Prop	

15086 - Maintenance Test Pilot	46.56
Rotary Wing	
15088 - Non-Maintenance Test/Co-Pilot	46.56
15090 - Technical Instructor	23.36
15095 - Technical Instructor/Course Developer	28.58
15110 - Test Proctor	18.86
15120 - Tutor	18.86
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.29
16030 - Counter Attendant	13.29
16040 - Dry Cleaner	15.18
16070 - Finisher Flatwork Machine	13.29
16090 - Presser Hand	13.29
16110 - Presser Machine Drycleaning	13.29
16130 - Presser Machine Shirts	13.29
16160 - Presser Machine Wearing	13.29
Apparel Laundry	
16190 - Sewing Machine Operator	15.81
16220 - Tailor	16.45
16250 - Washer Machine	13.92
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.55
19040 - Tool And Die Maker	28.14
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.36
21030 - Material Coordinator	24.07
21040 - Material Expediter	24.07
21050 - Material Handling Laborer	15.52
21071 - Order Filler	14.98
21080 - Production Line Worker (Food Processing)	19.36
21110 - Shipping Packer	17.07
21130 - Shipping/Receiving Clerk	17.07
21140 - Store Worker I	15.84
21150 - Stock Clerk	19.31
21210 - Tools And Parts Attendant	19.36
21410 - Warehouse Specialist	19.36
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.96
23019 - Aircraft Logs and Records	21.09
Technician	
23021 - Aircraft Mechanic I	24.75
23022 - Aircraft Mechanic II	25.96

23023 - Aircraft Mechanic III	27.13
23040 - Aircraft Mechanic Helper	18.70
23050 - Aircraft Painter	23.55
23060 - Aircraft Servicer	21.09
23070 - Aircraft Survival Flight	23.55
Equipment Technician	
23080 - Aircraft Worker	22.28
23091 - Aircrew Life Support	22.28
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	24.75
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	22.68
23120 - Bicycle Repairer	19.89
23125 - Cable Splicer	29.97
23130 - Carpenter Maintenance	22.72
23140 - Carpet Layer	22.28
23160 - Electrician Maintenance	26.66
23181 - Electronics Technician	25.68
Maintenance I	
23182 - Electronics Technician	27.14
Maintenance II	
23183 - Electronics Technician	28.53
Maintenance III	
23260 - Fabric Worker	21.09
23290 - Fire Alarm System Mechanic	28.80
23310 - Fire Extinguisher Repairer	19.89
23311 - Fuel Distribution System	29.66
Mechanic	
23312 - Fuel Distribution System	23.83
Operator	
23370 - General Maintenance Worker	21.13
23380 - Ground Support Equipment	24.75
Mechanic	
23381 - Ground Support Equipment	21.09
Servicer	
23382 - Ground Support Equipment	22.28
Worker	
23391 - Gunsmith I	19.89
23392 - Gunsmith II	22.28
23393 - Gunsmith III	24.75
23410 - Heating Ventilation And Air-	25.83
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	27.09
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.16
23440 - Heavy Equipment Operator	23.24

23460 - Instrument Mechanic	24.75
23465 - Laboratory/Shelter Mechanic	23.55
23470 - Laborer	15.52
23510 - Locksmith	26.46
23530 - Machinery Maintenance	26.85
Mechanic	
23550 - Machinist Maintenance	24.61
23580 - Maintenance Trades Helper	16.55
23591 - Metrology Technician I	24.75
23592 - Metrology Technician II	25.96
23593 - Metrology Technician III	27.13
23640 - Millwright	27.29
23710 - Office Appliance Repairer	23.11
23760 - Painter Maintenance	21.09
23790 - Pipefitter Maintenance	28.47
23810 - Plumber Maintenance	27.09
23820 - Pneudraulic Systems Mechanic	24.75
23850 - Rigger	24.75
23870 - Scale Mechanic	22.28
23890 - Sheet-Metal Worker	22.47
Maintenance	
23910 - Small Engine Mechanic	21.39
23931 - Telecommunications Mechanic	27.67
I	
23932 - Telecommunications Mechanic	29.03
II	
23950 - Telephone Lineman	28.38
23960 - Welder Combination	23.49
Maintenance	
23965 - Well Driller	24.75
23970 - Woodcraft Worker	24.75
23980 - Woodworker	19.89
24000 - Personal Needs Occupations	
24550 - Case Manager	17.91
24570 - Child Care Attendant	13.71
24580 - Child Care Center Clerk	17.09
24610 - Chore Aide	13.30
24620 - Family Readiness And Support	17.91
Services	
Coordinator	
24630 - Homemaker	17.91
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	26.73
25040 - Sewage Plant Operator	25.95
25070 - Stationary Engineer	26.73
25190 - Ventilation Equipment Tender	20.20
25210 - Water Treatment Plant	25.95
Operator	
27000 - Protective Service Occupations	

27004 - Alarm Monitor	23.44
27007 - Baggage Inspector	14.96
27008 - Corrections Officer	21.65
27010 - Court Security Officer	20.53
27030 - Detection Dog Handler	18.98
27040 - Detention Officer	21.65
27070 - Firefighter	19.71
27101 - Guard I	14.96
27102 - Guard II	18.98
27131 - Police Officer I	26.96
27132 - Police Officer II	29.96
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.62
28042 - Carnival Equipment Repairer	16.61
28043 - Carnival Worker	12.80
28210 - Gate Attendant/Gate Tender	17.16
28310 - Lifeguard	12.87
28350 - Park Attendant (Aide)	19.19
28510 - Recreation Aide/Health	14.00
Facility Attendant	
28515 - Recreation Specialist	23.77
28630 - Sports Official	15.28
28690 - Swimming Pool Operator	18.70
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	25.30
29020 - Hatch Tender	25.30
29030 - Line Handler	25.30
29041 - Stevedore I	23.95
29042 - Stevedore II	26.74
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	44.86
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	19.95
30022 - Archeological Technician II	22.32
30023 - Archeological Technician III	27.65
30030 - Cartographic Technician	27.65
30040 - Civil Engineering Technician	30.63
30051 - Cryogenic Technician I	30.62
30052 - Cryogenic Technician II	33.83
30061 - Drafter/CAD Operator I	19.95
30062 - Drafter/CAD Operator II	22.32
30063 - Drafter/CAD Operator III	24.88
30064 - Drafter/CAD Operator IV	30.62
30081 - Engineering Technician I	17.32
30082 - Engineering Technician II	19.45

30083 - Engineering Technician III	21.76
30084 - Engineering Technician IV	26.96
30085 - Engineering Technician V	32.97
30086 - Engineering Technician VI	39.88
30090 - Environmental Technician	27.65
30095 - Evidence Control Specialist	27.65
30210 - Laboratory Technician	23.61
30221 - Latent Fingerprint Technician I	30.62
30222 - Latent Fingerprint Technician II	33.83
30240 - Mathematical Technician	27.65
30361 - Paralegal/Legal Assistant I	21.32
30362 - Paralegal/Legal Assistant II	26.41
30363 - Paralegal/Legal Assistant III	32.30
30364 - Paralegal/Legal Assistant IV	39.08
30375 - Petroleum Supply Specialist	33.83
30390 - Photo-Optics Technician	27.65
30395 - Radiation Control Technician	33.83
30461 - Technical Writer I	27.33
30462 - Technical Writer II	33.43
30463 - Technical Writer III	40.46
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	30.62
30502 - Weather Forecaster II	37.24
30620 - Weather Observer Combined (see 2)	24.88
30621 - Weather Observer Senior (see 2)	27.65
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	17.07
31030 - Bus Driver	21.90
31043 - Driver Courier	15.86
31260 - Parking and Lot Attendant	14.96
31290 - Shuttle Bus Driver	16.45
31310 - Taxi Driver	16.45
31361 - Truckdriver Light	16.87
31362 - Truckdriver Medium	17.89

31363 - Truckdriver Heavy	22.23
31364 - Truckdriver Tractor-Trailer	22.23
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.13
99050 - Desk Clerk	14.16
99095 - Embalmer	34.47
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	16.26
I	
99252 - Laboratory Animal Caretaker	17.29
II	
99260 - Marketing Analyst	32.28
99310 - Mortician	34.47
99410 - Pest Controller	22.17
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	17.35
99711 - Recycling Specialist	19.73
99730 - Refuse Collector	16.17
99810 - Sales Clerk	13.23
99820 - School Crossing Guard	12.62
99830 - Survey Party Chief	27.85
99831 - Surveying Aide	18.97
99832 - Surveying Technician	25.31
99840 - Vending Machine Attendant	20.06
99841 - Vending Machine Repairer	24.44
99842 - Vending Machine Repairer	20.08

Helper

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

week or \$733.20 per month*

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1)

dated September 2015 unless otherwise indicated.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4007

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.: 2015-4007
Revision No.: 18
Date Of Last Revision: 12/27/2021

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

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

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

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

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

AROOSTOOK COUNTY: Allagash Amity Ashland Bancroft Benedicta Big Twenty Blaine Bragg Tract Bridgewater Camp Dana Caribou Cary Castle Hill Caswell Central Chapman Clayton Lake Connor Cox Patent Crystal Cyr Dry Town Dudley Dyer Brook E Eagle Lake Easton Forkstown Fort Fairfield Fort Kent Frenchville Garfield Glenwood Grand Isle Griswold Guerette or Oullette Hamlin Hammond Harvey Siding Haynesville Hersey Hodgdon Houlton Island Falls Limestone Linneus Littleton Ludlow Macwahoc Madawaska Mapleton Mars Hill Masardis Merrill Molunkus Monticello Moro Nashville New Canada New Limerick New Sweden North Yarmouth Academy Northern Oakfield Orient Oxbow Perham Portage Lake Presque Isle Red Point or Sinclair Reed Seven Islands Sherman Silver Ridge Smyrna Southern Squapan St. Croix St. Agatha St. Francis St. John Stockholm Upper Molunkus Van Buren Wade Walker or Colbath Wallagrass Washburn Webbertown Westfield Westmanland Weston Winterville Woodland

HANCOCK COUNTY: Bar Harbor Blue Hill Brooklin Brooksville Bucksport Castine Cranberry Isles Deer Isle East Hancock Eastbrook Ellsworth Fletchers Landing Franklin Gouldsboro Great Pond Hancock Lamoine Long Island Mariaville Mount Desert Myra Orland Penobscot Sedgwick Sorrento

Southwest Harbor Stonington Sullivan Surry Swans Island Tremont Trenton
Verona Waltham Winter Harbor

PENOBSCOT COUNTY: Carroll Chester Corinna Dexter Drew East Millinocket
Grindstone Herseytown Hopkins Academy Kingman Lakeville Lee Lincoln
Long A Lowell Mattamiscontis Mattawamkeag Maxfield Medway Millinocket
Mount Chase North Penobscot Patten Plymouth Prentiss Remaining
unorganized territory Seboeis Soldiertown Springfield Stacyville T3
Indian Purchase T4 Indian Purchase Veazie Gore Webster Whitney Winn
Woodville

PISCATAQUIS COUNTY: Abbot Atkinson Barnard Bear Pond Beaver Cove
Blanchard Bowdoin College Grant East Bowdoin College Grant West Bowerbank
Brownville Chesuncook Churchill Depot Cove Point Days Academy Grant Dover-
foxcroft Eagle Lake East Middlesex Canal Elliotsville Frenchtown
Greenville Guilford Harfords Point Katahdin Iron Works Kineo Kingsbury
Lake View Lilly Bay Little Squaw Lobster Medford Milo Monson Mount
Katahdin Nesourdnahunk Northeast Carry Packards Parkman Rainbow
Remaining unorganized Ripogenus Sangerville Sebec Shawtown Shirley Soper
Mountain Spencer Bay Trout Brook Wellington Williamsburg Willimantic

WASHINGTON COUNTY: Addison Alexander Baileyville Baring Beals Beddington
Brookton Calais Centerville Charlotte Cherryfield Codyville Columbia
Falls Columbia Cooper Crawford Cutler Danforth Deblois Dennysville
Devereaux Dyer East Central Washington East Machias Eastport Edmunds
Forest City Forest Fowler Grand Lake Stream Harrington Indian State
Jonesboro Jonesport Kossuth Lambert Lake Lubec Machias Machiasport
Marion Marshfield Meddybemps Milbridge No 14 Plantation Lunds No 21
Plantation Big Lake North Washington Northfield Pembroke Perry Pleasant
Point Princeton Robbinston Roque Bluffs Steuben Talmadge Topsfield
Trescott Vanchoro Waite Wesley Whiting Whitneyville

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.58
01012 - Accounting Clerk II		16.36
01013 - Accounting Clerk III		18.31
01020 - Administrative Assistant		23.33
01035 - Court Reporter		18.63
01041 - Customer Service Representative I		13.35
01042 - Customer Service Representative II		14.56
01043 - Customer Service Representative III		16.36
01051 - Data Entry Operator I		13.57
01052 - Data Entry Operator II		14.80
01060 - Dispatcher Motor Vehicle		19.03
01070 - Document Preparation Clerk		14.66
01090 - Duplicating Machine Operator		14.66
01111 - General Clerk I		12.82
01112 - General Clerk II		13.99

01113 - General Clerk III	15.71
01120 - Housing Referral Assistant	20.73
01141 - Messenger Courier	12.47
01191 - Order Clerk I	14.02
01192 - Order Clerk II	15.82
01261 - Personnel Assistant	16.26
(Employment) I	
01262 - Personnel Assistant	18.19
(Employment) II	
01263 - Personnel Assistant	20.27
(Employment) III	
01270 - Production Control Clerk	26.78
01290 - Rental Clerk	16.10
01300 - Scheduler Maintenance	16.63
01311 - Secretary I	16.63
01312 - Secretary II	18.60
01313 - Secretary III	20.73
01320 - Service Order Dispatcher	17.01
01410 - Supply Technician	23.33
01420 - Survey Worker	14.25
01460 - Switchboard	14.36
Operator/Receptionist	
01531 - Travel Clerk I	15.20
01532 - Travel Clerk II	16.72
01533 - Travel Clerk III	18.39
01611 - Word Processor I	14.80
01612 - Word Processor II	16.63
01613 - Word Processor III	18.60
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	17.19
Fiberglass	
05010 - Automotive Electrician	16.98
05040 - Automotive Glass Installer	16.24
05070 - Automotive Worker	16.24
05110 - Mobile Equipment Servicer	14.84
05130 - Motor Equipment Metal	17.67
Mechanic	
05160 - Motor Equipment Metal Worker	16.24
05190 - Motor Vehicle Mechanic	17.67
05220 - Motor Vehicle Mechanic	13.93
Helper	
05250 - Motor Vehicle Upholstery	15.52
Worker	
05280 - Motor Vehicle Wrecker	16.24
05310 - Painter Automotive	16.98
05340 - Radiator Repair Specialist	16.24
05370 - Tire Repairer	14.55
05400 - Transmission Repair	17.67
Specialist	

07000 - Food Preparation And Service Occupations	
07010 - Baker	13.90
07041 - Cook I	14.24
07042 - Cook II	15.58
07070 - Dishwasher	12.06
07130 - Food Service Worker	12.70
07210 - Meat Cutter	18.16
07260 - Waiter/Waitress	12.11
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.76
09040 - Furniture Handler	15.57
09080 - Furniture Refinisher	20.82
09090 - Furniture Refinisher Helper	17.08
09110 - Furniture Repairer Minor	19.03
09130 - Upholsterer	21.12
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.59
11060 - Elevator Operator	14.17
11090 - Gardener	19.36
11122 - Housekeeping Aide	14.17
11150 - Janitor	14.17
11210 - Laborer Grounds Maintenance	16.09
11240 - Maid or Houseman	12.49
11260 - Pruner	15.12
11270 - Tractor Operator	18.16
11330 - Trail Maintenance Worker	16.09
11360 - Window Cleaner	15.08
12000 - Health Occupations	
12010 - Ambulance Driver	16.71
12011 - Breath Alcohol Technician	19.72
12012 - Certified Occupational Therapist Assistant	24.98
12015 - Certified Physical Therapist Assistant	24.56
12020 - Dental Assistant	21.30
12025 - Dental Hygienist	31.94
12030 - EKG Technician	30.12
12035 - Electroneurodiagnostic Technologist	30.12
12040 - Emergency Medical Technician	16.71
12071 - Licensed Practical Nurse I	17.76
12072 - Licensed Practical Nurse II	19.88
12073 - Licensed Practical Nurse III	22.16
12100 - Medical Assistant	16.95
12130 - Medical Laboratory Technician	26.66
12160 - Medical Record Clerk	15.41

12190 - Medical Record Technician	17.46
12195 - Medical Transcriptionist	17.76
12210 - Nuclear Medicine	43.68
Technologist	
12221 - Nursing Assistant I	11.65
12222 - Nursing Assistant II	13.09
12223 - Nursing Assistant III	14.28
12224 - Nursing Assistant IV	16.04
12235 - Optical Dispenser	19.88
12236 - Optical Technician	17.76
12250 - Pharmacy Technician	15.37
12280 - Phlebotomist	14.29
12305 - Radiologic Technologist	28.65
12311 - Registered Nurse I	23.71
12312 - Registered Nurse II	29.00
12313 - Registered Nurse II	29.00
Specialist	
12314 - Registered Nurse III	35.08
12315 - Registered Nurse III	35.08
Anesthetist	
12316 - Registered Nurse IV	42.05
12317 - Scheduler (Drug and Alcohol	24.62
Testing)	
12320 - Substance Abuse Treatment	21.06
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	17.15
13012 - Exhibits Specialist II	21.25
13013 - Exhibits Specialist III	25.99
13041 - Illustrator I	17.15
13042 - Illustrator II	21.25
13043 - Illustrator III	25.99
13047 - Librarian	23.34
13050 - Library Aide/Clerk	13.09
13054 - Library Information	21.08
Technology Systems	
Administrator	
13058 - Library Technician	15.76
13061 - Media Specialist I	15.20
13062 - Media Specialist II	17.02
13063 - Media Specialist III	18.96
13071 - Photographer I	15.34
13072 - Photographer II	19.74
13073 - Photographer III	24.42
13074 - Photographer IV	29.89
13075 - Photographer V	36.16
13090 - Technical Order Library	17.04
Clerk	

13110 - Video Teleconference Technician	17.37
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.84
14042 - Computer Operator II	18.84
14043 - Computer Operator III	21.02
14044 - Computer Operator IV	23.80
14045 - Computer Operator V	25.85
14071 - Computer Programmer I	(see 1) 23.13
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	16.84
14160 - Personal Computer Support Technician	26.21
14170 - System Support Specialist	29.03
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.37
15020 - Aircrew Training Devices Instructor (Rated)	36.75
15030 - Air Crew Training Devices Instructor (Pilot)	44.04
15050 - Computer Based Training Specialist / Instructor	30.37
15060 - Educational Technologist	32.78
15070 - Flight Instructor (Pilot)	44.04
15080 - Graphic Artist	21.34
15085 - Maintenance Test Pilot Fixed Jet/Prop	44.04
15086 - Maintenance Test Pilot Rotary Wing	44.04
15088 - Non-Maintenance Test/Co-Pilot	44.04
15090 - Technical Instructor	23.72
15095 - Technical Instructor/Course Developer	29.02
15110 - Test Proctor	19.15
15120 - Tutor	19.15
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.29
16030 - Counter Attendant	13.29
16040 - Dry Cleaner	15.18
16070 - Finisher Flatwork Machine	13.29

16090 - Presser Hand	13.29
16110 - Presser Machine Drycleaning	13.29
16130 - Presser Machine Shirts	13.29
16160 - Presser Machine Wearing	13.29
Apparel Laundry	
16190 - Sewing Machine Operator	15.81
16220 - Tailor	16.45
16250 - Washer Machine	13.92
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.41
19040 - Tool And Die Maker	25.80
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.70
21030 - Material Coordinator	26.78
21040 - Material Expediter	26.78
21050 - Material Handling Laborer	14.10
21071 - Order Filler	12.79
21080 - Production Line Worker (Food Processing)	16.70
21110 - Shipping Packer	17.75
21130 - Shipping/Receiving Clerk	17.75
21140 - Store Worker I	15.69
21150 - Stock Clerk	18.93
21210 - Tools And Parts Attendant	16.70
21410 - Warehouse Specialist	16.70
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.73
23019 - Aircraft Logs and Records Technician	19.31
23021 - Aircraft Mechanic I	21.98
23022 - Aircraft Mechanic II	22.73
23023 - Aircraft Mechanic III	23.46
23040 - Aircraft Mechanic Helper	17.52
23050 - Aircraft Painter	21.12
23060 - Aircraft Servicer	19.31
23070 - Aircraft Survival Flight Equipment Technician	21.12
23080 - Aircraft Worker	20.21
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.21
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	21.98
23110 - Appliance Mechanic	22.41
23120 - Bicycle Repairer	19.60

23125 - Cable Splicer	31.69
23130 - Carpenter Maintenance	21.14
23140 - Carpet Layer	21.44
23160 - Electrician Maintenance	25.72
23181 - Electronics Technician	25.93
Maintenance I	
23182 - Electronics Technician	27.10
Maintenance II	
23183 - Electronics Technician	28.21
Maintenance III	
23260 - Fabric Worker	20.49
23290 - Fire Alarm System Mechanic	24.18
23310 - Fire Extinguisher Repairer	19.60
23311 - Fuel Distribution System	23.73
Mechanic	
23312 - Fuel Distribution System	19.85
Operator	
23370 - General Maintenance Worker	17.52
23380 - Ground Support Equipment	21.98
Mechanic	
23381 - Ground Support Equipment	19.31
Servicer	
23382 - Ground Support Equipment	20.21
Worker	
23391 - Gunsmith I	19.60
23392 - Gunsmith II	21.44
23393 - Gunsmith III	23.33
23410 - Heating Ventilation And Air-	22.13
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	22.89
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	20.59
23440 - Heavy Equipment Operator	17.23
23460 - Instrument Mechanic	23.33
23465 - Laboratory/Shelter Mechanic	22.41
23470 - Laborer	14.10
23510 - Locksmith	22.41
23530 - Machinery Maintenance	25.68
Mechanic	
23550 - Machinist Maintenance	22.24
23580 - Maintenance Trades Helper	14.01
23591 - Metrology Technician I	23.33
23592 - Metrology Technician II	24.13
23593 - Metrology Technician III	24.91
23640 - Millwright	27.55
23710 - Office Appliance Repairer	21.59
23760 - Painter Maintenance	20.66
23790 - Pipefitter Maintenance	24.49

23810 - Plumber Maintenance	23.53
23820 - Pneudraulic Systems Mechanic	23.33
23850 - Rigger	23.33
23870 - Scale Mechanic	21.44
23890 - Sheet-Metal Worker	23.33
Maintenance	
23910 - Small Engine Mechanic	19.83
23931 - Telecommunications Mechanic	33.40
I	
23932 - Telecommunications Mechanic	36.42
II	
23950 - Telephone Lineman	25.17
23960 - Welder Combination	19.11
Maintenance	
23965 - Well Driller	23.33
23970 - Woodcraft Worker	23.33
23980 - Woodworker	19.60
24000 - Personal Needs Occupations	
24550 - Case Manager	16.49
24570 - Child Care Attendant	15.69
24580 - Child Care Center Clerk	19.27
24610 - Chore Aide	12.63
24620 - Family Readiness And Support	16.49
Services	
Coordinator	
24630 - Homemaker	16.49
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	26.73
25040 - Sewage Plant Operator	21.73
25070 - Stationary Engineer	26.73
25190 - Ventilation Equipment Tender	21.07
25210 - Water Treatment Plant	21.73
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.59
27007 - Baggage Inspector	15.21
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	15.21
27102 - Guard II	18.98
27131 - Police Officer I	20.49
27132 - Police Officer II	22.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.39
28042 - Carnival Equipment Repairer	16.44
28043 - Carnival Worker	12.84

28210 - Gate Attendant/Gate Tender	17.33
28310 - Lifeguard	15.43
28350 - Park Attendant (Aide)	19.38
28510 - Recreation Aide/Health	14.14
Facility Attendant	
28515 - Recreation Specialist	24.01
28630 - Sports Official	15.43
28690 - Swimming Pool Operator	18.70
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	21.74
29020 - Hatch Tender	21.74
29030 - Line Handler	21.74
29041 - Stevedore I	20.49
29042 - Stevedore II	22.72
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	40.29
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	17.67
30022 - Archeological Technician II	19.12
30023 - Archeological Technician III	23.68
30030 - Cartographic Technician	23.68
30040 - Civil Engineering Technician	23.68
30051 - Cryogenic Technician I	26.13
30052 - Cryogenic Technician II	28.85
30061 - Drafter/CAD Operator I	17.09
30062 - Drafter/CAD Operator II	19.12
30063 - Drafter/CAD Operator III	21.31
30064 - Drafter/CAD Operator IV	26.23
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	22.89
30095 - Evidence Control Specialist	23.60
30210 - Laboratory Technician	21.23
30221 - Latent Fingerprint	26.13
Technician I	
30222 - Latent Fingerprint	28.85
Technician II	
30240 - Mathematical Technician	23.68
30361 - Paralegal/Legal Assistant I	20.12
30362 - Paralegal/Legal Assistant II	24.94

30363 - Paralegal/Legal Assistant	30.50
III	
30364 - Paralegal/Legal Assistant IV	36.90
30375 - Petroleum Supply Specialist	28.85
30390 - Photo-Optics Technician	22.49
30395 - Radiation Control Technician	28.85
30461 - Technical Writer I	23.68
30462 - Technical Writer II	28.98
30463 - Technical Writer III	35.05
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	
30494 - Unexploded (UXO) Safety	25.60
Escort	
30495 - Unexploded (UXO) Sweep	25.60
Personnel	
30501 - Weather Forecaster I	26.13
30502 - Weather Forecaster II	31.78
30620 - Weather Observer Combined (see 2)	21.31
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	23.68
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.30
31030 - Bus Driver	17.14
31043 - Driver Courier	15.01
31260 - Parking and Lot Attendant	12.50
31290 - Shuttle Bus Driver	15.81
31310 - Taxi Driver	13.46
31361 - Truckdriver Light	16.00
31362 - Truckdriver Medium	16.73
31363 - Truckdriver Heavy	17.94
31364 - Truckdriver Tractor-Trailer	17.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	12.54
99050 - Desk Clerk	12.46
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	20.05
I	
99252 - Laboratory Animal Caretaker	21.37
II	
99260 - Marketing Analyst	36.01
99310 - Mortician	25.60

99410 - Pest Controller	22.34
99510 - Photofinishing Worker	14.91
99710 - Recycling Laborer	16.50
99711 - Recycling Specialist	18.63
99730 - Refuse Collector	15.51
99810 - Sales Clerk	14.58
99820 - School Crossing Guard	16.62
99830 - Survey Party Chief	20.46
99831 - Surveying Aide	13.95
99832 - Surveying Technician	18.60
99840 - Vending Machine Attendant	20.05
99841 - Vending Machine Repairer	23.38
99842 - Vending Machine Repairer	20.05
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4009

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.: 2015-4009
Revision No.: 18
Date Of Last Revision: 12/27/2021

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

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

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

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

This wage determination 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		15.87
01012 - Accounting Clerk II		17.82
01013 - Accounting Clerk III		19.94
01020 - Administrative Assistant		24.17
01035 - Court Reporter		20.50
01041 - Customer Service Representative I		14.08
01042 - Customer Service Representative II		15.84

01043 - Customer Service Representative III	17.28
01051 - Data Entry Operator I	15.64
01052 - Data Entry Operator II	17.07
01060 - Dispatcher Motor Vehicle	20.57
01070 - Document Preparation Clerk	17.67
01090 - Duplicating Machine Operator	17.67
01111 - General Clerk I	15.27
01112 - General Clerk II	16.66
01113 - General Clerk III	18.71
01120 - Housing Referral Assistant	22.85
01141 - Messenger Courier	13.31
01191 - Order Clerk I	15.01
01192 - Order Clerk II	16.38
01261 - Personnel Assistant (Employment) I	17.39
01262 - Personnel Assistant (Employment) II	19.46
01263 - Personnel Assistant (Employment) III	21.70
01270 - Production Control Clerk	28.66
01290 - Rental Clerk	13.60
01300 - Scheduler Maintenance	18.33
01311 - Secretary I	18.33
01312 - Secretary II	20.50
01313 - Secretary III	22.85
01320 - Service Order Dispatcher	18.40
01410 - Supply Technician	24.17
01420 - Survey Worker	15.13
01460 - Switchboard Operator/Receptionist	14.34
01531 - Travel Clerk I	14.66
01532 - Travel Clerk II	16.12
01533 - Travel Clerk III	17.71
01611 - Word Processor I	16.32
01612 - Word Processor II	18.33
01613 - Word Processor III	20.50
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	18.79
Fiberglass	
05010 - Automotive Electrician	18.48
05040 - Automotive Glass Installer	17.48
05070 - Automotive Worker	17.48
05110 - Mobile Equipment Servicer	15.61
05130 - Motor Equipment Metal	19.42
Mechanic	
05160 - Motor Equipment Metal Worker	17.48
05190 - Motor Vehicle Mechanic	19.42
05220 - Motor Vehicle Mechanic Helper	14.68

05250 - Motor Vehicle Upholstery Worker	16.54
05280 - Motor Vehicle Wrecker	17.48
05310 - Painter Automotive	18.48
05340 - Radiator Repair Specialist	17.48
05370 - Tire Repairer	13.16
05400 - Transmission Repair Specialist	19.42
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.66
07041 - Cook I	15.58
07042 - Cook II	17.45
07070 - Dishwasher	12.36
07130 - Food Service Worker	13.37
07210 - Meat Cutter	15.63
07260 - Waiter/Waitress	12.17
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	27.06
09040 - Furniture Handler	16.31
09080 - Furniture Refinisher	23.36
09090 - Furniture Refinisher Helper	18.56
09110 - Furniture Repairer Minor	20.92
09130 - Upholsterer	23.36
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.08
11060 - Elevator Operator	14.72
11090 - Gardener	18.80
11122 - Housekeeping Aide	14.72
11150 - Janitor	14.72
11210 - Laborer Grounds Maintenance	15.73
11240 - Maid or Houseman	13.35
11260 - Pruner	14.67
11270 - Tractor Operator	17.90
11330 - Trail Maintenance Worker	15.73
11360 - Window Cleaner	15.79
12000 - Health Occupations	
12010 - Ambulance Driver	16.87
12011 - Breath Alcohol Technician	20.23
12012 - Certified Occupational Therapist Assistant	26.90
12015 - Certified Physical Therapist Assistant	27.16
12020 - Dental Assistant	21.04
12025 - Dental Hygienist	31.67
12030 - EKG Technician	30.70
12035 - Electroneurodiagnostic Technologist	30.70

12040 - Emergency Medical Technician	16.87
12071 - Licensed Practical Nurse I	18.09
12072 - Licensed Practical Nurse II	20.23
12073 - Licensed Practical Nurse III	22.55
12100 - Medical Assistant	17.82
12130 - Medical Laboratory Technician	26.49
Technician	
12160 - Medical Record Clerk	17.60
12190 - Medical Record Technician	19.68
12195 - Medical Transcriptionist	18.36
12210 - Nuclear Medicine	44.46
Technologist	
12221 - Nursing Assistant I	12.68
12222 - Nursing Assistant II	14.25
12223 - Nursing Assistant III	15.55
12224 - Nursing Assistant IV	17.46
12235 - Optical Dispenser	20.80
12236 - Optical Technician	18.09
12250 - Pharmacy Technician	15.00
12280 - Phlebotomist	15.64
12305 - Radiologic Technologist	28.82
12311 - Registered Nurse I	26.31
12312 - Registered Nurse II	32.18
12313 - Registered Nurse II	32.18
Specialist	
12314 - Registered Nurse III	38.94
12315 - Registered Nurse III	38.94
Anesthetist	
12316 - Registered Nurse IV	46.67
12317 - Scheduler (Drug and Alcohol Testing)	25.06
Testing)	
12320 - Substance Abuse Treatment	25.10
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	17.95
13012 - Exhibits Specialist II	22.24
13013 - Exhibits Specialist III	27.21
13041 - Illustrator I	17.95
13042 - Illustrator II	22.24
13043 - Illustrator III	27.21
13047 - Librarian	24.63
13050 - Library Aide/Clerk	13.74
13054 - Library Information	22.24
Technology Systems	
Administrator	
13058 - Library Technician	17.27
13061 - Media Specialist I	16.05
13062 - Media Specialist II	17.95
13063 - Media Specialist III	20.01

13071 - Photographer I	15.62
13072 - Photographer II	19.74
13073 - Photographer III	24.42
13074 - Photographer IV	29.89
13075 - Photographer V	36.16
13090 - Technical Order Library	17.26
Clerk	
13110 - Video Teleconference	22.78
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.44
14042 - Computer Operator II	20.62
14043 - Computer Operator III	22.99
14044 - Computer Operator IV	25.55
14045 - Computer Operator V	28.30
14071 - Computer Programmer I	(see 1) 20.58
14072 - Computer Programmer II	(see 1) 25.49
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	19.76
Operator	
14160 - Personal Computer Support	27.37
Technician	
14170 - System Support Specialist	32.23
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.15
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	36.48
Instructor (Rated)	
15030 - Air Crew Training Devices	43.72
Instructor (Pilot)	
15050 - Computer Based Training	30.15
Specialist / Instructor	
15060 - Educational Technologist	31.23
15070 - Flight Instructor (Pilot)	43.72
15080 - Graphic Artist	21.34
15085 - Maintenance Test Pilot Fixed	43.72
Jet/Prop	
15086 - Maintenance Test Pilot	43.72
Rotary Wing	
15088 - Non-Maintenance Test/Co-	43.72
Pilot	
15090 - Technical Instructor	22.83
15095 - Technical Instructor/Course	27.92
Developer	
15110 - Test Proctor	18.43

15120 - Tutor	18.43
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.29
16030 - Counter Attendant	13.29
16040 - Dry Cleaner	15.18
16070 - Finisher Flatwork Machine	13.29
16090 - Presser Hand	13.29
16110 - Presser Machine Drycleaning	13.29
16130 - Presser Machine Shirts	13.29
16160 - Presser Machine Wearing	13.29
Apparel Laundry	
16190 - Sewing Machine Operator	15.81
16220 - Tailor	16.45
16250 - Washer Machine	13.92
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.05
19040 - Tool And Die Maker	32.23
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.54
21030 - Material Coordinator	28.66
21040 - Material Expediter	28.66
21050 - Material Handling Laborer	14.09
21071 - Order Filler	13.89
21080 - Production Line Worker (Food Processing)	16.54
21110 - Shipping Packer	17.97
21130 - Shipping/Receiving Clerk	17.97
21140 - Store Worker I	15.84
21150 - Stock Clerk	19.31
21210 - Tools And Parts Attendant	16.54
21410 - Warehouse Specialist	16.54
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 I	21.37
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.48
23110 - Appliance Mechanic	22.10
23120 - Bicycle Repairer	18.67
23125 - Cable Splicer	26.47
23130 - Carpenter Maintenance	20.97
23140 - Carpet Layer	20.91
23160 - Electrician Maintenance	28.30
23181 - Electronics Technician Maintenance I	28.45
23182 - Electronics Technician Maintenance II	30.80
23183 - Electronics Technician Maintenance III	32.36
23260 - Fabric Worker	20.08
23290 - Fire Alarm System Mechanic	22.23
23310 - Fire Extinguisher Repairer	18.99
23311 - Fuel Distribution System Mechanic	23.73
23312 - Fuel Distribution System Operator	19.85
23370 - General Maintenance Worker	19.09
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	22.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.65
23430 - Heavy Equipment Mechanic	20.94
23440 - Heavy Equipment Operator	18.46
23460 - Instrument Mechanic	23.48
23465 - Laboratory/Shelter Mechanic	22.35
23470 - Laborer	14.09
23510 - Locksmith	21.99
23530 - Machinery Maintenance Mechanic	26.22
23550 - Machinist Maintenance	25.79

23580 - Maintenance Trades Helper	15.41
23591 - Metrology Technician I	23.48
23592 - Metrology Technician II	24.57
23593 - Metrology Technician III	25.61
23640 - Millwright	26.40
23710 - Office Appliance Repairer	22.07
23760 - Painter Maintenance	25.74
23790 - Pipefitter Maintenance	28.04
23810 - Plumber Maintenance	26.68
23820 - Pneudraulic Systems Mechanic	23.48
23850 - Rigger	25.83
23870 - Scale Mechanic	21.19
23890 - Sheet-Metal Worker	25.50
Maintenance	
23910 - Small Engine Mechanic	19.07
23931 - Telecommunications Mechanic	32.46
I	
23932 - Telecommunications Mechanic	34.05
II	
23950 - Telephone Lineman	29.74
23960 - Welder Combination	26.54
Maintenance	
23965 - Well Driller	22.69
23970 - Woodcraft Worker	23.48
23980 - Woodworker	18.73
24000 - Personal Needs Occupations	
24550 - Case Manager	17.06
24570 - Child Care Attendant	14.16
24580 - Child Care Center Clerk	17.65
24610 - Chore Aide	13.86
24620 - Family Readiness And Support	17.06
Services	
Coordinator	
24630 - Homemaker	17.06
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	22.86
25040 - Sewage Plant Operator	22.55
25070 - Stationary Engineer	22.86
25190 - Ventilation Equipment Tender	17.48
25210 - Water Treatment Plant	22.55
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.73
27007 - Baggage Inspector	16.65
27008 - Corrections Officer	20.08
27010 - Court Security Officer	20.42
27030 - Detection Dog Handler	18.98
27040 - Detention Officer	20.08
27070 - Firefighter	19.67

27101 - Guard I	16.65
27102 - Guard II	18.98
27131 - Police Officer I	22.51
27132 - Police Officer II	25.02
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.86
28042 - Carnival Equipment Repairer	15.81
28043 - Carnival Worker	12.18
28210 - Gate Attendant/Gate Tender	17.81
28310 - Lifeguard	12.41
28350 - Park Attendant (Aide)	19.93
28510 - Recreation Aide/Health	14.54
Facility Attendant	
28515 - Recreation Specialist	24.40
28630 - Sports Official	15.87
28690 - Swimming Pool Operator	18.70
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	26.16
29020 - Hatch Tender	26.16
29030 - Line Handler	26.16
29041 - Stevedore I	24.76
29042 - Stevedore II	27.65
30000 - Technical Occupations	
30010 - Air Traffic Control	(see 2) 44.86
Specialist Center (HFO)	
30011 - Air Traffic Control	(see 2) 30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	18.70
30022 - Archeological Technician II	20.91
30023 - Archeological Technician III	25.91
30030 - Cartographic Technician	25.91
30040 - Civil Engineering Technician	29.41
30051 - Cryogenic Technician I	28.69
30052 - Cryogenic Technician II	31.69
30061 - Drafter/CAD Operator I	18.70
30062 - Drafter/CAD Operator II	20.91
30063 - Drafter/CAD Operator III	23.31
30064 - Drafter/CAD Operator IV	28.69
30081 - Engineering Technician I	16.35
30082 - Engineering Technician II	18.36
30083 - Engineering Technician III	20.54
30084 - Engineering Technician IV	25.44
30085 - Engineering Technician V	31.12
30086 - Engineering Technician VI	37.66
30090 - Environmental Technician	19.65
30095 - Evidence Control Specialist	25.91
30210 - Laboratory Technician	21.80

30221 - Latent Fingerprint Technician I	28.69
30222 - Latent Fingerprint Technician II	31.69
30240 - Mathematical Technician	28.27
30361 - Paralegal/Legal Assistant I	22.20
30362 - Paralegal/Legal Assistant II	27.50
30363 - Paralegal/Legal Assistant III	33.64
30364 - Paralegal/Legal Assistant IV	40.71
30375 - Petroleum Supply Specialist	31.69
30390 - Photo-Optics Technician	24.74
30395 - Radiation Control Technician	31.69
30461 - Technical Writer I	28.11
30462 - Technical Writer II	34.39
30463 - Technical Writer III	41.60
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	28.69
30502 - Weather Forecaster II	34.91
30620 - Weather Observer Combined (see 2)	23.31
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	25.91
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	13.29
31030 - Bus Driver	17.05
31043 - Driver Courier	14.03
31260 - Parking and Lot Attendant	13.67
31290 - Shuttle Bus Driver	17.91
31310 - Taxi Driver	15.39
31361 - Truckdriver Light	14.80
31362 - Truckdriver Medium	15.62
31363 - Truckdriver Heavy	19.61
31364 - Truckdriver Tractor-Trailer	19.61
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	12.37
99050 - Desk Clerk	13.16
99095 - Embalmer	24.92

99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	15.33
I	
99252 - Laboratory Animal Caretaker	16.30
II	
99260 - Marketing Analyst	34.14
99310 - Mortician	24.92
99410 - Pest Controller	17.79
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	17.87
99711 - Recycling Specialist	20.34
99730 - Refuse Collector	16.66
99810 - Sales Clerk	13.48
99820 - School Crossing Guard	16.62
99830 - Survey Party Chief	23.56
99831 - Surveying Aide	16.06
99832 - Surveying Technician	21.42
99840 - Vending Machine Attendant	14.07
99841 - Vending Machine Repairer	18.78
99842 - Vending Machine Repairer	14.07
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4011

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.: 2015-4011
Revision No.: 18
Date Of Last Revision: 12/27/2021

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

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

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

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

This wage determination applies to the following towns in York County: Eliot Kittery

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.87
01012 - Accounting Clerk II		20.08
01013 - Accounting Clerk III		22.45
01020 - Administrative Assistant		32.06
01035 - Court Reporter		19.67
01041 - Customer Service Representative I		15.57
01042 - Customer Service Representative II		17.38

01043 - Customer Service Representative III	19.08
01051 - Data Entry Operator I	15.60
01052 - Data Entry Operator II	17.02
01060 - Dispatcher Motor Vehicle	23.52
01070 - Document Preparation Clerk	16.19
01090 - Duplicating Machine Operator	16.19
01111 - General Clerk I	16.27
01112 - General Clerk II	17.75
01113 - General Clerk III	19.94
01120 - Housing Referral Assistant	21.93
01141 - Messenger Courier	14.56
01191 - Order Clerk I	15.90
01192 - Order Clerk II	17.40
01261 - Personnel Assistant (Employment) I	17.80
01262 - Personnel Assistant (Employment) II	19.90
01263 - Personnel Assistant (Employment) III	22.18
01270 - Production Control Clerk	32.38
01290 - Rental Clerk	16.80
01300 - Scheduler Maintenance	17.58
01311 - Secretary I	17.58
01312 - Secretary II	19.67
01313 - Secretary III	21.93
01320 - Service Order Dispatcher	20.75
01410 - Supply Technician	32.06
01420 - Survey Worker	19.39
01460 - Switchboard Operator/Receptionist	16.00
01531 - Travel Clerk I	15.20
01532 - Travel Clerk II	16.72
01533 - Travel Clerk III	18.39
01611 - Word Processor I	15.66
01612 - Word Processor II	17.58
01613 - Word Processor III	19.67
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	27.02
Fiberglass	
05010 - Automotive Electrician	22.44
05040 - Automotive Glass Installer	21.24
05070 - Automotive Worker	21.24
05110 - Mobile Equipment Servicer	18.96
05130 - Motor Equipment Metal	23.59
Mechanic	
05160 - Motor Equipment Metal Worker	21.24
05190 - Motor Vehicle Mechanic	23.59
05220 - Motor Vehicle Mechanic Helper	17.83

05250 - Motor Vehicle Upholstery Worker	20.10
05280 - Motor Vehicle Wrecker	21.24
05310 - Painter Automotive	22.44
05340 - Radiator Repair Specialist	21.24
05370 - Tire Repairer	13.41
05400 - Transmission Repair Specialist	23.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.01
07041 - Cook I	18.52
07042 - Cook II	20.74
07070 - Dishwasher	12.35
07130 - Food Service Worker	13.88
07210 - Meat Cutter	21.10
07260 - Waiter/Waitress	12.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.60
09040 - Furniture Handler	15.98
09080 - Furniture Refinisher	22.88
09090 - Furniture Refinisher Helper	18.18
09110 - Furniture Repairer Minor	19.91
09130 - Upholsterer	22.89
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	16.08
11060 - Elevator Operator	16.08
11090 - Gardener	21.26
11122 - Housekeeping Aide	16.39
11150 - Janitor	16.39
11210 - Laborer Grounds Maintenance	17.57
11240 - Maid or Houseman	13.87
11260 - Pruner	16.38
11270 - Tractor Operator	20.00
11330 - Trail Maintenance Worker	17.57
11360 - Window Cleaner	17.58
12000 - Health Occupations	
12010 - Ambulance Driver	20.94
12011 - Breath Alcohol Technician	23.23
12012 - Certified Occupational Therapist Assistant	34.69
12015 - Certified Physical Therapist Assistant	30.75
12020 - Dental Assistant	26.29
12025 - Dental Hygienist	38.90
12030 - EKG Technician	31.68
12035 - Electroneurodiagnostic Technologist	31.68

12040 - Emergency Medical Technician	20.94
12071 - Licensed Practical Nurse I	22.61
12072 - Licensed Practical Nurse II	25.29
12073 - Licensed Practical Nurse III	28.19
12100 - Medical Assistant	18.28
12130 - Medical Laboratory Technician	26.53
Technician	
12160 - Medical Record Clerk	18.67
12190 - Medical Record Technician	21.05
12195 - Medical Transcriptionist	22.61
12210 - Nuclear Medicine	55.56
Technologist	
12221 - Nursing Assistant I	12.95
12222 - Nursing Assistant II	14.55
12223 - Nursing Assistant III	15.88
12224 - Nursing Assistant IV	17.84
12235 - Optical Dispenser	22.12
12236 - Optical Technician	18.30
12250 - Pharmacy Technician	16.82
12280 - Phlebotomist	18.76
12305 - Radiologic Technologist	32.77
12311 - Registered Nurse I	25.74
12312 - Registered Nurse II	31.49
12313 - Registered Nurse II	31.49
Specialist	
12314 - Registered Nurse III	38.11
12315 - Registered Nurse III	38.11
Anesthetist	
12316 - Registered Nurse IV	45.67
12317 - Scheduler (Drug and Alcohol Testing)	31.33
Testing)	
12320 - Substance Abuse Treatment	30.22
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	21.14
13012 - Exhibits Specialist II	26.19
13013 - Exhibits Specialist III	32.04
13041 - Illustrator I	21.14
13042 - Illustrator II	26.19
13043 - Illustrator III	32.04
13047 - Librarian	28.06
13050 - Library Aide/Clerk	13.66
13054 - Library Information	25.34
Technology Systems	
Administrator	
13058 - Library Technician	20.10
13061 - Media Specialist I	18.29
13062 - Media Specialist II	20.45
13063 - Media Specialist III	22.80

13071 - Photographer I	18.29
13072 - Photographer II	21.14
13073 - Photographer III	26.19
13074 - Photographer IV	32.04
13075 - Photographer V	38.76
13090 - Technical Order Library	17.16
Clerk	
13110 - Video Teleconference	19.11
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	16.45
14042 - Computer Operator II	18.40
14043 - Computer Operator III	20.51
14044 - Computer Operator IV	22.79
14045 - Computer Operator V	25.24
14071 - Computer Programmer I	(see 1) 22.28
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	16.45
Operator	
14160 - Personal Computer Support	25.11
Technician	
14170 - System Support Specialist	31.67
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.32
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	36.69
Instructor (Rated)	
15030 - Air Crew Training Devices	43.97
Instructor (Pilot)	
15050 - Computer Based Training	30.32
Specialist / Instructor	
15060 - Educational Technologist	30.98
15070 - Flight Instructor (Pilot)	43.97
15080 - Graphic Artist	26.24
15085 - Maintenance Test Pilot Fixed	43.97
Jet/Prop	
15086 - Maintenance Test Pilot	43.97
Rotary Wing	
15088 - Non-Maintenance Test/Co-	43.97
Pilot	
15090 - Technical Instructor	27.47
15095 - Technical Instructor/Course	33.60
Developer	
15110 - Test Proctor	22.17

15120 - Tutor	22.17
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.29
16030 - Counter Attendant	13.29
16040 - Dry Cleaner	15.18
16070 - Finisher Flatwork Machine	13.29
16090 - Presser Hand	13.29
16110 - Presser Machine Drycleaning	13.29
16130 - Presser Machine Shirts	13.29
16160 - Presser Machine Wearing	13.29
Apparel Laundry	
16190 - Sewing Machine Operator	15.81
16220 - Tailor	16.45
16250 - Washer Machine	13.92
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.46
19040 - Tool And Die Maker	31.62
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.32
21030 - Material Coordinator	32.38
21040 - Material Expediter	32.38
21050 - Material Handling Laborer	14.95
21071 - Order Filler	14.36
21080 - Production Line Worker (Food Processing)	21.32
21110 - Shipping Packer	17.53
21130 - Shipping/Receiving Clerk	17.53
21140 - Store Worker I	15.84
21150 - Stock Clerk	19.31
21210 - Tools And Parts Attendant	21.32
21410 - Warehouse Specialist	21.32
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.23
23019 - Aircraft Logs and Records Technician	26.18
23021 - Aircraft Mechanic I	30.73
23022 - Aircraft Mechanic II	32.23
23023 - Aircraft Mechanic III	33.67
23040 - Aircraft Mechanic Helper	23.21
23050 - Aircraft Painter	29.24
23060 - Aircraft Servicer	26.18
23070 - Aircraft Survival Flight Equipment Technician	29.24
23080 - Aircraft Worker	27.66

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.66
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.73
23110 - Appliance Mechanic	26.46
23120 - Bicycle Repairer	22.16
23125 - Cable Splicer	33.30
23130 - Carpenter Maintenance	24.27
23140 - Carpet Layer	25.03
23160 - Electrician Maintenance	26.97
23181 - Electronics Technician Maintenance I	25.46
23182 - Electronics Technician Maintenance II	26.91
23183 - Electronics Technician Maintenance III	28.28
23260 - Fabric Worker	23.69
23290 - Fire Alarm System Mechanic	27.81
23310 - Fire Extinguisher Repairer	22.35
23311 - Fuel Distribution System Mechanic	27.81
23312 - Fuel Distribution System Operator	22.35
23370 - General Maintenance Worker	23.18
23380 - Ground Support Equipment Mechanic	30.73
23381 - Ground Support Equipment Servicer	26.18
23382 - Ground Support Equipment Worker	27.66
23391 - Gunsmith I	22.35
23392 - Gunsmith II	25.03
23393 - Gunsmith III	27.81
23410 - Heating Ventilation And Air- Conditioning Mechanic	28.61
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.01
23430 - Heavy Equipment Mechanic	28.40
23440 - Heavy Equipment Operator	22.63
23460 - Instrument Mechanic	27.81
23465 - Laboratory/Shelter Mechanic	26.46
23470 - Laborer	14.95
23510 - Locksmith	26.46
23530 - Machinery Maintenance Mechanic	28.99
23550 - Machinist Maintenance	26.94

23580 - Maintenance Trades Helper	16.68
23591 - Metrology Technician I	27.81
23592 - Metrology Technician II	29.17
23593 - Metrology Technician III	30.48
23640 - Millwright	27.81
23710 - Office Appliance Repairer	23.03
23760 - Painter Maintenance	22.97
23790 - Pipefitter Maintenance	26.29
23810 - Plumber Maintenance	25.01
23820 - Pneudraulic Systems Mechanic	27.81
23850 - Rigger	27.81
23870 - Scale Mechanic	25.03
23890 - Sheet-Metal Worker	26.54
Maintenance	
23910 - Small Engine Mechanic	25.33
23931 - Telecommunications Mechanic	29.78
I	
23932 - Telecommunications Mechanic	31.23
II	
23950 - Telephone Lineman	30.46
23960 - Welder Combination	26.97
Maintenance	
23965 - Well Driller	27.81
23970 - Woodcraft Worker	27.81
23980 - Woodworker	22.35
24000 - Personal Needs Occupations	
24550 - Case Manager	17.40
24570 - Child Care Attendant	12.55
24580 - Child Care Center Clerk	15.64
24610 - Chore Aide	14.23
24620 - Family Readiness And Support	17.40
Services	
Coordinator	
24630 - Homemaker	17.40
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.77
25040 - Sewage Plant Operator	28.17
25070 - Stationary Engineer	27.77
25190 - Ventilation Equipment Tender	20.98
25210 - Water Treatment Plant	28.17
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.30
27007 - Baggage Inspector	17.01
27008 - Corrections Officer	23.69
27010 - Court Security Officer	23.69
27030 - Detection Dog Handler	19.36
27040 - Detention Officer	23.69
27070 - Firefighter	23.69

27101 - Guard I	17.01
27102 - Guard II	19.36
27131 - Police Officer I	24.31
27132 - Police Officer II	27.02
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.90
28042 - Carnival Equipment Repairer	12.66
28043 - Carnival Worker	9.75
28210 - Gate Attendant/Gate Tender	19.88
28310 - Lifeguard	13.32
28350 - Park Attendant (Aide)	22.24
28510 - Recreation Aide/Health	16.23
Facility Attendant	
28515 - Recreation Specialist	26.04
28630 - Sports Official	17.71
28690 - Swimming Pool Operator	18.70
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	25.03
29020 - Hatch Tender	25.03
29030 - Line Handler	25.03
29041 - Stevedore I	23.69
29042 - Stevedore II	26.46
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	44.86
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	19.14
30022 - Archeological Technician II	21.42
30023 - Archeological Technician III	26.54
30030 - Cartographic Technician	26.54
30040 - Civil Engineering Technician	31.59
30051 - Cryogenic Technician I	29.39
30052 - Cryogenic Technician II	32.46
30061 - Drafter/CAD Operator I	19.14
30062 - Drafter/CAD Operator II	21.42
30063 - Drafter/CAD Operator III	23.88
30064 - Drafter/CAD Operator IV	29.39
30081 - Engineering Technician I	16.21
30082 - Engineering Technician II	18.20
30083 - Engineering Technician III	20.36
30084 - Engineering Technician IV	25.22
30085 - Engineering Technician V	30.85
30086 - Engineering Technician VI	37.33
30090 - Environmental Technician	26.16
30095 - Evidence Control Specialist	26.54
30210 - Laboratory Technician	23.88

30221 - Latent Fingerprint Technician I	29.39
30222 - Latent Fingerprint Technician II	32.46
30240 - Mathematical Technician	29.19
30361 - Paralegal/Legal Assistant I	22.75
30362 - Paralegal/Legal Assistant II	28.18
30363 - Paralegal/Legal Assistant III	34.47
30364 - Paralegal/Legal Assistant IV	41.72
30375 - Petroleum Supply Specialist	32.46
30390 - Photo-Optics Technician	24.74
30395 - Radiation Control Technician	32.46
30461 - Technical Writer I	26.29
30462 - Technical Writer II	32.15
30463 - Technical Writer III	38.91
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	32.34
30502 - Weather Forecaster II	39.33
30620 - Weather Observer Combined (see 2)	23.88
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	26.54
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	15.96
31030 - Bus Driver	21.66
31043 - Driver Courier	16.45
31260 - Parking and Lot Attendant	13.60
31290 - Shuttle Bus Driver	16.28
31310 - Taxi Driver	15.09
31361 - Truckdriver Light	17.49
31362 - Truckdriver Medium	18.54
31363 - Truckdriver Heavy	22.89
31364 - Truckdriver Tractor-Trailer	22.89
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	11.98
99050 - Desk Clerk	13.85
99095 - Embalmer	28.51

99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	18.25
I	
99252 - Laboratory Animal Caretaker	19.24
II	
99260 - Marketing Analyst	33.66
99310 - Mortician	28.51
99410 - Pest Controller	23.13
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	20.54
99711 - Recycling Specialist	23.38
99730 - Refuse Collector	19.15
99810 - Sales Clerk	13.58
99820 - School Crossing Guard	16.62
99830 - Survey Party Chief	25.58
99831 - Surveying Aide	17.44
99832 - Surveying Technician	23.25
99840 - Vending Machine Attendant	20.06
99841 - Vending Machine Repairer	24.44
99842 - Vending Machine Repairer	20.08
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4013

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.: 2015-4013
Revision No.: 19
Date Of Last Revision: 12/27/2021

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

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

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

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

State: New Hampshire

This wage determination applies to the following towns and cities in Rockingham county: Epping Exeter Greenland Hampton New Castle Newfields Newington Newmarket North Hampton Portsmouth Rye Stratham

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.87
01012 - Accounting Clerk II		20.08
01013 - Accounting Clerk III		22.45
01020 - Administrative Assistant		32.06
01035 - Court Reporter		19.67
01041 - Customer Service Representative I		15.57

01042 - Customer Service Representative II	17.38
01043 - Customer Service Representative III	19.08
01051 - Data Entry Operator I	15.60
01052 - Data Entry Operator II	17.02
01060 - Dispatcher Motor Vehicle	23.52
01070 - Document Preparation Clerk	16.19
01090 - Duplicating Machine Operator	16.19
01111 - General Clerk I	16.27
01112 - General Clerk II	17.75
01113 - General Clerk III	19.94
01120 - Housing Referral Assistant	21.93
01141 - Messenger Courier	14.56
01191 - Order Clerk I	15.90
01192 - Order Clerk II	17.35
01261 - Personnel Assistant (Employment) I	17.80
01262 - Personnel Assistant (Employment) II	19.90
01263 - Personnel Assistant (Employment) III	22.18
01270 - Production Control Clerk	32.38
01290 - Rental Clerk	17.42
01300 - Scheduler Maintenance	17.58
01311 - Secretary I	17.58
01312 - Secretary II	19.67
01313 - Secretary III	21.93
01320 - Service Order Dispatcher	21.03
01410 - Supply Technician	32.06
01420 - Survey Worker	19.39
01460 - Switchboard Operator/Receptionist	16.00
01531 - Travel Clerk I	15.20
01532 - Travel Clerk II	16.72
01533 - Travel Clerk III	18.39
01611 - Word Processor I	15.66
01612 - Word Processor II	17.58
01613 - Word Processor III	19.67
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	27.87
Fiberglass	
05010 - Automotive Electrician	22.44
05040 - Automotive Glass Installer	21.24
05070 - Automotive Worker	21.24
05110 - Mobile Equipment Servicer	18.96
05130 - Motor Equipment Metal	23.59
Mechanic	
05160 - Motor Equipment Metal Worker	21.24
05190 - Motor Vehicle Mechanic	23.59

05220 - Motor Vehicle Mechanic Helper	17.83
05250 - Motor Vehicle Upholstery Worker	20.10
05280 - Motor Vehicle Wrecker	21.24
05310 - Painter Automotive	22.44
05340 - Radiator Repair Specialist	21.24
05370 - Tire Repairer	13.41
05400 - Transmission Repair Specialist	23.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.01
07041 - Cook I	18.52
07042 - Cook II	20.74
07070 - Dishwasher	12.35
07130 - Food Service Worker	13.88
07210 - Meat Cutter	21.10
07260 - Waiter/Waitress	12.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.87
09040 - Furniture Handler	15.97
09080 - Furniture Refinisher	22.88
09090 - Furniture Refinisher Helper	18.16
09110 - Furniture Repairer Minor	20.48
09130 - Upholsterer	22.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	16.08
11060 - Elevator Operator	16.08
11090 - Gardener	21.26
11122 - Housekeeping Aide	16.39
11150 - Janitor	16.39
11210 - Laborer Grounds Maintenance	17.57
11240 - Maid or Houseman	13.87
11260 - Pruner	16.38
11270 - Tractor Operator	20.00
11330 - Trail Maintenance Worker	17.57
11360 - Window Cleaner	17.58
12000 - Health Occupations	
12010 - Ambulance Driver	21.26
12011 - Breath Alcohol Technician	23.39
12012 - Certified Occupational Therapist Assistant	34.69
12015 - Certified Physical Therapist Assistant	30.75
12020 - Dental Assistant	26.29
12025 - Dental Hygienist	38.90
12030 - EKG Technician	31.68

12035 - Electroneurodiagnostic Technologist	31.68
12040 - Emergency Medical Technician	21.26
12071 - Licensed Practical Nurse I	22.61
12072 - Licensed Practical Nurse II	25.29
12073 - Licensed Practical Nurse III	28.19
12100 - Medical Assistant	18.28
12130 - Medical Laboratory Technician	27.83
12160 - Medical Record Clerk	18.67
12190 - Medical Record Technician	21.05
12195 - Medical Transcriptionist	22.61
12210 - Nuclear Medicine Technologist	55.56
12221 - Nursing Assistant I	12.95
12222 - Nursing Assistant II	14.55
12223 - Nursing Assistant III	15.88
12224 - Nursing Assistant IV	17.84
12235 - Optical Dispenser	22.12
12236 - Optical Technician	18.71
12250 - Pharmacy Technician	16.82
12280 - Phlebotomist	18.76
12305 - Radiologic Technologist	32.77
12311 - Registered Nurse I	25.74
12312 - Registered Nurse II	31.49
12313 - Registered Nurse II	31.49
12314 - Registered Nurse III	38.11
12315 - Registered Nurse III	38.11
12316 - Registered Nurse IV	45.67
12317 - Scheduler (Drug and Alcohol Testing)	31.33
12320 - Substance Abuse Treatment Counselor	30.22
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.14
13012 - Exhibits Specialist II	26.19
13013 - Exhibits Specialist III	32.04
13041 - Illustrator I	21.14
13042 - Illustrator II	26.19
13043 - Illustrator III	32.04
13047 - Librarian	29.00
13050 - Library Aide/Clerk	13.66
13054 - Library Information Technology Systems Administrator	26.19
13058 - Library Technician	20.10
13061 - Media Specialist I	18.89

13062 - Media Specialist II	21.14
13063 - Media Specialist III	23.57
13071 - Photographer I	18.29
13072 - Photographer II	20.45
13073 - Photographer III	25.34
13074 - Photographer IV	30.99
13075 - Photographer V	37.51
13090 - Technical Order Library	17.16
Clerk	
13110 - Video Teleconference	19.73
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	16.60
14042 - Computer Operator II	18.57
14043 - Computer Operator III	20.71
14044 - Computer Operator IV	23.00
14045 - Computer Operator V	25.48
14071 - Computer Programmer I	(see 1) 22.75
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	16.60
Operator	
14160 - Personal Computer Support	23.03
Technician	
14170 - System Support Specialist	31.67
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	31.98
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	38.33
Instructor (Rated)	
15030 - Air Crew Training Devices	45.94
Instructor (Pilot)	
15050 - Computer Based Training	31.98
Specialist / Instructor	
15060 - Educational Technologist	32.26
15070 - Flight Instructor (Pilot)	45.94
15080 - Graphic Artist	26.24
15085 - Maintenance Test Pilot Fixed	45.94
Jet/Prop	
15086 - Maintenance Test Pilot	45.94
Rotary Wing	
15088 - Non-Maintenance Test/Co-	45.94
Pilot	
15090 - Technical Instructor	27.47

15095 - Technical Instructor/Course Developer	33.60
15110 - Test Proctor	22.17
15120 - Tutor	22.17
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.29
16030 - Counter Attendant	13.29
16040 - Dry Cleaner	15.18
16070 - Finisher Flatwork Machine	13.29
16090 - Presser Hand	13.29
16110 - Presser Machine Drycleaning	13.29
16130 - Presser Machine Shirts	13.29
16160 - Presser Machine Wearing Apparel Laundry	13.29
16190 - Sewing Machine Operator	15.81
16220 - Tailor	16.45
16250 - Washer Machine	13.92
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.46
19040 - Tool And Die Maker	31.62
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.32
21030 - Material Coordinator	32.38
21040 - Material Expediter	32.38
21050 - Material Handling Laborer	14.95
21071 - Order Filler	14.44
21080 - Production Line Worker (Food Processing)	21.32
21110 - Shipping Packer	17.53
21130 - Shipping/Receiving Clerk	17.53
21140 - Store Worker I	15.84
21150 - Stock Clerk	19.31
21210 - Tools And Parts Attendant	21.32
21410 - Warehouse Specialist	21.32
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.19
23019 - Aircraft Logs and Records Technician	26.18
23021 - Aircraft Mechanic I	31.66
23022 - Aircraft Mechanic II	33.19
23023 - Aircraft Mechanic III	34.69
23040 - Aircraft Mechanic Helper	23.21
23050 - Aircraft Painter	29.24
23060 - Aircraft Servicer	26.18

23070 - Aircraft Survival Flight Equipment Technician	29.24
23080 - Aircraft Worker	27.66
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.66
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.66
23110 - Appliance Mechanic	26.46
23120 - Bicycle Repairer	21.73
23125 - Cable Splicer	37.35
23130 - Carpenter Maintenance	24.27
23140 - Carpet Layer	25.03
23160 - Electrician Maintenance	26.97
23181 - Electronics Technician	25.46
Maintenance I	
23182 - Electronics Technician	26.91
Maintenance II	
23183 - Electronics Technician	28.28
Maintenance III	
23260 - Fabric Worker	23.69
23290 - Fire Alarm System Mechanic	27.81
23310 - Fire Extinguisher Repairer	22.35
23311 - Fuel Distribution System Mechanic	27.81
23312 - Fuel Distribution System Operator	22.35
23370 - General Maintenance Worker	23.18
23380 - Ground Support Equipment Mechanic	31.66
23381 - Ground Support Equipment Servicer	26.18
23382 - Ground Support Equipment Worker	27.66
23391 - Gunsmith I	22.35
23392 - Gunsmith II	25.03
23393 - Gunsmith III	27.81
23410 - Heating Ventilation And Air- Conditioning Mechanic	28.61
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.01
23430 - Heavy Equipment Mechanic	28.40
23440 - Heavy Equipment Operator	22.63
23460 - Instrument Mechanic	27.81
23465 - Laboratory/Shelter Mechanic	26.46
23470 - Laborer	14.95
23510 - Locksmith	26.46

23530 - Machinery Maintenance	28.99
Mechanic	
23550 - Machinist Maintenance	26.94
23580 - Maintenance Trades Helper	16.68
23591 - Metrology Technician I	27.81
23592 - Metrology Technician II	29.17
23593 - Metrology Technician III	30.48
23640 - Millwright	27.81
23710 - Office Appliance Repairer	23.03
23760 - Painter Maintenance	22.97
23790 - Pipefitter Maintenance	26.29
23810 - Plumber Maintenance	25.01
23820 - Pneudraulic Systems Mechanic	27.81
23850 - Rigger	27.81
23870 - Scale Mechanic	25.03
23890 - Sheet-Metal Worker	26.54
Maintenance	
23910 - Small Engine Mechanic	25.33
23931 - Telecommunications Mechanic	29.85
I	
23932 - Telecommunications Mechanic	32.79
II	
23950 - Telephone Lineman	31.14
23960 - Welder Combination	27.68
Maintenance	
23965 - Well Driller	27.81
23970 - Woodcraft Worker	27.81
23980 - Woodworker	22.35
24000 - Personal Needs Occupations	
24550 - Case Manager	17.40
24570 - Child Care Attendant	12.55
24580 - Child Care Center Clerk	15.64
24610 - Chore Aide	14.23
24620 - Family Readiness And Support	17.40
Services	
Coordinator	
24630 - Homemaker	17.40
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.77
25040 - Sewage Plant Operator	28.17
25070 - Stationary Engineer	27.77
25190 - Ventilation Equipment Tender	20.98
25210 - Water Treatment Plant	28.17
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.30
27007 - Baggage Inspector	17.30
27008 - Corrections Officer	23.69
27010 - Court Security Officer	23.69

27030 - Detection Dog Handler	19.36
27040 - Detention Officer	23.69
27070 - Firefighter	23.69
27101 - Guard I	17.30
27102 - Guard II	19.36
27131 - Police Officer I	24.31
27132 - Police Officer II	27.02
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.90
28042 - Carnival Equipment Repairer	12.66
28043 - Carnival Worker	9.75
28210 - Gate Attendant/Gate Tender	19.88
28310 - Lifeguard	13.32
28350 - Park Attendant (Aide)	22.24
28510 - Recreation Aide/Health	16.23
Facility Attendant	
28515 - Recreation Specialist	23.61
28630 - Sports Official	17.71
28690 - Swimming Pool Operator	17.64
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	25.03
29020 - Hatch Tender	25.03
29030 - Line Handler	25.03
29041 - Stevedore I	23.69
29042 - Stevedore II	26.46
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	44.86
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	19.14
30022 - Archeological Technician II	21.42
30023 - Archeological Technician III	26.54
30030 - Cartographic Technician	26.54
30040 - Civil Engineering Technician	31.59
30051 - Cryogenic Technician I	29.39
30052 - Cryogenic Technician II	32.46
30061 - Drafter/CAD Operator I	19.14
30062 - Drafter/CAD Operator II	21.42
30063 - Drafter/CAD Operator III	23.88
30064 - Drafter/CAD Operator IV	29.39
30081 - Engineering Technician I	16.21
30082 - Engineering Technician II	18.20
30083 - Engineering Technician III	21.45
30084 - Engineering Technician IV	25.22
30085 - Engineering Technician V	30.85
30086 - Engineering Technician VI	37.33

30090 - Environmental Technician	26.29
30095 - Evidence Control Specialist	26.54
30210 - Laboratory Technician	23.88
30221 - Latent Fingerprint	29.39
Technician I	
30222 - Latent Fingerprint	32.46
Technician II	
30240 - Mathematical Technician	29.19
30361 - Paralegal/Legal Assistant I	22.75
30362 - Paralegal/Legal Assistant II	28.18
30363 - Paralegal/Legal Assistant	34.47
III	
30364 - Paralegal/Legal Assistant IV	41.72
30375 - Petroleum Supply Specialist	32.46
30390 - Photo-Optics Technician	26.29
30395 - Radiation Control Technician	32.46
30461 - Technical Writer I	26.29
30462 - Technical Writer II	32.15
30463 - Technical Writer III	38.91
30491 - Unexploded Ordnance (UXO)	28.51
Technician I	
30492 - Unexploded Ordnance (UXO)	34.49
Technician II	
30493 - Unexploded Ordnance (UXO)	41.34
Technician III	
30494 - Unexploded (UXO) Safety	28.51
Escort	
30495 - Unexploded (UXO) Sweep	28.51
Personnel	
30501 - Weather Forecaster I	32.34
30502 - Weather Forecaster II	39.33
30620 - Weather Observer Combined (see 2)	23.88
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	26.54
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	15.96
31030 - Bus Driver	21.66
31043 - Driver Courier	16.45
31260 - Parking and Lot Attendant	13.65
31290 - Shuttle Bus Driver	16.03
31310 - Taxi Driver	15.09
31361 - Truckdriver Light	17.49
31362 - Truckdriver Medium	18.54
31363 - Truckdriver Heavy	22.89
31364 - Truckdriver Tractor-Trailer	22.89
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82

99030 - Cashier	11.98
99050 - Desk Clerk	13.85
99095 - Embalmer	28.59
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	14.89
I	
99252 - Laboratory Animal Caretaker	15.83
II	
99260 - Marketing Analyst	33.66
99310 - Mortician	28.59
99410 - Pest Controller	23.13
99510 - Photofinishing Worker	15.03
99710 - Recycling Laborer	20.54
99711 - Recycling Specialist	23.38
99730 - Refuse Collector	19.15
99810 - Sales Clerk	13.58
99820 - School Crossing Guard	16.81
99830 - Survey Party Chief	25.57
99831 - Surveying Aide	15.56
99832 - Surveying Technician	23.25
99840 - Vending Machine Attendant	20.52
99841 - Vending Machine Repairer	24.44
99842 - Vending Machine Repairer	20.52
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

*This rate is to be used only when compensating employees for performance on an SCA-

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

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

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard**

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

Standard Wage Determination No.: 2015-4015

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.: 2015-4015
Revision No.: 19
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Maine

This wage determination is applicable to the following towns in YORK COUNTY:
Berwick Lebanon South Berwick

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.20
01012 - Accounting Clerk II		18.18
01013 - Accounting Clerk III		20.35
01020 - Administrative Assistant		30.53
01035 - Court Reporter		20.60
01041 - Customer Service Representative I		15.46
01042 - Customer Service Representative II		17.39

01043 - Customer Service Representative III	18.98
01051 - Data Entry Operator I	16.72
01052 - Data Entry Operator II	18.25
01060 - Dispatcher Motor Vehicle	17.66
01070 - Document Preparation Clerk	16.40
01090 - Duplicating Machine Operator	16.40
01111 - General Clerk I	14.90
01112 - General Clerk II	16.26
01113 - General Clerk III	18.26
01120 - Housing Referral Assistant	22.97
01141 - Messenger Courier	13.37
01191 - Order Clerk I	15.57
01192 - Order Clerk II	17.80
01261 - Personnel Assistant (Employment) I	18.53
01262 - Personnel Assistant (Employment) II	20.73
01263 - Personnel Assistant (Employment) III	23.11
01270 - Production Control Clerk	24.04
01290 - Rental Clerk	15.79
01300 - Scheduler Maintenance	18.41
01311 - Secretary I	18.41
01312 - Secretary II	20.60
01313 - Secretary III	22.97
01320 - Service Order Dispatcher	15.79
01410 - Supply Technician	30.53
01420 - Survey Worker	19.93
01460 - Switchboard Operator/Receptionist	16.52
01531 - Travel Clerk I	15.20
01532 - Travel Clerk II	16.72
01533 - Travel Clerk III	18.39
01611 - Word Processor I	16.40
01612 - Word Processor II	18.41
01613 - Word Processor III	20.60
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	24.81
Fiberglass	
05010 - Automotive Electrician	19.43
05040 - Automotive Glass Installer	18.38
05070 - Automotive Worker	18.38
05110 - Mobile Equipment Servicer	16.41
05130 - Motor Equipment Metal	20.42
Mechanic	
05160 - Motor Equipment Metal Worker	18.38
05190 - Motor Vehicle Mechanic	20.42
05220 - Motor Vehicle Mechanic Helper	15.42

05250 - Motor Vehicle Upholstery Worker	17.39
05280 - Motor Vehicle Wrecker	18.38
05310 - Painter Automotive	19.43
05340 - Radiator Repair Specialist	18.38
05370 - Tire Repairer	14.53
05400 - Transmission Repair Specialist	20.42
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.96
07041 - Cook I	16.53
07042 - Cook II	18.51
07070 - Dishwasher	11.20
07130 - Food Service Worker	12.32
07210 - Meat Cutter	19.62
07260 - Waiter/Waitress	11.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.98
09040 - Furniture Handler	15.72
09080 - Furniture Refinisher	21.87
09090 - Furniture Refinisher Helper	17.37
09110 - Furniture Repairer Minor	19.58
09130 - Upholsterer	21.87
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.20
11060 - Elevator Operator	14.20
11090 - Gardener	20.53
11122 - Housekeeping Aide	15.48
11150 - Janitor	15.48
11210 - Laborer Grounds Maintenance	16.96
11240 - Maid or Houseman	14.11
11260 - Pruner	15.81
11270 - Tractor Operator	19.30
11330 - Trail Maintenance Worker	16.96
11360 - Window Cleaner	16.60
12000 - Health Occupations	
12010 - Ambulance Driver	20.57
12011 - Breath Alcohol Technician	24.92
12012 - Certified Occupational Therapist Assistant	34.19
12015 - Certified Physical Therapist Assistant	29.56
12020 - Dental Assistant	23.13
12025 - Dental Hygienist	40.92
12030 - EKG Technician	37.77
12035 - Electroneurodiagnostic Technologist	37.77

12040 - Emergency Medical Technician	20.57
12071 - Licensed Practical Nurse I	22.29
12072 - Licensed Practical Nurse II	24.92
12073 - Licensed Practical Nurse III	27.78
12100 - Medical Assistant	18.71
12130 - Medical Laboratory Technician	25.36
Technician	
12160 - Medical Record Clerk	18.02
12190 - Medical Record Technician	30.47
12195 - Medical Transcriptionist	21.83
12210 - Nuclear Medicine	54.77
Technologist	
12221 - Nursing Assistant I	13.54
12222 - Nursing Assistant II	15.21
12223 - Nursing Assistant III	16.60
12224 - Nursing Assistant IV	18.65
12235 - Optical Dispenser	19.85
12236 - Optical Technician	22.29
12250 - Pharmacy Technician	16.48
12280 - Phlebotomist	22.29
12305 - Radiologic Technologist	36.16
12311 - Registered Nurse I	27.04
12312 - Registered Nurse II	33.07
12313 - Registered Nurse II	33.07
Specialist	
12314 - Registered Nurse III	40.00
12315 - Registered Nurse III	40.00
Anesthetist	
12316 - Registered Nurse IV	47.95
12317 - Scheduler (Drug and Alcohol Testing)	30.87
Testing)	
12320 - Substance Abuse Treatment	25.63
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	22.11
13012 - Exhibits Specialist II	27.38
13013 - Exhibits Specialist III	33.48
13041 - Illustrator I	22.11
13042 - Illustrator II	27.38
13043 - Illustrator III	33.48
13047 - Librarian	30.33
13050 - Library Aide/Clerk	12.09
13054 - Library Information	27.38
Technology Systems	
Administrator	
13058 - Library Technician	18.37
13061 - Media Specialist I	19.76
13062 - Media Specialist II	22.11
13063 - Media Specialist III	24.64

13071 - Photographer I	19.76
13072 - Photographer II	22.11
13073 - Photographer III	27.38
13074 - Photographer IV	33.48
13075 - Photographer V	40.52
13090 - Technical Order Library	16.95
Clerk	
13110 - Video Teleconference	19.76
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.25
14042 - Computer Operator II	20.42
14043 - Computer Operator III	22.77
14044 - Computer Operator IV	25.30
14045 - Computer Operator V	28.03
14071 - Computer Programmer I	(see 1) 22.52
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	18.25
Operator	
14160 - Personal Computer Support	27.62
Technician	
14170 - System Support Specialist	30.70
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	28.06
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	36.06
Instructor (Rated)	
15030 - Air Crew Training Devices	40.73
Instructor (Pilot)	
15050 - Computer Based Training	28.06
Specialist / Instructor	
15060 - Educational Technologist	34.08
15070 - Flight Instructor (Pilot)	40.73
15080 - Graphic Artist	23.80
15085 - Maintenance Test Pilot Fixed	40.73
Jet/Prop	
15086 - Maintenance Test Pilot	40.73
Rotary Wing	
15088 - Non-Maintenance Test/Co-	40.73
Pilot	
15090 - Technical Instructor	28.13
15095 - Technical Instructor/Course	34.41
Developer	
15110 - Test Proctor	22.71

15120 - Tutor	22.71
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.29
16030 - Counter Attendant	13.29
16040 - Dry Cleaner	15.18
16070 - Finisher Flatwork Machine	13.29
16090 - Presser Hand	13.29
16110 - Presser Machine Drycleaning	13.29
16130 - Presser Machine Shirts	13.29
16160 - Presser Machine Wearing	13.29
Apparel Laundry	
16190 - Sewing Machine Operator	15.81
16220 - Tailor	16.45
16250 - Washer Machine	13.92
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.52
19040 - Tool And Die Maker	29.30
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.38
21030 - Material Coordinator	24.04
21040 - Material Expediter	24.04
21050 - Material Handling Laborer	13.33
21071 - Order Filler	13.31
21080 - Production Line Worker (Food Processing)	18.38
21110 - Shipping Packer	17.26
21130 - Shipping/Receiving Clerk	17.26
21140 - Store Worker I	15.84
21150 - Stock Clerk	19.31
21210 - Tools And Parts Attendant	18.38
21410 - Warehouse Specialist	18.38
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.03
23019 - Aircraft Logs and Records Technician	21.95
23021 - Aircraft Mechanic I	25.77
23022 - Aircraft Mechanic II	27.03
23023 - Aircraft Mechanic III	28.25
23040 - Aircraft Mechanic Helper	19.48
23050 - Aircraft Painter	24.52
23060 - Aircraft Servicer	21.95
23070 - Aircraft Survival Flight Equipment Technician	24.52
23080 - Aircraft Worker	23.20

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.77
23110 - Appliance Mechanic	24.52
23120 - Bicycle Repairer	20.71
23125 - Cable Splicer	25.77
23130 - Carpenter Maintenance	24.76
23140 - Carpet Layer	23.20
23160 - Electrician Maintenance	25.63
23181 - Electronics Technician Maintenance I	25.23
23182 - Electronics Technician Maintenance II	26.66
23183 - Electronics Technician Maintenance III	28.03
23260 - Fabric Worker	21.95
23290 - Fire Alarm System Mechanic	25.77
23310 - Fire Extinguisher Repairer	20.71
23311 - Fuel Distribution System Mechanic	25.77
23312 - Fuel Distribution System Operator	20.71
23370 - General Maintenance Worker	19.38
23380 - Ground Support Equipment Mechanic	25.77
23381 - Ground Support Equipment Servicer	21.95
23382 - Ground Support Equipment Worker	23.20
23391 - Gunsmith I	20.71
23392 - Gunsmith II	23.20
23393 - Gunsmith III	25.77
23410 - Heating Ventilation And Air- Conditioning Mechanic	29.64
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.09
23430 - Heavy Equipment Mechanic	25.77
23440 - Heavy Equipment Operator	23.04
23460 - Instrument Mechanic	25.77
23465 - Laboratory/Shelter Mechanic	24.52
23470 - Laborer	13.33
23510 - Locksmith	24.52
23530 - Machinery Maintenance Mechanic	26.81
23550 - Machinist Maintenance	23.36

23580 - Maintenance Trades Helper	18.15
23591 - Metrology Technician I	25.77
23592 - Metrology Technician II	27.03
23593 - Metrology Technician III	28.25
23640 - Millwright	26.43
23710 - Office Appliance Repairer	25.18
23760 - Painter Maintenance	19.00
23790 - Pipefitter Maintenance	28.34
23810 - Plumber Maintenance	26.96
23820 - Pneudraulic Systems Mechanic	25.77
23850 - Rigger	25.77
23870 - Scale Mechanic	23.20
23890 - Sheet-Metal Worker	25.77
Maintenance	
23910 - Small Engine Mechanic	23.20
23931 - Telecommunications Mechanic	25.77
I	
23932 - Telecommunications Mechanic	27.03
II	
23950 - Telephone Lineman	27.69
23960 - Welder Combination	23.57
Maintenance	
23965 - Well Driller	25.77
23970 - Woodcraft Worker	25.77
23980 - Woodworker	20.71
24000 - Personal Needs Occupations	
24550 - Case Manager	16.40
24570 - Child Care Attendant	12.60
24580 - Child Care Center Clerk	15.70
24610 - Chore Aide	14.14
24620 - Family Readiness And Support	16.40
Services	
Coordinator	
24630 - Homemaker	16.40
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.77
25040 - Sewage Plant Operator	24.33
25070 - Stationary Engineer	25.77
25190 - Ventilation Equipment Tender	19.33
25210 - Water Treatment Plant	24.33
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.20
27007 - Baggage Inspector	17.24
27008 - Corrections Officer	22.17
27010 - Court Security Officer	22.46
27030 - Detection Dog Handler	19.28
27040 - Detention Officer	22.17
27070 - Firefighter	22.17

27101 - Guard I	17.24
27102 - Guard II	19.28
27131 - Police Officer I	24.27
27132 - Police Officer II	26.98
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.18
28042 - Carnival Equipment Repairer	14.02
28043 - Carnival Worker	10.80
28210 - Gate Attendant/Gate Tender	17.34
28310 - Lifeguard	14.65
28350 - Park Attendant (Aide)	19.41
28510 - Recreation Aide/Health	14.16
Facility Attendant	
28515 - Recreation Specialist	23.67
28630 - Sports Official	15.46
28690 - Swimming Pool Operator	20.57
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	23.20
29020 - Hatch Tender	23.20
29030 - Line Handler	23.20
29041 - Stevedore I	21.95
29042 - Stevedore II	24.52
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	44.86
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	20.15
30022 - Archeological Technician II	22.53
30023 - Archeological Technician III	27.91
30030 - Cartographic Technician	27.91
30040 - Civil Engineering Technician	27.91
30051 - Cryogenic Technician I	30.91
30052 - Cryogenic Technician II	34.14
30061 - Drafter/CAD Operator I	20.15
30062 - Drafter/CAD Operator II	22.53
30063 - Drafter/CAD Operator III	25.11
30064 - Drafter/CAD Operator IV	30.91
30081 - Engineering Technician I	17.94
30082 - Engineering Technician II	20.15
30083 - Engineering Technician III	22.53
30084 - Engineering Technician IV	27.91
30085 - Engineering Technician V	34.14
30086 - Engineering Technician VI	41.32
30090 - Environmental Technician	27.91
30095 - Evidence Control Specialist	27.91
30210 - Laboratory Technician	25.11

30221 - Latent Fingerprint Technician I	30.91
30222 - Latent Fingerprint Technician II	34.14
30240 - Mathematical Technician	27.91
30361 - Paralegal/Legal Assistant I	22.13
30362 - Paralegal/Legal Assistant II	27.43
30363 - Paralegal/Legal Assistant III	33.55
30364 - Paralegal/Legal Assistant IV	40.59
30375 - Petroleum Supply Specialist	34.14
30390 - Photo-Optics Technician	27.91
30395 - Radiation Control Technician	34.14
30461 - Technical Writer I	27.91
30462 - Technical Writer II	34.14
30463 - Technical Writer III	41.32
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	30.91
30502 - Weather Forecaster II	37.61
30620 - Weather Observer Combined (see 2)	25.11
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	27.91
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	16.44
31030 - Bus Driver	21.57
31043 - Driver Courier	16.97
31260 - Parking and Lot Attendant	15.33
31290 - Shuttle Bus Driver	17.69
31310 - Taxi Driver	15.02
31361 - Truckdriver Light	17.99
31362 - Truckdriver Medium	19.07
31363 - Truckdriver Heavy	22.79
31364 - Truckdriver Tractor-Trailer	22.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	11.47
99050 - Desk Clerk	14.54
99095 - Embalmer	28.51

99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	16.57
I	
99252 - Laboratory Animal Caretaker	17.62
II	
99260 - Marketing Analyst	29.45
99310 - Mortician	28.51
99410 - Pest Controller	23.13
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	18.01
99711 - Recycling Specialist	20.50
99730 - Refuse Collector	16.79
99810 - Sales Clerk	13.72
99820 - School Crossing Guard	16.62
99830 - Survey Party Chief	20.71
99831 - Surveying Aide	14.11
99832 - Surveying Technician	18.82
99840 - Vending Machine Attendant	20.06
99841 - Vending Machine Repairer	24.44
99842 - Vending Machine Repairer	20.08
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4017

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.: 2015-4017
Revision No.: 19
Date Of Last Revision: 12/27/2021

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

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

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

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

State: New Hampshire

This wage determination is applicable to the following cities and towns in STRAFFORD COUNTY: Barrington Dover Durham Farmington Lee Madbury Middleton Milton New Durham Rochester Rollinsford Somersworth Strafford

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.20
01012 - Accounting Clerk II		18.18
01013 - Accounting Clerk III		20.35
01020 - Administrative Assistant		30.53
01035 - Court Reporter		20.60
01041 - Customer Service Representative I		15.46

01042 - Customer Service Representative II	17.39
01043 - Customer Service Representative III	18.98
01051 - Data Entry Operator I	16.72
01052 - Data Entry Operator II	18.25
01060 - Dispatcher Motor Vehicle	18.10
01070 - Document Preparation Clerk	16.40
01090 - Duplicating Machine Operator	16.40
01111 - General Clerk I	14.90
01112 - General Clerk II	16.26
01113 - General Clerk III	18.26
01120 - Housing Referral Assistant	22.97
01141 - Messenger Courier	13.37
01191 - Order Clerk I	16.31
01192 - Order Clerk II	17.80
01261 - Personnel Assistant (Employment) I	18.53
01262 - Personnel Assistant (Employment) II	20.73
01263 - Personnel Assistant (Employment) III	23.11
01270 - Production Control Clerk	24.04
01290 - Rental Clerk	15.79
01300 - Scheduler Maintenance	18.41
01311 - Secretary I	18.41
01312 - Secretary II	20.60
01313 - Secretary III	22.97
01320 - Service Order Dispatcher	18.47
01410 - Supply Technician	30.53
01420 - Survey Worker	20.44
01460 - Switchboard Operator/Receptionist	16.52
01531 - Travel Clerk I	15.20
01532 - Travel Clerk II	16.72
01533 - Travel Clerk III	18.39
01611 - Word Processor I	16.40
01612 - Word Processor II	18.41
01613 - Word Processor III	20.60
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	24.81
Fiberglass	
05010 - Automotive Electrician	19.90
05040 - Automotive Glass Installer	18.83
05070 - Automotive Worker	18.83
05110 - Mobile Equipment Servicer	16.81
05130 - Motor Equipment Metal	20.91
Mechanic	
05160 - Motor Equipment Metal Worker	18.83
05190 - Motor Vehicle Mechanic	20.91

05220 - Motor Vehicle Mechanic Helper	15.80
05250 - Motor Vehicle Upholstery Worker	17.81
05280 - Motor Vehicle Wrecker	18.83
05310 - Painter Automotive	20.31
05340 - Radiator Repair Specialist	18.83
05370 - Tire Repairer	14.53
05400 - Transmission Repair Specialist	20.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.96
07041 - Cook I	16.53
07042 - Cook II	18.51
07070 - Dishwasher	11.20
07130 - Food Service Worker	12.32
07210 - Meat Cutter	19.62
07260 - Waiter/Waitress	11.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.87
09040 - Furniture Handler	15.26
09080 - Furniture Refinisher	21.87
09090 - Furniture Refinisher Helper	17.37
09110 - Furniture Repairer Minor	19.58
09130 - Upholsterer	21.87
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.20
11060 - Elevator Operator	14.20
11090 - Gardener	20.53
11122 - Housekeeping Aide	15.48
11150 - Janitor	15.48
11210 - Laborer Grounds Maintenance	16.96
11240 - Maid or Houseman	14.11
11260 - Pruner	15.81
11270 - Tractor Operator	19.30
11330 - Trail Maintenance Worker	16.96
11360 - Window Cleaner	16.60
12000 - Health Occupations	
12010 - Ambulance Driver	24.27
12011 - Breath Alcohol Technician	24.92
12012 - Certified Occupational Therapist Assistant	34.19
12015 - Certified Physical Therapist Assistant	29.56
12020 - Dental Assistant	23.13
12025 - Dental Hygienist	40.92
12030 - EKG Technician	37.77

12035 - Electroneurodiagnostic Technologist	37.77
12040 - Emergency Medical Technician	24.27
12071 - Licensed Practical Nurse I	22.29
12072 - Licensed Practical Nurse II	24.92
12073 - Licensed Practical Nurse III	27.78
12100 - Medical Assistant	18.71
12130 - Medical Laboratory Technician	25.58
12160 - Medical Record Clerk	17.93
12190 - Medical Record Technician	30.47
12195 - Medical Transcriptionist	21.83
12210 - Nuclear Medicine Technologist	54.77
12221 - Nursing Assistant I	13.54
12222 - Nursing Assistant II	15.21
12223 - Nursing Assistant III	16.60
12224 - Nursing Assistant IV	18.65
12235 - Optical Dispenser	19.85
12236 - Optical Technician	22.29
12250 - Pharmacy Technician	16.48
12280 - Phlebotomist	22.29
12305 - Radiologic Technologist	36.16
12311 - Registered Nurse I	27.04
12312 - Registered Nurse II	33.07
12313 - Registered Nurse II	33.07
12314 - Registered Nurse III	40.00
12315 - Registered Nurse III	40.00
12316 - Registered Nurse IV	47.95
12317 - Scheduler (Drug and Alcohol Testing)	30.87
12320 - Substance Abuse Treatment Counselor	25.63
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.11
13012 - Exhibits Specialist II	27.38
13013 - Exhibits Specialist III	33.48
13041 - Illustrator I	22.11
13042 - Illustrator II	27.38
13043 - Illustrator III	33.48
13047 - Librarian	30.33
13050 - Library Aide/Clerk	12.09
13054 - Library Information Technology Systems Administrator	27.38
13058 - Library Technician	18.92
13061 - Media Specialist I	19.76

13062 - Media Specialist II	22.11
13063 - Media Specialist III	24.64
13071 - Photographer I	19.76
13072 - Photographer II	22.11
13073 - Photographer III	27.38
13074 - Photographer IV	33.48
13075 - Photographer V	40.52
13090 - Technical Order Library	16.95
Clerk	
13110 - Video Teleconference	19.84
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.26
14042 - Computer Operator II	20.43
14043 - Computer Operator III	22.78
14044 - Computer Operator IV	25.30
14045 - Computer Operator V	28.03
14071 - Computer Programmer I	(see 1) 23.32
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	18.26
Operator	
14160 - Personal Computer Support	25.33
Technician	
14170 - System Support Specialist	30.70
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	31.98
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	38.33
Instructor (Rated)	
15030 - Air Crew Training Devices	45.94
Instructor (Pilot)	
15050 - Computer Based Training	31.98
Specialist / Instructor	
15060 - Educational Technologist	38.75
15070 - Flight Instructor (Pilot)	45.94
15080 - Graphic Artist	23.80
15085 - Maintenance Test Pilot Fixed	45.94
Jet/Prop	
15086 - Maintenance Test Pilot	45.94
Rotary Wing	
15088 - Non-Maintenance Test/Co-	45.94
Pilot	
15090 - Technical Instructor	28.13

15095 - Technical Instructor/Course Developer	34.41
15110 - Test Proctor	22.71
15120 - Tutor	22.71
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.29
16030 - Counter Attendant	13.29
16040 - Dry Cleaner	15.18
16070 - Finisher Flatwork Machine	13.29
16090 - Presser Hand	13.29
16110 - Presser Machine Drycleaning	13.29
16130 - Presser Machine Shirts	13.29
16160 - Presser Machine Wearing Apparel Laundry	13.29
16190 - Sewing Machine Operator	15.81
16220 - Tailor	16.45
16250 - Washer Machine	13.92
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.52
19040 - Tool And Die Maker	29.30
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.38
21030 - Material Coordinator	24.04
21040 - Material Expediter	24.04
21050 - Material Handling Laborer	13.33
21071 - Order Filler	13.55
21080 - Production Line Worker (Food Processing)	18.38
21110 - Shipping Packer	17.26
21130 - Shipping/Receiving Clerk	17.26
21140 - Store Worker I	15.84
21150 - Stock Clerk	19.31
21210 - Tools And Parts Attendant	18.38
21410 - Warehouse Specialist	18.38
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.03
23019 - Aircraft Logs and Records Technician	21.95
23021 - Aircraft Mechanic I	25.77
23022 - Aircraft Mechanic II	27.03
23023 - Aircraft Mechanic III	28.25
23040 - Aircraft Mechanic Helper	19.48
23050 - Aircraft Painter	24.52
23060 - Aircraft Servicer	21.95

23070 - Aircraft Survival Flight Equipment Technician	24.52
23080 - Aircraft Worker	23.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	23.20
I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	25.77
II	
23110 - Appliance Mechanic	24.52
23120 - Bicycle Repairer	20.71
23125 - Cable Splicer	28.05
23130 - Carpenter Maintenance	24.76
23140 - Carpet Layer	23.20
23160 - Electrician Maintenance	25.63
23181 - Electronics Technician	25.23
Maintenance I	
23182 - Electronics Technician	26.66
Maintenance II	
23183 - Electronics Technician	28.03
Maintenance III	
23260 - Fabric Worker	21.95
23290 - Fire Alarm System Mechanic	25.77
23310 - Fire Extinguisher Repairer	20.71
23311 - Fuel Distribution System Mechanic	25.77
23312 - Fuel Distribution System Operator	20.71
23370 - General Maintenance Worker	19.38
23380 - Ground Support Equipment Mechanic	25.77
23381 - Ground Support Equipment Servicer	21.95
23382 - Ground Support Equipment Worker	23.20
23391 - Gunsmith I	20.71
23392 - Gunsmith II	23.20
23393 - Gunsmith III	25.77
23410 - Heating Ventilation And Air- Conditioning Mechanic	29.64
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.09
23430 - Heavy Equipment Mechanic	25.77
23440 - Heavy Equipment Operator	23.25
23460 - Instrument Mechanic	25.77
23465 - Laboratory/Shelter Mechanic	24.52
23470 - Laborer	13.33
23510 - Locksmith	24.52

23530 - Machinery Maintenance	26.81
Mechanic	
23550 - Machinist Maintenance	23.36
23580 - Maintenance Trades Helper	17.52
23591 - Metrology Technician I	25.77
23592 - Metrology Technician II	27.03
23593 - Metrology Technician III	28.25
23640 - Millwright	28.25
23710 - Office Appliance Repairer	25.18
23760 - Painter Maintenance	19.00
23790 - Pipefitter Maintenance	28.34
23810 - Plumber Maintenance	26.96
23820 - Pneudraulic Systems Mechanic	25.77
23850 - Rigger	25.77
23870 - Scale Mechanic	23.20
23890 - Sheet-Metal Worker	25.77
Maintenance	
23910 - Small Engine Mechanic	23.20
23931 - Telecommunications Mechanic	25.77
I	
23932 - Telecommunications Mechanic	27.10
II	
23950 - Telephone Lineman	28.31
23960 - Welder Combination	23.57
Maintenance	
23965 - Well Driller	25.77
23970 - Woodcraft Worker	25.77
23980 - Woodworker	20.71
24000 - Personal Needs Occupations	
24550 - Case Manager	16.40
24570 - Child Care Attendant	12.60
24580 - Child Care Center Clerk	15.70
24610 - Chore Aide	14.14
24620 - Family Readiness And Support	16.40
Services	
Coordinator	
24630 - Homemaker	16.40
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.77
25040 - Sewage Plant Operator	24.33
25070 - Stationary Engineer	25.77
25190 - Ventilation Equipment Tender	19.33
25210 - Water Treatment Plant	24.33
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.20
27007 - Baggage Inspector	17.24
27008 - Corrections Officer	22.17
27010 - Court Security Officer	22.17

27030 - Detection Dog Handler	19.28
27040 - Detention Officer	22.17
27070 - Firefighter	22.17
27101 - Guard I	17.24
27102 - Guard II	19.28
27131 - Police Officer I	24.27
27132 - Police Officer II	26.98
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.18
28042 - Carnival Equipment Repairer	14.02
28043 - Carnival Worker	10.80
28210 - Gate Attendant/Gate Tender	17.34
28310 - Lifeguard	15.09
28350 - Park Attendant (Aide)	19.41
28510 - Recreation Aide/Health	14.16
Facility Attendant	
28515 - Recreation Specialist	22.67
28630 - Sports Official	15.46
28690 - Swimming Pool Operator	19.40
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	23.20
29020 - Hatch Tender	23.20
29030 - Line Handler	23.20
29041 - Stevedore I	21.95
29042 - Stevedore II	24.52
30000 - Technical Occupations	
30010 - Air Traffic Control	(see 2) 44.86
Specialist Center (HFO)	
30011 - Air Traffic Control	(see 2) 30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	20.15
30022 - Archeological Technician II	22.53
30023 - Archeological Technician III	27.91
30030 - Cartographic Technician	27.91
30040 - Civil Engineering Technician	27.91
30051 - Cryogenic Technician I	30.91
30052 - Cryogenic Technician II	34.14
30061 - Drafter/CAD Operator I	20.15
30062 - Drafter/CAD Operator II	22.53
30063 - Drafter/CAD Operator III	25.11
30064 - Drafter/CAD Operator IV	30.91
30081 - Engineering Technician I	17.94
30082 - Engineering Technician II	20.15
30083 - Engineering Technician III	22.53
30084 - Engineering Technician IV	27.91
30085 - Engineering Technician V	34.14
30086 - Engineering Technician VI	41.32

30090 - Environmental Technician	27.91
30095 - Evidence Control Specialist	27.91
30210 - Laboratory Technician	25.11
30221 - Latent Fingerprint Technician I	30.91
30222 - Latent Fingerprint Technician II	34.14
30240 - Mathematical Technician	27.91
30361 - Paralegal/Legal Assistant I	20.87
30362 - Paralegal/Legal Assistant II	25.85
30363 - Paralegal/Legal Assistant III	31.63
30364 - Paralegal/Legal Assistant IV	38.27
30375 - Petroleum Supply Specialist	34.14
30390 - Photo-Optics Technician	27.91
30395 - Radiation Control Technician	34.14
30461 - Technical Writer I	27.91
30462 - Technical Writer II	34.14
30463 - Technical Writer III	41.32
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	30.91
30502 - Weather Forecaster II	37.61
30620 - Weather Observer Combined (see 2)	25.11
30621 - Weather Observer Senior (see 2)	27.91
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	16.44
31030 - Bus Driver	21.57
31043 - Driver Courier	16.97
31260 - Parking and Lot Attendant	15.33
31290 - Shuttle Bus Driver	17.69
31310 - Taxi Driver	15.51
31361 - Truckdriver Light	17.99
31362 - Truckdriver Medium	19.07
31363 - Truckdriver Heavy	22.79
31364 - Truckdriver Tractor-Trailer	22.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82

99030 - Cashier	11.47
99050 - Desk Clerk	14.54
99095 - Embalmer	28.59
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	16.57
I	
99252 - Laboratory Animal Caretaker	17.62
II	
99260 - Marketing Analyst	29.45
99310 - Mortician	28.59
99410 - Pest Controller	23.13
99510 - Photofinishing Worker	15.03
99710 - Recycling Laborer	18.01
99711 - Recycling Specialist	20.50
99730 - Refuse Collector	16.79
99810 - Sales Clerk	13.72
99820 - School Crossing Guard	16.81
99830 - Survey Party Chief	20.69
99831 - Surveying Aide	12.58
99832 - Surveying Technician	18.82
99840 - Vending Machine Attendant	20.52
99841 - Vending Machine Repairer	24.44
99842 - Vending Machine Repairer	20.52
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

*This rate is to be used only when compensating employees for performance on an SCA-

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

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

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard**

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

Standard Wage Determination No.: 2015-4019

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.: 2015-4019
Revision No.: 18
Date Of Last Revision: 12/27/2021

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

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

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

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

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

HILLSBOROUGH COUNTY: Bedford Goffstown Manchester New Boston Weare

MERRIMACK COUNTY: Allentown Dunbarton Hooksett Pembroke

ROCKINGHAM COUNTY: Auburn Candia

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.63
01012 - Accounting Clerk II		18.68
01013 - Accounting Clerk III		20.89
01020 - Administrative Assistant		29.81
01035 - Court Reporter		20.52

01041 - Customer Service Representative I	15.34
01042 - Customer Service Representative II	16.74
01043 - Customer Service Representative III	18.80
01051 - Data Entry Operator I	14.63
01052 - Data Entry Operator II	15.97
01060 - Dispatcher Motor Vehicle	24.40
01070 - Document Preparation Clerk	14.12
01090 - Duplicating Machine Operator	14.12
01111 - General Clerk I	16.01
01112 - General Clerk II	17.48
01113 - General Clerk III	19.63
01120 - Housing Referral Assistant	22.87
01141 - Messenger Courier	14.39
01191 - Order Clerk I	19.53
01192 - Order Clerk II	21.31
01261 - Personnel Assistant (Employment) I	18.28
01262 - Personnel Assistant (Employment) II	20.44
01263 - Personnel Assistant (Employment) III	22.78
01270 - Production Control Clerk	27.76
01290 - Rental Clerk	16.10
01300 - Scheduler Maintenance	18.35
01311 - Secretary I	18.35
01312 - Secretary II	20.52
01313 - Secretary III	22.87
01320 - Service Order Dispatcher	21.81
01410 - Supply Technician	29.81
01420 - Survey Worker	19.96
01460 - Switchboard Operator/Receptionist	15.67
01531 - Travel Clerk I	15.52
01532 - Travel Clerk II	16.72
01533 - Travel Clerk III	18.01
01611 - Word Processor I	16.34
01612 - Word Processor II	18.35
01613 - Word Processor III	20.52
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.74
Fiberglass	
05010 - Automotive Electrician	22.58
05040 - Automotive Glass Installer	21.52
05070 - Automotive Worker	21.52
05110 - Mobile Equipment Servicer	19.23
05130 - Motor Equipment Metal Mechanic	23.66

05160 - Motor Equipment Metal Worker	21.52
05190 - Motor Vehicle Mechanic	23.66
05220 - Motor Vehicle Mechanic	17.99
Helper	
05250 - Motor Vehicle Upholstery	20.38
Worker	
05280 - Motor Vehicle Wrecker	21.52
05310 - Painter Automotive	22.58
05340 - Radiator Repair Specialist	21.52
05370 - Tire Repairer	14.25
05400 - Transmission Repair	23.66
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.47
07041 - Cook I	16.63
07042 - Cook II	18.61
07070 - Dishwasher	11.11
07130 - Food Service Worker	13.72
07210 - Meat Cutter	21.06
07260 - Waiter/Waitress	10.48
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	21.07
09040 - Furniture Handler	14.65
09080 - Furniture Refinisher	21.07
09090 - Furniture Refinisher Helper	16.79
09110 - Furniture Repairer Minor	19.01
09130 - Upholsterer	21.07
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	15.38
11060 - Elevator Operator	15.38
11090 - Gardener	19.54
11122 - Housekeeping Aide	12.70
11150 - Janitor	12.70
11210 - Laborer Grounds Maintenance	15.97
11240 - Maid or Houseman	12.62
11260 - Pruner	14.78
11270 - Tractor Operator	18.28
11330 - Trail Maintenance Worker	15.97
11360 - Window Cleaner	13.74
12000 - Health Occupations	
12010 - Ambulance Driver	21.08
12011 - Breath Alcohol Technician	24.65
12012 - Certified Occupational	33.81
Therapist Assistant	
12015 - Certified Physical Therapist	29.91
Assistant	
12020 - Dental Assistant	24.66

12025 - Dental Hygienist	41.58
12030 - EKG Technician	37.35
12035 - Electroneurodiagnostic Technologist	37.35
12040 - Emergency Medical Technician	21.08
12071 - Licensed Practical Nurse I	22.04
12072 - Licensed Practical Nurse II	24.65
12073 - Licensed Practical Nurse III	27.47
12100 - Medical Assistant	18.48
12130 - Medical Laboratory Technician	25.37
12160 - Medical Record Clerk	18.36
12190 - Medical Record Technician	22.58
12195 - Medical Transcriptionist	21.64
12210 - Nuclear Medicine Technologist	54.16
12221 - Nursing Assistant I	13.11
12222 - Nursing Assistant II	14.73
12223 - Nursing Assistant III	16.07
12224 - Nursing Assistant IV	18.05
12235 - Optical Dispenser	22.85
12236 - Optical Technician	22.04
12250 - Pharmacy Technician	16.09
12280 - Phlebotomist	19.47
12305 - Radiologic Technologist	33.68
12311 - Registered Nurse I	24.66
12312 - Registered Nurse II	30.16
12313 - Registered Nurse II Specialist	30.16
12314 - Registered Nurse III	36.50
12315 - Registered Nurse III	36.50
Anesthetist	
12316 - Registered Nurse IV	43.74
12317 - Scheduler (Drug and Alcohol Testing)	30.53
12320 - Substance Abuse Treatment Counselor	26.76
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.22
13012 - Exhibits Specialist II	26.28
13013 - Exhibits Specialist III	32.15
13041 - Illustrator I	20.46
13042 - Illustrator II	25.34
13043 - Illustrator III	31.00
13047 - Librarian	29.11
13050 - Library Aide/Clerk	14.30
13054 - Library Information Technology Systems Administrator	26.28

13058 - Library Technician	20.46
13061 - Media Specialist I	18.97
13062 - Media Specialist II	21.22
13063 - Media Specialist III	23.65
13071 - Photographer I	18.97
13072 - Photographer II	21.22
13073 - Photographer III	26.28
13074 - Photographer IV	32.15
13075 - Photographer V	38.91
13090 - Technical Order Library Clerk	17.96
13110 - Video Teleconference Technician	22.12
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.26
14042 - Computer Operator II	20.43
14043 - Computer Operator III	22.78
14044 - Computer Operator IV	25.30
14045 - Computer Operator V	28.03
14071 - Computer Programmer I (see 1)	22.07
14072 - Computer Programmer II (see 1)	27.34
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	18.26
14160 - Personal Computer Support Technician	25.33
14170 - System Support Specialist	33.41
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.48
15020 - Aircrew Training Devices Instructor (Rated)	40.52
15030 - Air Crew Training Devices Instructor (Pilot)	48.56
15050 - Computer Based Training Specialist / Instructor	33.48
15060 - Educational Technologist	30.82
15070 - Flight Instructor (Pilot)	48.56
15080 - Graphic Artist	25.87
15085 - Maintenance Test Pilot Fixed Jet/Prop	47.94
15086 - Maintenance Test Pilot Rotary Wing	47.94
15088 - Non-Maintenance Test/Co-Pilot	47.94

15090 - Technical Instructor	27.19
15095 - Technical Instructor/Course Developer	33.26
15110 - Test Proctor	21.93
15120 - Tutor	21.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing	14.76
Apparel Laundry	
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.42
19040 - Tool And Die Maker	31.11
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.84
21030 - Material Coordinator	27.76
21040 - Material Expediter	27.76
21050 - Material Handling Laborer	15.18
21071 - Order Filler	14.00
21080 - Production Line Worker (Food Processing)	16.84
21110 - Shipping Packer	19.21
21130 - Shipping/Receiving Clerk	19.21
21140 - Store Worker I	14.95
21150 - Stock Clerk	18.73
21210 - Tools And Parts Attendant	16.84
21410 - Warehouse Specialist	16.84
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.56
23019 - Aircraft Logs and Records	26.88
Technician	
23021 - Aircraft Mechanic I	31.22
23022 - Aircraft Mechanic II	32.56
23023 - Aircraft Mechanic III	33.87
23040 - Aircraft Mechanic Helper	23.73
23050 - Aircraft Painter	29.79
23060 - Aircraft Servicer	26.88

23070 - Aircraft Survival Flight Equipment Technician	29.79
23080 - Aircraft Worker	28.39
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	28.39
I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	31.22
II	
23110 - Appliance Mechanic	26.42
23120 - Bicycle Repairer	21.71
23125 - Cable Splicer	44.67
23130 - Carpenter Maintenance	23.52
23140 - Carpet Layer	25.19
23160 - Electrician Maintenance	27.51
23181 - Electronics Technician	27.18
Maintenance I	
23182 - Electronics Technician	28.52
Maintenance II	
23183 - Electronics Technician	29.88
Maintenance III	
23260 - Fabric Worker	23.84
23290 - Fire Alarm System Mechanic	28.12
23310 - Fire Extinguisher Repairer	22.50
23311 - Fuel Distribution System Mechanic	28.33
23312 - Fuel Distribution System Operator	24.89
23370 - General Maintenance Worker	22.95
23380 - Ground Support Equipment Mechanic	31.22
23381 - Ground Support Equipment Servicer	26.88
23382 - Ground Support Equipment Worker	28.39
23391 - Gunsmith I	22.50
23392 - Gunsmith II	25.19
23393 - Gunsmith III	27.69
23410 - Heating Ventilation And Air- Conditioning Mechanic	26.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.07
23430 - Heavy Equipment Mechanic	24.70
23440 - Heavy Equipment Operator	26.19
23460 - Instrument Mechanic	27.69
23465 - Laboratory/Shelter Mechanic	26.42
23470 - Laborer	15.18
23510 - Locksmith	26.42

23530 - Machinery Maintenance	24.52
Mechanic	
23550 - Machinist Maintenance	29.25
23580 - Maintenance Trades Helper	14.66
23591 - Metrology Technician I	27.69
23592 - Metrology Technician II	28.88
23593 - Metrology Technician III	30.04
23640 - Millwright	27.69
23710 - Office Appliance Repairer	25.83
23760 - Painter Maintenance	21.77
23790 - Pipefitter Maintenance	27.26
23810 - Plumber Maintenance	26.02
23820 - Pneudraulic Systems Mechanic	27.69
23850 - Rigger	27.69
23870 - Scale Mechanic	25.19
23890 - Sheet-Metal Worker	24.80
Maintenance	
23910 - Small Engine Mechanic	20.72
23931 - Telecommunications Mechanic	36.37
I	
23932 - Telecommunications Mechanic	37.94
II	
23950 - Telephone Lineman	34.25
23960 - Welder Combination	28.74
Maintenance	
23965 - Well Driller	27.69
23970 - Woodcraft Worker	27.69
23980 - Woodworker	22.50
24000 - Personal Needs Occupations	
24550 - Case Manager	16.65
24570 - Child Care Attendant	11.37
24580 - Child Care Center Clerk	14.17
24610 - Chore Aide	13.30
24620 - Family Readiness And Support	16.65
Services	
Coordinator	
24630 - Homemaker	16.65
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.69
25040 - Sewage Plant Operator	27.44
25070 - Stationary Engineer	27.69
25190 - Ventilation Equipment Tender	21.86
25210 - Water Treatment Plant	27.44
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.92
27007 - Baggage Inspector	15.45
27008 - Corrections Officer	23.55
27010 - Court Security Officer	24.89

27030 - Detection Dog Handler	17.28
27040 - Detention Officer	23.55
27070 - Firefighter	28.90
27101 - Guard I	15.45
27102 - Guard II	17.28
27131 - Police Officer I	27.21
27132 - Police Officer II	30.23
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.94
28042 - Carnival Equipment Repairer	13.83
28043 - Carnival Worker	10.45
28210 - Gate Attendant/Gate Tender	17.47
28310 - Lifeguard	14.43
28350 - Park Attendant (Aide)	19.55
28510 - Recreation Aide/Health	14.27
Facility Attendant	
28515 - Recreation Specialist	21.89
28630 - Sports Official	15.57
28690 - Swimming Pool Operator	17.64
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	25.19
29020 - Hatch Tender	25.19
29030 - Line Handler	25.19
29041 - Stevedore I	23.84
29042 - Stevedore II	26.42
30000 - Technical Occupations	
30010 - Air Traffic Control	(see 2) 44.86
Specialist Center (HFO)	
30011 - Air Traffic Control	(see 2) 30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	18.74
30022 - Archeological Technician II	20.95
30023 - Archeological Technician III	25.96
30030 - Cartographic Technician	25.96
30040 - Civil Engineering Technician	27.26
30051 - Cryogenic Technician I	28.75
30052 - Cryogenic Technician II	31.76
30061 - Drafter/CAD Operator I	18.74
30062 - Drafter/CAD Operator II	20.95
30063 - Drafter/CAD Operator III	23.36
30064 - Drafter/CAD Operator IV	28.75
30081 - Engineering Technician I	17.29
30082 - Engineering Technician II	19.41
30083 - Engineering Technician III	21.72
30084 - Engineering Technician IV	26.91
30085 - Engineering Technician V	32.91
30086 - Engineering Technician VI	39.81

30090 - Environmental Technician	25.96
30095 - Evidence Control Specialist	25.96
30210 - Laboratory Technician	24.82
30221 - Latent Fingerprint	28.75
Technician I	
30222 - Latent Fingerprint	31.76
Technician II	
30240 - Mathematical Technician	25.96
30361 - Paralegal/Legal Assistant I	22.63
30362 - Paralegal/Legal Assistant II	28.04
30363 - Paralegal/Legal Assistant	34.30
III	
30364 - Paralegal/Legal Assistant IV	41.51
30375 - Petroleum Supply Specialist	31.76
30390 - Photo-Optics Technician	25.96
30395 - Radiation Control Technician	31.76
30461 - Technical Writer I	24.42
30462 - Technical Writer II	29.86
30463 - Technical Writer III	36.13
30491 - Unexploded Ordnance (UXO)	28.51
Technician I	
30492 - Unexploded Ordnance (UXO)	34.49
Technician II	
30493 - Unexploded Ordnance (UXO)	41.34
Technician III	
30494 - Unexploded (UXO) Safety	28.51
Escort	
30495 - Unexploded (UXO) Sweep	28.51
Personnel	
30501 - Weather Forecaster I	28.75
30502 - Weather Forecaster II	34.98
30620 - Weather Observer Combined (see 2)	23.36
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.96
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	16.79
31030 - Bus Driver	22.28
31043 - Driver Courier	16.60
31260 - Parking and Lot Attendant	13.14
31290 - Shuttle Bus Driver	17.74
31310 - Taxi Driver	13.09
31361 - Truckdriver Light	17.74
31362 - Truckdriver Medium	18.80
31363 - Truckdriver Heavy	23.54
31364 - Truckdriver Tractor-Trailer	23.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82

99030 - Cashier	11.37
99050 - Desk Clerk	12.51
99095 - Embalmer	28.59
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	14.04
I	
99252 - Laboratory Animal Caretaker	15.01
II	
99260 - Marketing Analyst	31.90
99310 - Mortician	28.59
99410 - Pest Controller	22.61
99510 - Photofinishing Worker	15.03
99710 - Recycling Laborer	16.10
99711 - Recycling Specialist	18.35
99730 - Refuse Collector	14.88
99810 - Sales Clerk	12.38
99820 - School Crossing Guard	16.11
99830 - Survey Party Chief	25.17
99831 - Surveying Aide	15.32
99832 - Surveying Technician	22.89
99840 - Vending Machine Attendant	19.96
99841 - Vending Machine Repairer	23.89
99842 - Vending Machine Repairer	19.96
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

*This rate is to be used only when compensating employees for performance on an SCA-

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

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

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard**

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

Standard Wage Determination No.: 2015-4021

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.: 2015-4021
Revision No.: 19
Date Of Last Revision: 12/27/2021

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

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

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

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

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

CARROLL COUNTY: Albany Bartlett Chatham Conway-intervale-kearsarge Eaton Effingham Freedom Hale's Location Hart's Location Jackson Madison Ossipee Sandwich Tamworth Wakefield

COOS COUNTY: Atkinson and Gilmanton Academy Beans grant Beans purchase Berlin Cambridge Carroll Chandlers purchase Clarksville Colebrook College Columbia Crawfords purchase Cutts Dalton Dixs Dixville Dummer Errol Ervings Grant Greens grant Jefferson Kilkenney Lancaster Low and Burbanks grant Martins location Milan Millsfield Northumberland-groveton Odell Pinkhams grant Pittsburg Randolph Sargents purchase Shelborne Stark Stewartstown Stratford Success Thompson and Meserves purchase Wentworth location Whitefield

GRAFTON COUNTY: Bath Benton Bethlehem Easton Franconia Haverhill Landaff Lisbon Littleton Livermore Lyman Monroe Sugar Hill Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.35
01012 - Accounting Clerk II		16.11
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		27.52
01035 - Court Reporter		17.93
01041 - Customer Service Representative I		12.42
01042 - Customer Service Representative II		13.56
01043 - Customer Service Representative III		15.23
01051 - Data Entry Operator I		13.08
01052 - Data Entry Operator II		14.27
01060 - Dispatcher Motor Vehicle		19.16
01070 - Document Preparation Clerk		14.27
01090 - Duplicating Machine Operator		14.27
01111 - General Clerk I		13.89
01112 - General Clerk II		15.15
01113 - General Clerk III		17.02
01120 - Housing Referral Assistant		19.98
01141 - Messenger Courier		11.87
01191 - Order Clerk I		13.08
01192 - Order Clerk II		14.27
01261 - Personnel Assistant (Employment) I		16.02
01262 - Personnel Assistant (Employment) II		17.93
01263 - Personnel Assistant (Employment) III		19.98
01270 - Production Control Clerk		23.94
01290 - Rental Clerk		16.42
01300 - Scheduler Maintenance		16.02
01311 - Secretary I		16.02
01312 - Secretary II		17.93
01313 - Secretary III		19.98
01320 - Service Order Dispatcher		18.47
01410 - Supply Technician		27.52
01420 - Survey Worker		16.03
01460 - Switchboard Operator/Receptionist		13.93
01531 - Travel Clerk I		14.38
01532 - Travel Clerk II		15.55
01533 - Travel Clerk III		16.71
01611 - Word Processor I		14.27
01612 - Word Processor II		16.02
01613 - Word Processor III		17.93
05000 - Automotive Service Occupations		

05005 - Automobile Body Repairer	19.30
Fiberglass	
05010 - Automotive Electrician	18.69
05040 - Automotive Glass Installer	17.79
05070 - Automotive Worker	17.72
05110 - Mobile Equipment Servicer	15.80
05130 - Motor Equipment Metal	19.63
Mechanic	
05160 - Motor Equipment Metal Worker	17.72
05190 - Motor Vehicle Mechanic	19.30
05220 - Motor Vehicle Mechanic	14.90
Helper	
05250 - Motor Vehicle Upholstery	16.77
Worker	
05280 - Motor Vehicle Wrecker	17.72
05310 - Painter Automotive	20.31
05340 - Radiator Repair Specialist	17.72
05370 - Tire Repairer	14.82
05400 - Transmission Repair	19.63
Specialist	
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.51
07041 - Cook I	16.74
07042 - Cook II	18.74
07070 - Dishwasher	10.54
07130 - Food Service Worker	13.58
07210 - Meat Cutter	18.92
07260 - Waiter/Waitress	11.58
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.61
09040 - Furniture Handler	16.71
09080 - Furniture Refinisher	24.17
09090 - Furniture Refinisher Helper	19.18
09110 - Furniture Repairer Minor	21.68
09130 - Upholsterer	24.17
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.37
11060 - Elevator Operator	15.05
11090 - Gardener	17.52
11122 - Housekeeping Aide	15.05
11150 - Janitor	15.05
11210 - Laborer Grounds Maintenance	14.31
11240 - Maid or Houseman	12.98
11260 - Pruner	13.23
11270 - Tractor Operator	16.39
11330 - Trail Maintenance Worker	14.31
11360 - Window Cleaner	16.28

12000 - Health Occupations	
12010 - Ambulance Driver	18.48
12011 - Breath Alcohol Technician	22.00
12012 - Certified Occupational	30.52
Therapist Assistant	
12015 - Certified Physical Therapist	30.52
Assistant	
12020 - Dental Assistant	22.36
12025 - Dental Hygienist	38.05
12030 - EKG Technician	33.71
12035 - Electroneurodiagnostic	33.71
Technologist	
12040 - Emergency Medical Technician	18.48
12071 - Licensed Practical Nurse I	19.88
12072 - Licensed Practical Nurse II	22.25
12073 - Licensed Practical Nurse III	24.80
12100 - Medical Assistant	18.17
12130 - Medical Laboratory	28.14
Technician	
12160 - Medical Record Clerk	16.95
12190 - Medical Record Technician	20.10
12195 - Medical Transcriptionist	19.88
12210 - Nuclear Medicine	48.88
Technologist	
12221 - Nursing Assistant I	11.32
12222 - Nursing Assistant II	12.72
12223 - Nursing Assistant III	13.88
12224 - Nursing Assistant IV	15.59
12235 - Optical Dispenser	22.25
12236 - Optical Technician	19.88
12250 - Pharmacy Technician	15.48
12280 - Phlebotomist	19.67
12305 - Radiologic Technologist	29.82
12311 - Registered Nurse I	23.67
12312 - Registered Nurse II	28.95
12313 - Registered Nurse II	28.95
Specialist	
12314 - Registered Nurse III	35.02
12315 - Registered Nurse III	35.02
Anesthetist	
12316 - Registered Nurse IV	41.97
12317 - Scheduler (Drug and Alcohol	27.55
Testing)	
12320 - Substance Abuse Treatment	23.93
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	16.49
13012 - Exhibits Specialist II	20.40
13013 - Exhibits Specialist III	24.95

13041 - Illustrator I	16.46
13042 - Illustrator II	20.40
13043 - Illustrator III	24.95
13047 - Librarian	22.58
13050 - Library Aide/Clerk	13.30
13054 - Library Information	20.40
Technology Systems	
Administrator	
13058 - Library Technician	14.49
13061 - Media Specialist I	14.71
13062 - Media Specialist II	16.46
13063 - Media Specialist III	18.36
13071 - Photographer I	14.95
13072 - Photographer II	16.73
13073 - Photographer III	20.72
13074 - Photographer IV	25.35
13075 - Photographer V	30.67
13090 - Technical Order Library	16.71
Clerk	
13110 - Video Teleconference	18.04
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	16.60
14042 - Computer Operator II	18.57
14043 - Computer Operator III	20.71
14044 - Computer Operator IV	23.00
14045 - Computer Operator V	25.48
14071 - Computer Programmer I	(see 1) 20.16
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	16.60
Operator	
14160 - Personal Computer Support	23.03
Technician	
14170 - System Support Specialist	25.48
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	31.98
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	38.33
Instructor (Rated)	
15030 - Air Crew Training Devices	45.94
Instructor (Pilot)	
15050 - Computer Based Training	31.98
Specialist / Instructor	
15060 - Educational Technologist	28.31

15070 - Flight Instructor (Pilot)	45.94
15080 - Graphic Artist	24.99
15085 - Maintenance Test Pilot Fixed Jet/Prop	45.94
15086 - Maintenance Test Pilot	45.94
Rotary Wing	
15088 - Non-Maintenance Test/Co- Pilot	45.94
15090 - Technical Instructor	20.43
15095 - Technical Instructor/Course Developer	24.99
15110 - Test Proctor	16.48
15120 - Tutor	16.48
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing Apparel Laundry	14.76
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.23
19040 - Tool And Die Maker	28.71
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.15
21030 - Material Coordinator	23.94
21040 - Material Expediter	23.94
21050 - Material Handling Laborer	13.84
21071 - Order Filler	14.00
21080 - Production Line Worker (Food Processing)	19.15
21110 - Shipping Packer	16.35
21130 - Shipping/Receiving Clerk	16.35
21140 - Store Worker I	14.95
21150 - Stock Clerk	18.73
21210 - Tools And Parts Attendant	19.15
21410 - Warehouse Specialist	19.15
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.43

23019 - Aircraft Logs and Records	21.79
Technician	
23021 - Aircraft Mechanic I	26.16
23022 - Aircraft Mechanic II	27.43
23023 - Aircraft Mechanic III	28.67
23040 - Aircraft Mechanic Helper	19.18
23050 - Aircraft Painter	24.23
23060 - Aircraft Servicer	21.79
23070 - Aircraft Survival Flight	24.23
Equipment Technician	
23080 - Aircraft Worker	23.05
23091 - Aircrew Life Support	23.05
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	26.16
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.23
23120 - Bicycle Repairer	19.75
23125 - Cable Splicer	30.86
23130 - Carpenter Maintenance	22.32
23140 - Carpet Layer	23.05
23160 - Electrician Maintenance	27.83
23181 - Electronics Technician	23.71
Maintenance I	
23182 - Electronics Technician	25.24
Maintenance II	
23183 - Electronics Technician	26.45
Maintenance III	
23260 - Fabric Worker	21.79
23290 - Fire Alarm System Mechanic	25.45
23310 - Fire Extinguisher Repairer	20.56
23311 - Fuel Distribution System	25.45
Mechanic	
23312 - Fuel Distribution System	20.56
Operator	
23370 - General Maintenance Worker	17.53
23380 - Ground Support Equipment	26.16
Mechanic	
23381 - Ground Support Equipment	21.79
Servicer	
23382 - Ground Support Equipment	23.05
Worker	
23391 - Gunsmith I	20.56
23392 - Gunsmith II	23.05
23393 - Gunsmith III	25.45
23410 - Heating Ventilation And Air-	24.78
Conditioning	
Mechanic	

23411 - Heating Ventilation And Air Contidioning	25.85
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.67
23440 - Heavy Equipment Operator	22.04
23460 - Instrument Mechanic	25.45
23465 - Laboratory/Shelter Mechanic	24.23
23470 - Laborer	13.84
23510 - Locksmith	24.23
23530 - Machinery Maintenance	23.79
Mechanic	
23550 - Machinist Maintenance	21.93
23580 - Maintenance Trades Helper	14.48
23591 - Metrology Technician I	25.45
23592 - Metrology Technician II	26.58
23593 - Metrology Technician III	27.64
23640 - Millwright	27.57
23710 - Office Appliance Repairer	24.23
23760 - Painter Maintenance	18.32
23790 - Pipefitter Maintenance	25.12
23810 - Plumber Maintenance	23.97
23820 - Pneudraulic Systems Mechanic	25.45
23850 - Rigger	25.45
23870 - Scale Mechanic	23.05
23890 - Sheet-Metal Worker	25.45
Maintenance	
23910 - Small Engine Mechanic	19.81
23931 - Telecommunications Mechanic	26.45
I	
23932 - Telecommunications Mechanic	27.58
II	
23950 - Telephone Lineman	31.14
23960 - Welder Combination	23.02
Maintenance	
23965 - Well Driller	25.45
23970 - Woodcraft Worker	25.45
23980 - Woodworker	20.56
24000 - Personal Needs Occupations	
24550 - Case Manager	15.22
24570 - Child Care Attendant	11.38
24580 - Child Care Center Clerk	14.04
24610 - Chore Aide	12.93
24620 - Family Readiness And Support	15.22
Services	
Coordinator	
24630 - Homemaker	15.22
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.45
25040 - Sewage Plant Operator	23.08

25070 - Stationary Engineer	25.45
25190 - Ventilation Equipment Tender	18.02
25210 - Water Treatment Plant	23.08
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.29
27007 - Baggage Inspector	15.35
27008 - Corrections Officer	23.10
27010 - Court Security Officer	21.22
27030 - Detection Dog Handler	17.16
27040 - Detention Officer	23.10
27070 - Firefighter	21.17
27101 - Guard I	15.35
27102 - Guard II	17.16
27131 - Police Officer I	24.33
27132 - Police Officer II	27.04
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.56
28042 - Carnival Equipment Repairer	13.42
28043 - Carnival Worker	10.14
28210 - Gate Attendant/Gate Tender	17.88
28310 - Lifeguard	15.29
28350 - Park Attendant (Aide)	19.99
28510 - Recreation Aide/Health	14.60
Facility Attendant	
28515 - Recreation Specialist	23.78
28630 - Sports Official	15.93
28690 - Swimming Pool Operator	17.64
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	23.05
29020 - Hatch Tender	23.05
29030 - Line Handler	23.05
29041 - Stevedore I	22.32
29042 - Stevedore II	24.89
30000 - Technical Occupations	
30010 - Air Traffic Control	(see 2) 40.29
Specialist Center (HFO)	
30011 - Air Traffic Control	(see 2) 27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	17.71
30022 - Archeological Technician II	19.81
30023 - Archeological Technician III	24.55
30030 - Cartographic Technician	24.55
30040 - Civil Engineering Technician	25.22
30051 - Cryogenic Technician I	23.36
30052 - Cryogenic Technician II	25.81
30061 - Drafter/CAD Operator I	17.71

30062 - Drafter/CAD Operator II	19.81
30063 - Drafter/CAD Operator III	22.09
30064 - Drafter/CAD Operator IV	27.17
30081 - Engineering Technician I	15.12
30082 - Engineering Technician II	16.97
30083 - Engineering Technician III	21.45
30084 - Engineering Technician IV	23.52
30085 - Engineering Technician V	28.77
30086 - Engineering Technician VI	34.81
30090 - Environmental Technician	18.38
30095 - Evidence Control Specialist	19.18
30210 - Laboratory Technician	22.09
30221 - Latent Fingerprint Technician I	23.36
30222 - Latent Fingerprint Technician II	25.81
30240 - Mathematical Technician	24.55
30361 - Paralegal/Legal Assistant I	18.49
30362 - Paralegal/Legal Assistant II	22.91
30363 - Paralegal/Legal Assistant III	28.02
30364 - Paralegal/Legal Assistant IV	33.91
30375 - Petroleum Supply Specialist	23.46
30390 - Photo-Optics Technician	24.55
30395 - Radiation Control Technician	23.46
30461 - Technical Writer I	23.62
30462 - Technical Writer II	28.90
30463 - Technical Writer III	34.96
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	27.17
30502 - Weather Forecaster II	33.05
30620 - Weather Observer Combined (see 2)	22.09
30621 - Weather Observer Senior (see 2)	24.55
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.42
31030 - Bus Driver	19.20
31043 - Driver Courier	16.52

31260 - Parking and Lot Attendant	13.34
31290 - Shuttle Bus Driver	16.03
31310 - Taxi Driver	14.86
31361 - Truckdriver Light	17.63
31362 - Truckdriver Medium	18.71
31363 - Truckdriver Heavy	20.28
31364 - Truckdriver Tractor-Trailer	20.28
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.32
99050 - Desk Clerk	13.93
99095 - Embalmer	28.59
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	18.02
I	
99252 - Laboratory Animal Caretaker	19.15
II	
99260 - Marketing Analyst	27.15
99310 - Mortician	28.59
99410 - Pest Controller	22.61
99510 - Photofinishing Worker	15.03
99710 - Recycling Laborer	16.93
99711 - Recycling Specialist	19.39
99730 - Refuse Collector	15.65
99810 - Sales Clerk	12.45
99820 - School Crossing Guard	16.11
99830 - Survey Party Chief	18.59
99831 - Surveying Aide	11.30
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	19.96
99841 - Vending Machine Repairer	23.89
99842 - Vending Machine Repairer	19.96
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

**** UNIFORM ALLOWANCE ****

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

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

there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

Standard Wage Determination No.: 2015-4023

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.: 2015-4023
Revision No.: 19
Date Of Last Revision: 12/27/2021

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

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

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

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

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

BELKNAP COUNTY: Alton Barnstead Belmont Center Harbor Gilford Gilmanton
Laconia Meredith Tilton

CARROLL COUNTY: Brookfield Moultonborough Tuftonboro Wolfeboro

HILLSBOROUGH COUNTY: Deering Hillsborough Windsor

MERRIMACK COUNTY: Boscawen Bow Canterbury Chichester Concord Epsom
Franklin Henniker Hopkinton Loudon Northfield Pittsfield Salisbury
Webster

ROCKINGHAM COUNTY: Deerfield Northwood Nottingham Raymond

SULLIVAN COUNTY: Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE FOOTNOTE RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	16.61
01012 - Accounting Clerk II	18.66
01013 - Accounting Clerk III	20.86
01020 - Administrative Assistant	26.63
01035 - Court Reporter	19.88
01041 - Customer Service Representative I	14.45
01042 - Customer Service Representative II	15.77
01043 - Customer Service Representative III	17.71
01051 - Data Entry Operator I	15.74
01052 - Data Entry Operator II	17.17
01060 - Dispatcher Motor Vehicle	21.52
01070 - Document Preparation Clerk	16.68
01090 - Duplicating Machine Operator	16.68
01111 - General Clerk I	14.63
01112 - General Clerk II	15.96
01113 - General Clerk III	17.93
01120 - Housing Referral Assistant	22.15
01141 - Messenger Courier	13.06
01191 - Order Clerk I	17.69
01192 - Order Clerk II	19.29
01261 - Personnel Assistant (Employment) I	17.00
01262 - Personnel Assistant (Employment) II	19.01
01263 - Personnel Assistant (Employment) III	21.19
01270 - Production Control Clerk	24.85
01290 - Rental Clerk	17.13
01300 - Scheduler Maintenance	17.77
01311 - Secretary I	17.77
01312 - Secretary II	19.88
01313 - Secretary III	22.15
01320 - Service Order Dispatcher	19.25
01410 - Supply Technician	26.63
01420 - Survey Worker	19.67
01460 - Switchboard Operator/Receptionist	15.09
01531 - Travel Clerk I	17.73
01532 - Travel Clerk II	19.18
01533 - Travel Clerk III	20.68
01611 - Word Processor I	15.83
01612 - Word Processor II	17.77
01613 - Word Processor III	19.88
05000 - Automotive Service Occupations	

05005 - Automobile Body Repairer	23.35
Fiberglass	
05010 - Automotive Electrician	22.35
05040 - Automotive Glass Installer	21.46
05070 - Automotive Worker	21.46
05110 - Mobile Equipment Servicer	19.19
05130 - Motor Equipment Metal	23.33
Mechanic	
05160 - Motor Equipment Metal Worker	21.46
05190 - Motor Vehicle Mechanic	23.33
05220 - Motor Vehicle Mechanic	17.86
Helper	
05250 - Motor Vehicle Upholstery	20.32
Worker	
05280 - Motor Vehicle Wrecker	21.46
05310 - Painter Automotive	22.35
05340 - Radiator Repair Specialist	21.46
05370 - Tire Repairer	19.19
05400 - Transmission Repair	23.33
Specialist	
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.96
07041 - Cook I	16.79
07042 - Cook II	18.78
07070 - Dishwasher	11.22
07130 - Food Service Worker	12.40
07210 - Meat Cutter	20.31
07260 - Waiter/Waitress	9.98
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.02
09040 - Furniture Handler	15.26
09080 - Furniture Refinisher	22.02
09090 - Furniture Refinisher Helper	17.60
09110 - Furniture Repairer Minor	20.03
09130 - Upholsterer	22.02
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.74
11060 - Elevator Operator	13.59
11090 - Gardener	20.30
11122 - Housekeeping Aide	13.80
11150 - Janitor	13.80
11210 - Laborer Grounds Maintenance	16.38
11240 - Maid or Houseman	12.92
11260 - Pruner	15.01
11270 - Tractor Operator	18.89
11330 - Trail Maintenance Worker	16.38
11360 - Window Cleaner	14.98

12000 - Health Occupations	
12010 - Ambulance Driver	20.33
12011 - Breath Alcohol Technician	24.30
12012 - Certified Occupational	33.33
Therapist Assistant	
12015 - Certified Physical Therapist	30.80
Assistant	
12020 - Dental Assistant	23.67
12025 - Dental Hygienist	41.86
12030 - EKG Technician	36.82
12035 - Electroneurodiagnostic	36.82
Technologist	
12040 - Emergency Medical Technician	20.33
12071 - Licensed Practical Nurse I	21.73
12072 - Licensed Practical Nurse II	24.30
12073 - Licensed Practical Nurse III	27.08
12100 - Medical Assistant	18.26
12130 - Medical Laboratory	28.14
Technician	
12160 - Medical Record Clerk	16.70
12190 - Medical Record Technician	19.07
12195 - Medical Transcriptionist	21.73
12210 - Nuclear Medicine	53.39
Technologist	
12221 - Nursing Assistant I	12.66
12222 - Nursing Assistant II	14.23
12223 - Nursing Assistant III	15.53
12224 - Nursing Assistant IV	17.44
12235 - Optical Dispenser	23.58
12236 - Optical Technician	21.73
12250 - Pharmacy Technician	16.45
12280 - Phlebotomist	18.06
12305 - Radiologic Technologist	30.64
12311 - Registered Nurse I	24.41
12312 - Registered Nurse II	29.86
12313 - Registered Nurse II	29.86
Specialist	
12314 - Registered Nurse III	36.13
12315 - Registered Nurse III	36.13
Anesthetist	
12316 - Registered Nurse IV	43.30
12317 - Scheduler (Drug and Alcohol	30.10
Testing)	
12320 - Substance Abuse Treatment	25.49
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	19.15
13012 - Exhibits Specialist II	23.72
13013 - Exhibits Specialist III	29.02

13041 - Illustrator I	19.15
13042 - Illustrator II	23.72
13043 - Illustrator III	29.02
13047 - Librarian	26.27
13050 - Library Aide/Clerk	13.21
13054 - Library Information	23.72
Technology Systems	
Administrator	
13058 - Library Technician	18.23
13061 - Media Specialist I	17.12
13062 - Media Specialist II	19.15
13063 - Media Specialist III	21.34
13071 - Photographer I	17.12
13072 - Photographer II	19.15
13073 - Photographer III	23.72
13074 - Photographer IV	29.02
13075 - Photographer V	35.11
13090 - Technical Order Library	16.60
Clerk	
13110 - Video Teleconference	18.04
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.26
14042 - Computer Operator II	20.43
14043 - Computer Operator III	22.78
14044 - Computer Operator IV	25.30
14045 - Computer Operator V	28.03
14071 - Computer Programmer I	(see 1) 20.16
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	18.26
Operator	
14160 - Personal Computer Support	25.33
Technician	
14170 - System Support Specialist	28.56
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	33.89
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	41.01
Instructor (Rated)	
15030 - Air Crew Training Devices	49.14
Instructor (Pilot)	
15050 - Computer Based Training	33.89
Specialist / Instructor	
15060 - Educational Technologist	37.01

15070 - Flight Instructor (Pilot)	49.14
15080 - Graphic Artist	21.11
15085 - Maintenance Test Pilot Fixed Jet/Prop	45.86
15086 - Maintenance Test Pilot	45.86
Rotary Wing	
15088 - Non-Maintenance Test/Co- Pilot	45.86
15090 - Technical Instructor	22.86
15095 - Technical Instructor/Course Developer	27.96
15110 - Test Proctor	18.45
15120 - Tutor	18.45
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing Apparel Laundry	14.76
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.92
19040 - Tool And Die Maker	28.84
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.29
21030 - Material Coordinator	24.85
21040 - Material Expediter	24.85
21050 - Material Handling Laborer	15.39
21071 - Order Filler	14.10
21080 - Production Line Worker (Food Processing)	21.29
21110 - Shipping Packer	16.43
21130 - Shipping/Receiving Clerk	16.43
21140 - Store Worker I	14.06
21150 - Stock Clerk	18.14
21210 - Tools And Parts Attendant	21.29
21410 - Warehouse Specialist	21.29
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.97

23019 - Aircraft Logs and Records	22.66
Technician	
23021 - Aircraft Mechanic I	26.02
23022 - Aircraft Mechanic II	26.97
23023 - Aircraft Mechanic III	27.91
23040 - Aircraft Mechanic Helper	19.91
23050 - Aircraft Painter	24.92
23060 - Aircraft Servicer	22.66
23070 - Aircraft Survival Flight	24.92
Equipment Technician	
23080 - Aircraft Worker	23.93
23091 - Aircrew Life Support	23.93
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	26.02
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.92
23120 - Bicycle Repairer	21.40
23125 - Cable Splicer	37.35
23130 - Carpenter Maintenance	23.88
23140 - Carpet Layer	23.93
23160 - Electrician Maintenance	25.94
23181 - Electronics Technician	23.56
Maintenance I	
23182 - Electronics Technician	24.53
Maintenance II	
23183 - Electronics Technician	25.61
Maintenance III	
23260 - Fabric Worker	22.66
23290 - Fire Alarm System Mechanic	26.02
23310 - Fire Extinguisher Repairer	21.40
23311 - Fuel Distribution System	26.02
Mechanic	
23312 - Fuel Distribution System	21.40
Operator	
23370 - General Maintenance Worker	20.99
23380 - Ground Support Equipment	26.02
Mechanic	
23381 - Ground Support Equipment	22.66
Servicer	
23382 - Ground Support Equipment	23.93
Worker	
23391 - Gunsmith I	21.40
23392 - Gunsmith II	23.93
23393 - Gunsmith III	26.02
23410 - Heating Ventilation And Air-	25.45
Conditioning	
Mechanic	

23411 - Heating Ventilation And Air Contidioning	26.38
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.38
23440 - Heavy Equipment Operator	26.78
23460 - Instrument Mechanic	26.02
23465 - Laboratory/Shelter Mechanic	24.92
23470 - Laborer	15.39
23510 - Locksmith	24.92
23530 - Machinery Maintenance	28.46
Mechanic	
23550 - Machinist Maintenance	23.98
23580 - Maintenance Trades Helper	15.88
23591 - Metrology Technician I	26.02
23592 - Metrology Technician II	26.97
23593 - Metrology Technician III	27.91
23640 - Millwright	27.57
23710 - Office Appliance Repairer	24.92
23760 - Painter Maintenance	19.97
23790 - Pipefitter Maintenance	24.35
23810 - Plumber Maintenance	23.12
23820 - Pneudraulic Systems Mechanic	26.02
23850 - Rigger	25.51
23870 - Scale Mechanic	23.93
23890 - Sheet-Metal Worker	26.02
Maintenance	
23910 - Small Engine Mechanic	19.61
23931 - Telecommunications Mechanic	27.24
I	
23932 - Telecommunications Mechanic	29.81
II	
23950 - Telephone Lineman	29.31
23960 - Welder Combination	23.57
Maintenance	
23965 - Well Driller	25.85
23970 - Woodcraft Worker	26.02
23980 - Woodworker	21.40
24000 - Personal Needs Occupations	
24550 - Case Manager	16.87
24570 - Child Care Attendant	12.34
24580 - Child Care Center Clerk	15.38
24610 - Chore Aide	12.98
24620 - Family Readiness And Support	16.87
Services	
Coordinator	
24630 - Homemaker	16.87
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	26.02
25040 - Sewage Plant Operator	23.74

25070 - Stationary Engineer	26.02
25190 - Ventilation Equipment Tender	19.79
25210 - Water Treatment Plant	23.74
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.37
27007 - Baggage Inspector	18.32
27008 - Corrections Officer	23.85
27010 - Court Security Officer	21.30
27030 - Detection Dog Handler	20.72
27040 - Detention Officer	23.85
27070 - Firefighter	19.27
27101 - Guard I	18.32
27102 - Guard II	20.72
27131 - Police Officer I	27.46
27132 - Police Officer II	30.52
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.49
28042 - Carnival Equipment Repairer	13.34
28043 - Carnival Worker	9.94
28210 - Gate Attendant/Gate Tender	17.39
28310 - Lifeguard	15.49
28350 - Park Attendant (Aide)	19.46
28510 - Recreation Aide/Health	14.20
Facility Attendant	
28515 - Recreation Specialist	23.81
28630 - Sports Official	15.49
28690 - Swimming Pool Operator	17.64
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	23.93
29020 - Hatch Tender	23.93
29030 - Line Handler	23.93
29041 - Stevedore I	22.66
29042 - Stevedore II	24.92
30000 - Technical Occupations	
30010 - Air Traffic Control	(see 2) 44.67
Specialist Center (HFO)	
30011 - Air Traffic Control	(see 2) 30.81
Specialist Station (HFO)	
30012 - Air Traffic Control	33.92
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	19.23
30022 - Archeological Technician II	21.52
30023 - Archeological Technician III	26.65
30030 - Cartographic Technician	26.65
30040 - Civil Engineering Technician	26.65
30051 - Cryogenic Technician I	29.52
30052 - Cryogenic Technician II	32.61
30061 - Drafter/CAD Operator I	19.23

30062 - Drafter/CAD Operator II	21.52
30063 - Drafter/CAD Operator III	23.99
30064 - Drafter/CAD Operator IV	29.52
30081 - Engineering Technician I	15.75
30082 - Engineering Technician II	17.68
30083 - Engineering Technician III	21.45
30084 - Engineering Technician IV	24.50
30085 - Engineering Technician V	29.97
30086 - Engineering Technician VI	36.27
30090 - Environmental Technician	23.88
30095 - Evidence Control Specialist	26.65
30210 - Laboratory Technician	23.99
30221 - Latent Fingerprint	29.52
Technician I	
30222 - Latent Fingerprint	32.61
Technician II	
30240 - Mathematical Technician	26.65
30361 - Paralegal/Legal Assistant I	20.93
30362 - Paralegal/Legal Assistant II	25.93
30363 - Paralegal/Legal Assistant	31.71
III	
30364 - Paralegal/Legal Assistant IV	38.37
30375 - Petroleum Supply Specialist	32.61
30390 - Photo-Optics Technician	26.65
30395 - Radiation Control Technician	32.61
30461 - Technical Writer I	26.65
30462 - Technical Writer II	32.61
30463 - Technical Writer III	39.45
30491 - Unexploded Ordnance (UXO)	28.39
Technician I	
30492 - Unexploded Ordnance (UXO)	34.35
Technician II	
30493 - Unexploded Ordnance (UXO)	41.17
Technician III	
30494 - Unexploded (UXO) Safety	28.39
Escort	
30495 - Unexploded (UXO) Sweep	28.39
Personnel	
30501 - Weather Forecaster I	29.52
30502 - Weather Forecaster II	35.91
30620 - Weather Observer Combined (see 2)	23.99
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	26.65
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	34.35
31020 - Bus Aide	16.55
31030 - Bus Driver	22.32
31043 - Driver Courier	14.03

31260 - Parking and Lot Attendant	12.70
31290 - Shuttle Bus Driver	14.84
31310 - Taxi Driver	13.82
31361 - Truckdriver Light	14.57
31362 - Truckdriver Medium	15.55
31363 - Truckdriver Heavy	23.57
31364 - Truckdriver Tractor-Trailer	23.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.74
99030 - Cashier	11.36
99050 - Desk Clerk	12.25
99095 - Embalmer	28.59
99130 - Flight Follower	28.39
99251 - Laboratory Animal Caretaker	13.71
I	
99252 - Laboratory Animal Caretaker	14.73
II	
99260 - Marketing Analyst	35.20
99310 - Mortician	28.59
99410 - Pest Controller	22.09
99510 - Photofinishing Worker	15.03
99710 - Recycling Laborer	19.34
99711 - Recycling Specialist	22.21
99730 - Refuse Collector	17.88
99810 - Sales Clerk	12.43
99820 - School Crossing Guard	17.80
99830 - Survey Party Chief	26.21
99831 - Surveying Aide	15.96
99832 - Surveying Technician	23.84
99840 - Vending Machine Attendant	19.41
99841 - Vending Machine Repairer	23.33
99842 - Vending Machine Repairer	19.41
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

Standard Wage Determination No.: 2015-4025

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.: 2015-4025
Revision No.: 19
Date Of Last Revision: 12/27/2021

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

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

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

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

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

BELKNAP COUNTY: New Hampton Sanbornton

GRAFTON COUNTY: Alexandria Ashland Bridgewater Bristol Campton Canaan
Dorchester Ellsworth Enfield Grafton Groton Hanover Hebron Holderness
Lebanon Lincoln Lyme Orange Orford Piermont Plymouth Rumney Thornton
Waterville Valley Wentworth Woodstock

MERRIMACK COUNTY: Andover Bradford Danbury Hill New London Newbury
Sutton Warner Wilmot

SULLIVAN COUNTY: Acworth Charlestown Claremont Cornish Croydon Goshen
Grantham Langdon Lempster Newport Plainfield Springfield Sunapee Unity

Fringe Benefits Required Follow the Occupational Listing

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

01011 - Accounting Clerk I	16.15
01012 - Accounting Clerk II	18.15
01013 - Accounting Clerk III	20.29
01020 - Administrative Assistant	28.11
01035 - Court Reporter	17.61
01041 - Customer Service Representative I	14.85
01042 - Customer Service Representative II	16.20
01043 - Customer Service Representative III	18.20
01051 - Data Entry Operator I	14.56
01052 - Data Entry Operator II	15.90
01060 - Dispatcher Motor Vehicle	20.74
01070 - Document Preparation Clerk	16.72
01090 - Duplicating Machine Operator	16.72
01111 - General Clerk I	16.01
01112 - General Clerk II	17.47
01113 - General Clerk III	19.62
01120 - Housing Referral Assistant	19.63
01141 - Messenger Courier	13.52
01191 - Order Clerk I	17.18
01192 - Order Clerk II	18.75
01261 - Personnel Assistant (Employment) I	16.83
01262 - Personnel Assistant (Employment) II	18.81
01263 - Personnel Assistant (Employment) III	20.97
01270 - Production Control Clerk	26.22
01290 - Rental Clerk	16.69
01300 - Scheduler Maintenance	15.75
01311 - Secretary I	15.75
01312 - Secretary II	17.61
01313 - Secretary III	19.63
01320 - Service Order Dispatcher	18.55
01410 - Supply Technician	28.11
01420 - Survey Worker	18.26
01460 - Switchboard Operator/Receptionist	15.69
01531 - Travel Clerk I	17.88
01532 - Travel Clerk II	19.34
01533 - Travel Clerk III	20.85
01611 - Word Processor I	14.02
01612 - Word Processor II	15.75
01613 - Word Processor III	17.61
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.23
Fiberglass	
05010 - Automotive Electrician	20.10

05040 - Automotive Glass Installer	19.33
05070 - Automotive Worker	19.33
05110 - Mobile Equipment Servicer	17.43
05130 - Motor Equipment Metal	20.95
Mechanic	
05160 - Motor Equipment Metal Worker	19.33
05190 - Motor Vehicle Mechanic	20.95
05220 - Motor Vehicle Mechanic	16.27
Helper	
05250 - Motor Vehicle Upholstery	18.44
Worker	
05280 - Motor Vehicle Wrecker	19.33
05310 - Painter Automotive	20.31
05340 - Radiator Repair Specialist	19.33
05370 - Tire Repairer	15.77
05400 - Transmission Repair	20.95
Specialist	
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.11
07041 - Cook I	17.01
07042 - Cook II	18.86
07070 - Dishwasher	10.78
07130 - Food Service Worker	12.85
07210 - Meat Cutter	19.99
07260 - Waiter/Waitress	10.48
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.46
09040 - Furniture Handler	14.33
09080 - Furniture Refinisher	20.46
09090 - Furniture Refinisher Helper	16.56
09110 - Furniture Repairer Minor	18.77
09130 - Upholsterer	20.46
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.88
11060 - Elevator Operator	15.40
11090 - Gardener	20.53
11122 - Housekeeping Aide	15.40
11150 - Janitor	15.40
11210 - Laborer Grounds Maintenance	16.59
11240 - Maid or Houseman	13.26
11260 - Pruner	15.25
11270 - Tractor Operator	19.17
11330 - Trail Maintenance Worker	16.59
11360 - Window Cleaner	16.76
12000 - Health Occupations	
12010 - Ambulance Driver	20.33
12011 - Breath Alcohol Technician	22.98

12012 - Certified Occupational Therapist Assistant	28.72
12015 - Certified Physical Therapist Assistant	29.58
12020 - Dental Assistant	23.84
12025 - Dental Hygienist	44.14
12030 - EKG Technician	34.82
12035 - Electroneurodiagnostic Technologist	34.82
12040 - Emergency Medical Technician	20.33
12071 - Licensed Practical Nurse I	20.55
12072 - Licensed Practical Nurse II	22.98
12073 - Licensed Practical Nurse III	25.61
12100 - Medical Assistant	18.13
12130 - Medical Laboratory Technician	29.77
12160 - Medical Record Clerk	18.38
12190 - Medical Record Technician	21.78
12195 - Medical Transcriptionist	19.28
12210 - Nuclear Medicine Technologist	50.49
12221 - Nursing Assistant I	11.96
12222 - Nursing Assistant II	13.44
12223 - Nursing Assistant III	14.66
12224 - Nursing Assistant IV	16.47
12235 - Optical Dispenser	19.56
12236 - Optical Technician	20.55
12250 - Pharmacy Technician	18.25
12280 - Phlebotomist	17.96
12305 - Radiologic Technologist	31.13
12311 - Registered Nurse I	24.21
12312 - Registered Nurse II	29.62
12313 - Registered Nurse II	29.62
Specialist	
12314 - Registered Nurse III	35.84
12315 - Registered Nurse III	35.84
Anesthetist	
12316 - Registered Nurse IV	42.95
12317 - Scheduler (Drug and Alcohol Testing)	28.45
12320 - Substance Abuse Treatment Counselor	25.18
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.84
13012 - Exhibits Specialist II	25.82
13013 - Exhibits Specialist III	31.57
13041 - Illustrator I	20.84
13042 - Illustrator II	25.82
13043 - Illustrator III	31.57

13047 - Librarian	28.59
13050 - Library Aide/Clerk	14.37
13054 - Library Information	25.82
Technology Systems	
Administrator	
13058 - Library Technician	18.36
13061 - Media Specialist I	18.63
13062 - Media Specialist II	20.84
13063 - Media Specialist III	23.24
13071 - Photographer I	18.63
13072 - Photographer II	20.84
13073 - Photographer III	25.82
13074 - Photographer IV	31.57
13075 - Photographer V	38.20
13090 - Technical Order Library	18.05
Clerk	
13110 - Video Teleconference	18.63
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	16.60
14042 - Computer Operator II	18.57
14043 - Computer Operator III	20.71
14044 - Computer Operator IV	23.00
14045 - Computer Operator V	25.48
14071 - Computer Programmer I	(see 1) 20.72
14072 - Computer Programmer II	(see 1) 25.66
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	16.60
Operator	
14160 - Personal Computer Support	23.03
Technician	
14170 - System Support Specialist	26.52
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	31.98
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	38.33
Instructor (Rated)	
15030 - Air Crew Training Devices	45.94
Instructor (Pilot)	
15050 - Computer Based Training	31.98
Specialist / Instructor	
15060 - Educational Technologist	36.92
15070 - Flight Instructor (Pilot)	45.94
15080 - Graphic Artist	25.54

15085 - Maintenance Test Pilot Fixed Jet/Prop	42.22
15086 - Maintenance Test Pilot Rotary Wing	42.22
15088 - Non-Maintenance Test/Co-Pilot	42.22
15090 - Technical Instructor	27.21
15095 - Technical Instructor/Course Developer	33.28
15110 - Test Proctor	21.97
15120 - Tutor	21.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing Apparel Laundry	14.76
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.56
19040 - Tool And Die Maker	28.36
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.50
21030 - Material Coordinator	26.22
21040 - Material Expediter	26.22
21050 - Material Handling Laborer	15.17
21071 - Order Filler	15.08
21080 - Production Line Worker (Food Processing)	19.50
21110 - Shipping Packer	17.47
21130 - Shipping/Receiving Clerk	17.47
21140 - Store Worker I	14.41
21150 - Stock Clerk	18.50
21210 - Tools And Parts Attendant	19.50
21410 - Warehouse Specialist	19.50
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.25
23019 - Aircraft Logs and Records Technician	21.44

23021 - Aircraft Mechanic I	24.36
23022 - Aircraft Mechanic II	25.25
23023 - Aircraft Mechanic III	26.13
23040 - Aircraft Mechanic Helper	18.92
23050 - Aircraft Painter	23.38
23060 - Aircraft Servicer	21.44
23070 - Aircraft Survival Flight	23.38
Equipment Technician	
23080 - Aircraft Worker	22.48
23091 - Aircrew Life Support	22.48
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	24.36
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.38
23120 - Bicycle Repairer	17.95
23125 - Cable Splicer	33.95
23130 - Carpenter Maintenance	22.17
23140 - Carpet Layer	22.48
23160 - Electrician Maintenance	26.69
23181 - Electronics Technician	24.73
Maintenance I	
23182 - Electronics Technician	25.85
Maintenance II	
23183 - Electronics Technician	27.17
Maintenance III	
23260 - Fabric Worker	21.44
23290 - Fire Alarm System Mechanic	26.80
23310 - Fire Extinguisher Repairer	20.28
23311 - Fuel Distribution System	24.36
Mechanic	
23312 - Fuel Distribution System	20.28
Operator	
23370 - General Maintenance Worker	21.16
23380 - Ground Support Equipment	24.36
Mechanic	
23381 - Ground Support Equipment	21.44
Servicer	
23382 - Ground Support Equipment	22.48
Worker	
23391 - Gunsmith I	20.28
23392 - Gunsmith II	22.48
23393 - Gunsmith III	24.36
23410 - Heating Ventilation And Air-	27.25
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	28.24
Contidioning	
Mechanic (Research Facility)	

23430 - Heavy Equipment Mechanic	26.11
23440 - Heavy Equipment Operator	22.17
23460 - Instrument Mechanic	24.36
23465 - Laboratory/Shelter Mechanic	23.38
23470 - Laborer	15.17
23510 - Locksmith	23.38
23530 - Machinery Maintenance	26.02
Mechanic	
23550 - Machinist Maintenance	23.43
23580 - Maintenance Trades Helper	17.52
23591 - Metrology Technician I	24.36
23592 - Metrology Technician II	25.25
23593 - Metrology Technician III	26.13
23640 - Millwright	27.57
23710 - Office Appliance Repairer	24.90
23760 - Painter Maintenance	20.22
23790 - Pipefitter Maintenance	26.41
23810 - Plumber Maintenance	25.34
23820 - Pneudraulic Systems Mechanic	24.36
23850 - Rigger	24.36
23870 - Scale Mechanic	22.48
23890 - Sheet-Metal Worker	24.36
Maintenance	
23910 - Small Engine Mechanic	22.35
23931 - Telecommunications Mechanic	33.21
I	
23932 - Telecommunications Mechanic	34.42
II	
23950 - Telephone Lineman	31.14
23960 - Welder Combination	21.42
Maintenance	
23965 - Well Driller	24.36
23970 - Woodcraft Worker	24.36
23980 - Woodworker	20.28
24000 - Personal Needs Occupations	
24550 - Case Manager	16.79
24570 - Child Care Attendant	13.94
24580 - Child Care Center Clerk	17.37
24610 - Chore Aide	13.59
24620 - Family Readiness And Support	16.79
Services	
Coordinator	
24630 - Homemaker	16.79
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	26.21
25040 - Sewage Plant Operator	24.42
25070 - Stationary Engineer	26.21
25190 - Ventilation Equipment Tender	20.36

25210 - Water Treatment Plant Operator		24.42
27000 - Protective Service Occupations		
27004 - Alarm Monitor		22.94
27007 - Baggage Inspector		15.93
27008 - Corrections Officer		19.46
27010 - Court Security Officer		19.73
27030 - Detection Dog Handler		18.26
27040 - Detention Officer		19.46
27070 - Firefighter		19.14
27101 - Guard I		15.93
27102 - Guard II		18.26
27131 - Police Officer I		23.38
27132 - Police Officer II		25.99
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.78
28042 - Carnival Equipment Repairer		15.83
28043 - Carnival Worker		11.75
28210 - Gate Attendant/Gate Tender		17.17
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		19.21
28510 - Recreation Aide/Health Facility Attendant		14.02
28515 - Recreation Specialist		23.61
28630 - Sports Official		15.29
28690 - Swimming Pool Operator		19.40
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.48
29020 - Hatch Tender		22.48
29030 - Line Handler		22.48
29041 - Stevedore I		21.44
29042 - Stevedore II		23.38
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		17.73
30022 - Archeological Technician II		19.83
30023 - Archeological Technician III		24.57
30030 - Cartographic Technician		24.57
30040 - Civil Engineering Technician		25.22
30051 - Cryogenic Technician I		24.40
30052 - Cryogenic Technician II		26.95
30061 - Drafter/CAD Operator I		17.73
30062 - Drafter/CAD Operator II		19.83
30063 - Drafter/CAD Operator III		22.11

30064 - Drafter/CAD Operator IV	27.21
30081 - Engineering Technician I	15.55
30082 - Engineering Technician II	17.46
30083 - Engineering Technician III	21.45
30084 - Engineering Technician IV	24.19
30085 - Engineering Technician V	29.59
30086 - Engineering Technician VI	35.81
30090 - Environmental Technician	24.23
30095 - Evidence Control Specialist	22.03
30210 - Laboratory Technician	22.11
30221 - Latent Fingerprint Technician I	24.40
30222 - Latent Fingerprint Technician II	26.95
30240 - Mathematical Technician	24.57
30361 - Paralegal/Legal Assistant I	20.85
30362 - Paralegal/Legal Assistant II	25.83
30363 - Paralegal/Legal Assistant III	31.60
30364 - Paralegal/Legal Assistant IV	38.24
30375 - Petroleum Supply Specialist	26.95
30390 - Photo-Optics Technician	24.55
30395 - Radiation Control Technician	26.95
30461 - Technical Writer I	25.93
30462 - Technical Writer II	31.72
30463 - Technical Writer III	38.39
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	27.21
30502 - Weather Forecaster II	33.10
30620 - Weather Observer Combined (see 2)	22.11
30621 - Weather Observer Senior (see 2)	24.57
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.23
31020 - Bus Aide	15.68
31030 - Bus Driver	21.85
31043 - Driver Courier	14.03
31260 - Parking and Lot Attendant	14.41
31290 - Shuttle Bus Driver	16.03

31310 - Taxi Driver	16.35
31361 - Truckdriver Light	14.57
31362 - Truckdriver Medium	15.55
31363 - Truckdriver Heavy	22.90
31364 - Truckdriver Tractor-Trailer	22.90
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.22
99030 - Cashier	11.65
99050 - Desk Clerk	12.48
99095 - Embalmer	28.59
99130 - Flight Follower	25.81
99251 - Laboratory Animal Caretaker	14.89
I	
99252 - Laboratory Animal Caretaker	15.83
II	
99260 - Marketing Analyst	30.73
99310 - Mortician	28.59
99410 - Pest Controller	22.48
99510 - Photofinishing Worker	15.03
99710 - Recycling Laborer	16.57
99711 - Recycling Specialist	19.14
99730 - Refuse Collector	15.23
99810 - Sales Clerk	13.34
99820 - School Crossing Guard	15.78
99830 - Survey Party Chief	20.80
99831 - Surveying Aide	12.66
99832 - Surveying Technician	18.92
99840 - Vending Machine Attendant	19.83
99841 - Vending Machine Repairer	23.56
99842 - Vending Machine Repairer	19.83
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

**** UNIFORM ALLOWANCE ****

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

29 CFR 4.6(b)(2)(iii)).

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

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

Standard Wage Determination No.: 2015-4027

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.: 2015-4027
Revision No.: 19
Date Of Last Revision: 12/27/2021

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

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

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

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

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

CHESHIRE COUNTY: Alstead Chesterfield Dublin Fitzwilliam Gilsum
Harrisville Hinsdale Jaffrey Keene Marlboro Marlow Nelson Richmond
Rindge Roxbury Stoddard Sullivan Surry Swanzey Troy Walpole
Westmoreland Winchester

HILLSBOROUGH COUNTY: Antrim Bennington Frankestown Hancock New Ipswich
Peterborough Sharon

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.15
01012 - Accounting Clerk II		18.15
01013 - Accounting Clerk III		20.29
01020 - Administrative Assistant		28.11

01035 - Court Reporter	17.78
01041 - Customer Service Representative I	14.85
01042 - Customer Service Representative II	16.52
01043 - Customer Service Representative III	18.20
01051 - Data Entry Operator I	13.99
01052 - Data Entry Operator II	14.89
01060 - Dispatcher Motor Vehicle	20.74
01070 - Document Preparation Clerk	16.72
01090 - Duplicating Machine Operator	16.72
01111 - General Clerk I	16.01
01112 - General Clerk II	17.47
01113 - General Clerk III	19.62
01120 - Housing Referral Assistant	19.81
01141 - Messenger Courier	13.52
01191 - Order Clerk I	17.18
01192 - Order Clerk II	18.75
01261 - Personnel Assistant (Employment) I	16.83
01262 - Personnel Assistant (Employment) II	18.81
01263 - Personnel Assistant (Employment) III	20.97
01270 - Production Control Clerk	25.38
01290 - Rental Clerk	16.69
01300 - Scheduler Maintenance	15.88
01311 - Secretary I	15.88
01312 - Secretary II	17.78
01313 - Secretary III	19.81
01320 - Service Order Dispatcher	18.55
01410 - Supply Technician	28.11
01420 - Survey Worker	18.26
01460 - Switchboard Operator/Receptionist	15.16
01531 - Travel Clerk I	18.35
01532 - Travel Clerk II	19.86
01533 - Travel Clerk III	21.40
01611 - Word Processor I	14.15
01612 - Word Processor II	15.88
01613 - Word Processor III	17.78
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.23
Fiberglass	
05010 - Automotive Electrician	20.10
05040 - Automotive Glass Installer	19.33
05070 - Automotive Worker	19.33
05110 - Mobile Equipment Servicer	17.43

05130 - Motor Equipment Metal Mechanic	20.95
05160 - Motor Equipment Metal Worker	19.33
05190 - Motor Vehicle Mechanic	20.95
05220 - Motor Vehicle Mechanic Helper	16.27
05250 - Motor Vehicle Upholstery Worker	18.44
05280 - Motor Vehicle Wrecker	19.33
05310 - Painter Automotive	20.31
05340 - Radiator Repair Specialist	19.33
05370 - Tire Repairer	14.70
05400 - Transmission Repair Specialist	20.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.96
07041 - Cook I	17.01
07042 - Cook II	18.86
07070 - Dishwasher	10.78
07130 - Food Service Worker	12.85
07210 - Meat Cutter	19.89
07260 - Waiter/Waitress	11.53
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.19
09040 - Furniture Handler	15.54
09080 - Furniture Refinisher	22.19
09090 - Furniture Refinisher Helper	17.96
09110 - Furniture Repairer Minor	20.35
09130 - Upholsterer	22.19
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.69
11060 - Elevator Operator	15.40
11090 - Gardener	20.53
11122 - Housekeeping Aide	15.40
11150 - Janitor	15.40
11210 - Laborer Grounds Maintenance	16.59
11240 - Maid or Houseman	13.26
11260 - Pruner	15.25
11270 - Tractor Operator	19.17
11330 - Trail Maintenance Worker	16.59
11360 - Window Cleaner	16.76
12000 - Health Occupations	
12010 - Ambulance Driver	19.62
12011 - Breath Alcohol Technician	22.98
12012 - Certified Occupational Therapist Assistant	28.72

12015 - Certified Physical Therapist Assistant	29.58
12020 - Dental Assistant	23.84
12025 - Dental Hygienist	44.14
12030 - EKG Technician	34.82
12035 - Electroneurodiagnostic Technologist	34.82
12040 - Emergency Medical Technician	19.62
12071 - Licensed Practical Nurse I	20.55
12072 - Licensed Practical Nurse II	22.98
12073 - Licensed Practical Nurse III	25.61
12100 - Medical Assistant	20.98
12130 - Medical Laboratory Technician	25.58
12160 - Medical Record Clerk	17.94
12190 - Medical Record Technician	21.78
12195 - Medical Transcriptionist	19.28
12210 - Nuclear Medicine Technologist	50.49
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	20.02
12236 - Optical Technician	20.55
12250 - Pharmacy Technician	18.25
12280 - Phlebotomist	18.18
12305 - Radiologic Technologist	30.42
12311 - Registered Nurse I	24.97
12312 - Registered Nurse II	30.54
12313 - Registered Nurse II	30.54
12314 - Registered Nurse III	36.96
12315 - Registered Nurse III	36.96
12316 - Registered Nurse IV	44.30
12317 - Scheduler (Drug and Alcohol Testing)	28.45
12320 - Substance Abuse Treatment Counselor	23.69
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.09
13012 - Exhibits Specialist II	24.88
13013 - Exhibits Specialist III	30.43
13041 - Illustrator I	20.09
13042 - Illustrator II	24.88
13043 - Illustrator III	30.43
13047 - Librarian	27.56
13050 - Library Aide/Clerk	13.78

13054 - Library Information	24.88
Technology Systems	
Administrator	
13058 - Library Technician	18.36
13061 - Media Specialist I	17.95
13062 - Media Specialist II	20.09
13063 - Media Specialist III	22.39
13071 - Photographer I	17.95
13072 - Photographer II	20.09
13073 - Photographer III	24.88
13074 - Photographer IV	30.43
13075 - Photographer V	36.83
13090 - Technical Order Library	17.31
Clerk	
13110 - Video Teleconference	18.10
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	16.60
14042 - Computer Operator II	18.57
14043 - Computer Operator III	20.71
14044 - Computer Operator IV	23.00
14045 - Computer Operator V	25.48
14071 - Computer Programmer I	(see 1) 20.51
14072 - Computer Programmer II	(see 1) 25.41
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	16.60
Operator	
14160 - Personal Computer Support	23.03
Technician	
14170 - System Support Specialist	25.48
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	31.98
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	38.33
Instructor (Rated)	
15030 - Air Crew Training Devices	45.94
Instructor (Pilot)	
15050 - Computer Based Training	31.98
Specialist / Instructor	
15060 - Educational Technologist	36.92
15070 - Flight Instructor (Pilot)	45.94
15080 - Graphic Artist	23.22
15085 - Maintenance Test Pilot Fixed	45.94
Jet/Prop	

15086 - Maintenance Test Pilot	45.94
Rotary Wing	
15088 - Non-Maintenance Test/Co-Pilot	45.94
15090 - Technical Instructor	26.10
15095 - Technical Instructor/Course Developer	31.93
15110 - Test Proctor	21.08
15120 - Tutor	21.08
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing	14.76
Apparel Laundry	
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.56
19040 - Tool And Die Maker	28.36
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.50
21030 - Material Coordinator	25.38
21040 - Material Expediter	25.38
21050 - Material Handling Laborer	15.17
21071 - Order Filler	14.00
21080 - Production Line Worker (Food Processing)	19.50
21110 - Shipping Packer	17.47
21130 - Shipping/Receiving Clerk	17.47
21140 - Store Worker I	14.41
21150 - Stock Clerk	18.50
21210 - Tools And Parts Attendant	19.50
21410 - Warehouse Specialist	19.50
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.25
23019 - Aircraft Logs and Records	21.44
Technician	
23021 - Aircraft Mechanic I	24.36
23022 - Aircraft Mechanic II	25.25

23023 - Aircraft Mechanic III	26.13
23040 - Aircraft Mechanic Helper	18.92
23050 - Aircraft Painter	23.38
23060 - Aircraft Servicer	21.44
23070 - Aircraft Survival Flight	23.38
Equipment Technician	
23080 - Aircraft Worker	22.48
23091 - Aircrew Life Support	22.48
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	24.36
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.38
23120 - Bicycle Repairer	17.95
23125 - Cable Splicer	28.05
23130 - Carpenter Maintenance	22.17
23140 - Carpet Layer	22.48
23160 - Electrician Maintenance	26.69
23181 - Electronics Technician	24.73
Maintenance I	
23182 - Electronics Technician	25.85
Maintenance II	
23183 - Electronics Technician	27.17
Maintenance III	
23260 - Fabric Worker	21.44
23290 - Fire Alarm System Mechanic	26.80
23310 - Fire Extinguisher Repairer	20.28
23311 - Fuel Distribution System	24.36
Mechanic	
23312 - Fuel Distribution System	20.28
Operator	
23370 - General Maintenance Worker	21.16
23380 - Ground Support Equipment	24.36
Mechanic	
23381 - Ground Support Equipment	21.44
Servicer	
23382 - Ground Support Equipment	22.48
Worker	
23391 - Gunsmith I	20.28
23392 - Gunsmith II	22.48
23393 - Gunsmith III	24.36
23410 - Heating Ventilation And Air-	27.25
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	28.24
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.32
23440 - Heavy Equipment Operator	22.91

23460 - Instrument Mechanic	24.36
23465 - Laboratory/Shelter Mechanic	23.38
23470 - Laborer	15.17
23510 - Locksmith	23.38
23530 - Machinery Maintenance	26.02
Mechanic	
23550 - Machinist Maintenance	23.43
23580 - Maintenance Trades Helper	17.52
23591 - Metrology Technician I	24.36
23592 - Metrology Technician II	25.25
23593 - Metrology Technician III	26.13
23640 - Millwright	27.57
23710 - Office Appliance Repairer	24.90
23760 - Painter Maintenance	20.22
23790 - Pipefitter Maintenance	27.71
23810 - Plumber Maintenance	26.60
23820 - Pneudraulic Systems Mechanic	24.36
23850 - Rigger	24.36
23870 - Scale Mechanic	22.48
23890 - Sheet-Metal Worker	24.88
Maintenance	
23910 - Small Engine Mechanic	21.43
23931 - Telecommunications Mechanic	33.21
I	
23932 - Telecommunications Mechanic	34.42
II	
23950 - Telephone Lineman	28.31
23960 - Welder Combination	22.44
Maintenance	
23965 - Well Driller	24.36
23970 - Woodcraft Worker	24.36
23980 - Woodworker	20.28
24000 - Personal Needs Occupations	
24550 - Case Manager	16.79
24570 - Child Care Attendant	13.94
24580 - Child Care Center Clerk	17.37
24610 - Chore Aide	13.53
24620 - Family Readiness And Support	16.79
Services	
Coordinator	
24630 - Homemaker	16.79
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	26.21
25040 - Sewage Plant Operator	24.42
25070 - Stationary Engineer	26.21
25190 - Ventilation Equipment Tender	20.36
25210 - Water Treatment Plant	24.42
Operator	
27000 - Protective Service Occupations	

27004 - Alarm Monitor	22.94
27007 - Baggage Inspector	16.13
27008 - Corrections Officer	19.46
27010 - Court Security Officer	19.73
27030 - Detection Dog Handler	18.05
27040 - Detention Officer	19.46
27070 - Firefighter	19.14
27101 - Guard I	16.13
27102 - Guard II	18.05
27131 - Police Officer I	23.38
27132 - Police Officer II	25.99
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.78
28042 - Carnival Equipment Repairer	15.83
28043 - Carnival Worker	11.75
28210 - Gate Attendant/Gate Tender	17.17
28310 - Lifeguard	14.52
28350 - Park Attendant (Aide)	19.21
28510 - Recreation Aide/Health	14.02
Facility Attendant	
28515 - Recreation Specialist	22.60
28630 - Sports Official	15.29
28690 - Swimming Pool Operator	19.40
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	22.48
29020 - Hatch Tender	22.48
29030 - Line Handler	22.48
29041 - Stevedore I	21.44
29042 - Stevedore II	23.38
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	40.61
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	28.01
Specialist Station (HFO)	
30012 - Air Traffic Control	30.84
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	17.71
30022 - Archeological Technician II	19.81
30023 - Archeological Technician III	24.55
30030 - Cartographic Technician	24.55
30040 - Civil Engineering Technician	25.22
30051 - Cryogenic Technician I	23.36
30052 - Cryogenic Technician II	25.81
30061 - Drafter/CAD Operator I	17.71
30062 - Drafter/CAD Operator II	19.81
30063 - Drafter/CAD Operator III	22.09
30064 - Drafter/CAD Operator IV	27.17
30081 - Engineering Technician I	15.55
30082 - Engineering Technician II	17.46

30083 - Engineering Technician III	21.45
30084 - Engineering Technician IV	24.19
30085 - Engineering Technician V	29.59
30086 - Engineering Technician VI	35.81
30090 - Environmental Technician	22.24
30095 - Evidence Control Specialist	21.10
30210 - Laboratory Technician	22.09
30221 - Latent Fingerprint Technician I	23.36
30222 - Latent Fingerprint Technician II	25.81
30240 - Mathematical Technician	24.55
30361 - Paralegal/Legal Assistant I	20.85
30362 - Paralegal/Legal Assistant II	25.83
30363 - Paralegal/Legal Assistant III	31.60
30364 - Paralegal/Legal Assistant IV	38.24
30375 - Petroleum Supply Specialist	25.81
30390 - Photo-Optics Technician	24.55
30395 - Radiation Control Technician	25.81
30461 - Technical Writer I	25.93
30462 - Technical Writer II	31.72
30463 - Technical Writer III	38.39
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	27.17
30502 - Weather Forecaster II	33.05
30620 - Weather Observer Combined (see 2)	22.09
30621 - Weather Observer Senior (see 2)	24.55
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.23
31020 - Bus Aide	15.68
31030 - Bus Driver	21.85
31043 - Driver Courier	14.90
31260 - Parking and Lot Attendant	14.41
31290 - Shuttle Bus Driver	17.57
31310 - Taxi Driver	14.86
31361 - Truckdriver Light	15.97
31362 - Truckdriver Medium	16.89

31363 - Truckdriver Heavy	22.90
31364 - Truckdriver Tractor-Trailer	22.90
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.22
99030 - Cashier	11.65
99050 - Desk Clerk	12.48
99095 - Embalmer	28.59
99130 - Flight Follower	25.81
99251 - Laboratory Animal Caretaker	14.89
I	
99252 - Laboratory Animal Caretaker	15.83
II	
99260 - Marketing Analyst	30.36
99310 - Mortician	28.59
99410 - Pest Controller	22.48
99510 - Photofinishing Worker	15.03
99710 - Recycling Laborer	17.27
99711 - Recycling Specialist	19.94
99730 - Refuse Collector	15.90
99810 - Sales Clerk	13.34
99820 - School Crossing Guard	15.57
99830 - Survey Party Chief	20.80
99831 - Surveying Aide	12.66
99832 - Surveying Technician	18.92
99840 - Vending Machine Attendant	19.83
99841 - Vending Machine Repairer	23.56
99842 - Vending Machine Repairer	19.83

Helper

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

week or \$733.20 per month*

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1)

dated September 2015 unless otherwise indicated.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4029

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.: 2015-4029
Revision No.: 18
Date Of Last Revision: 12/27/2021

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

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

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

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

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

Massachusetts:

ESSEX COUNTY: Amesbury Georgetown Groveland Haverhill Merrimac
Newburyport North Andover Salisbury West Newbury

New Hampshire:

ROCKINGHAM COUNTY: Atkinson Danville East Kingston Hampstead Kingston
Newton Plaistow Sandown Seabrook

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12

01013 - Accounting Clerk III	24.73
01020 - Administrative Assistant	32.37
01035 - Court Reporter	22.95
01041 - Customer Service	17.01
Representative I	
01042 - Customer Service	18.56
Representative II	
01043 - Customer Service	20.85
Representative III	
01051 - Data Entry Operator I	17.37
01052 - Data Entry Operator II	18.95
01060 - Dispatcher Motor Vehicle	21.84
01070 - Document Preparation Clerk	18.96
01090 - Duplicating Machine Operator	18.96
01111 - General Clerk I	16.07
01112 - General Clerk II	17.54
01113 - General Clerk III	19.70
01120 - Housing Referral Assistant	23.71
01141 - Messenger Courier	17.28
01191 - Order Clerk I	20.49
01192 - Order Clerk II	22.36
01261 - Personnel Assistant	18.50
(Employment) I	
01262 - Personnel Assistant	20.69
(Employment) II	
01263 - Personnel Assistant	23.06
(Employment) III	
01270 - Production Control Clerk	27.47
01290 - Rental Clerk	19.15
01300 - Scheduler Maintenance	19.02
01311 - Secretary I	19.02
01312 - Secretary II	21.27
01313 - Secretary III	23.71
01320 - Service Order Dispatcher	19.53
01410 - Supply Technician	32.37
01420 - Survey Worker	21.10
01460 - Switchboard	16.97
Operator/Receptionist	
01531 - Travel Clerk I	18.36
01532 - Travel Clerk II	19.86
01533 - Travel Clerk III	21.41
01611 - Word Processor I	20.33
01612 - Word Processor II	22.84
01613 - Word Processor III	25.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.27
Fiberglass	
05010 - Automotive Electrician	22.08
05040 - Automotive Glass Installer	21.11
05070 - Automotive Worker	21.11

05110 - Mobile Equipment Servicer	19.12
05130 - Motor Equipment Metal	23.05
Mechanic	
05160 - Motor Equipment Metal Worker	21.11
05190 - Motor Vehicle Mechanic	23.05
05220 - Motor Vehicle Mechanic	17.98
Helper	
05250 - Motor Vehicle Upholstery	20.13
Worker	
05280 - Motor Vehicle Wrecker	21.11
05310 - Painter Automotive	22.08
05340 - Radiator Repair Specialist	21.11
05370 - Tire Repairer	15.08
05400 - Transmission Repair	23.05
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	16.09
07041 - Cook I	19.40
07042 - Cook II	21.41
07070 - Dishwasher	14.76
07130 - Food Service Worker	14.82
07210 - Meat Cutter	22.10
07260 - Waiter/Waitress	14.25
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.18
09040 - Furniture Handler	13.71
09080 - Furniture Refinisher	19.56
09090 - Furniture Refinisher Helper	15.93
09110 - Furniture Repairer Minor	17.83
09130 - Upholsterer	21.88
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.73
11060 - Elevator Operator	14.73
11090 - Gardener	23.28
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
11210 - Laborer Grounds Maintenance	18.84
11240 - Maid or Houseman	15.13
11260 - Pruner	17.33
11270 - Tractor Operator	21.89
11330 - Trail Maintenance Worker	18.84
11360 - Window Cleaner	19.27
12000 - Health Occupations	
12010 - Ambulance Driver	22.45
12011 - Breath Alcohol Technician	26.13
12012 - Certified Occupational	30.96
Therapist Assistant	

12015 - Certified Physical Therapist Assistant	31.55
12020 - Dental Assistant	25.31
12025 - Dental Hygienist	50.31
12030 - EKG Technician	38.43
12035 - Electroneurodiagnostic Technologist	38.43
12040 - Emergency Medical Technician	22.45
12071 - Licensed Practical Nurse I	23.37
12072 - Licensed Practical Nurse II	26.13
12073 - Licensed Practical Nurse III	29.13
12100 - Medical Assistant	20.90
12130 - Medical Laboratory Technician	26.65
12160 - Medical Record Clerk	21.77
12190 - Medical Record Technician	25.65
12195 - Medical Transcriptionist	21.48
12210 - Nuclear Medicine Technologist	46.81
12221 - Nursing Assistant I	12.86
12222 - Nursing Assistant II	14.45
12223 - Nursing Assistant III	15.77
12224 - Nursing Assistant IV	17.71
12235 - Optical Dispenser	26.43
12236 - Optical Technician	21.48
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	19.61
12305 - Radiologic Technologist	37.20
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II	40.19
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III	48.63
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	32.38
12320 - Substance Abuse Treatment Counselor	22.54
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	24.09
13042 - Illustrator II	29.83
13043 - Illustrator III	36.50
13047 - Librarian	35.45
13050 - Library Aide/Clerk	17.29

13054 - Library Information	30.83
Technology Systems	
Administrator	
13058 - Library Technician	23.73
13061 - Media Specialist I	20.78
13062 - Media Specialist II	23.25
13063 - Media Specialist III	25.92
13071 - Photographer I	19.21
13072 - Photographer II	21.48
13073 - Photographer III	26.61
13074 - Photographer IV	32.55
13075 - Photographer V	39.39
13090 - Technical Order Library	21.10
Clerk	
13110 - Video Teleconference	25.65
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	21.68
14042 - Computer Operator II	24.26
14043 - Computer Operator III	27.04
14044 - Computer Operator IV	30.05
14045 - Computer Operator V	33.28
14071 - Computer Programmer I	(see 1) 26.60
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	21.68
Operator	
14160 - Personal Computer Support	30.05
Technician	
14170 - System Support Specialist	49.12
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	35.72
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	43.22
Instructor (Rated)	
15030 - Air Crew Training Devices	50.97
Instructor (Pilot)	
15050 - Computer Based Training	35.72
Specialist / Instructor	
15060 - Educational Technologist	37.07
15070 - Flight Instructor (Pilot)	50.97
15080 - Graphic Artist	32.60
15085 - Maintenance Test Pilot Fixed	50.97
Jet/Prop	

15086 - Maintenance Test Pilot	50.97
Rotary Wing	
15088 - Non-Maintenance Test/Co-Pilot	50.97
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	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing	14.76
Apparel Laundry	
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.49
19040 - Tool And Die Maker	32.45
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.53
21030 - Material Coordinator	27.47
21040 - Material Expediter	27.47
21050 - Material Handling Laborer	16.65
21071 - Order Filler	16.53
21080 - Production Line Worker (Food Processing)	19.53
21110 - Shipping Packer	19.26
21130 - Shipping/Receiving Clerk	19.26
21140 - Store Worker I	14.81
21150 - Stock Clerk	19.00
21210 - Tools And Parts Attendant	19.53
21410 - Warehouse Specialist	19.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.40
23019 - Aircraft Logs and Records	31.39
Technician	
23021 - Aircraft Mechanic I	35.95
23022 - Aircraft Mechanic II	37.40

23023 - Aircraft Mechanic III	38.89
23040 - Aircraft Mechanic Helper	28.04
23050 - Aircraft Painter	34.43
23060 - Aircraft Servicer	31.39
23070 - Aircraft Survival Flight	34.43
Equipment Technician	
23080 - Aircraft Worker	32.92
23091 - Aircrew Life Support	32.92
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	35.95
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	26.11
23120 - Bicycle Repairer	19.32
23125 - Cable Splicer	45.06
23130 - Carpenter Maintenance	29.24
23140 - Carpet Layer	34.99
23160 - Electrician Maintenance	35.40
23181 - Electronics Technician	29.92
Maintenance I	
23182 - Electronics Technician	31.31
Maintenance II	
23183 - Electronics Technician	32.68
Maintenance III	
23260 - Fabric Worker	28.47
23290 - Fire Alarm System Mechanic	35.08
23310 - Fire Extinguisher Repairer	27.05
23311 - Fuel Distribution System	36.28
Mechanic	
23312 - Fuel Distribution System	30.11
Operator	
23370 - General Maintenance Worker	24.52
23380 - Ground Support Equipment	35.95
Mechanic	
23381 - Ground Support Equipment	31.39
Servicer	
23382 - Ground Support Equipment	32.92
Worker	
23391 - Gunsmith I	27.05
23392 - Gunsmith II	29.86
23393 - Gunsmith III	32.61
23410 - Heating Ventilation And Air-	30.94
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	32.18
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	31.10
23440 - Heavy Equipment Operator	32.19

23460 - Instrument Mechanic	29.55
23465 - Laboratory/Shelter Mechanic	31.23
23470 - Laborer	16.65
23510 - Locksmith	28.03
23530 - Machinery Maintenance	29.38
Mechanic	
23550 - Machinist Maintenance	25.81
23580 - Maintenance Trades Helper	21.09
23591 - Metrology Technician I	29.55
23592 - Metrology Technician II	30.74
23593 - Metrology Technician III	31.97
23640 - Millwright	29.76
23710 - Office Appliance Repairer	26.11
23760 - Painter Maintenance	26.92
23790 - Pipefitter Maintenance	37.10
23810 - Plumber Maintenance	35.54
23820 - Pneudraulic Systems Mechanic	32.61
23850 - Rigger	28.53
23870 - Scale Mechanic	29.86
23890 - Sheet-Metal Worker	29.20
Maintenance	
23910 - Small Engine Mechanic	24.98
23931 - Telecommunications Mechanic	35.50
I	
23932 - Telecommunications Mechanic	36.93
II	
23950 - Telephone Lineman	38.25
23960 - Welder Combination	26.04
Maintenance	
23965 - Well Driller	30.04
23970 - Woodcraft Worker	32.61
23980 - Woodworker	27.05
24000 - Personal Needs Occupations	
24550 - Case Manager	16.52
24570 - Child Care Attendant	15.04
24580 - Child Care Center Clerk	18.75
24610 - Chore Aide	15.29
24620 - Family Readiness And Support	16.52
Services	
Coordinator	
24630 - Homemaker	19.55
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	34.25
25040 - Sewage Plant Operator	29.77
25070 - Stationary Engineer	34.25
25190 - Ventilation Equipment Tender	26.72
25210 - Water Treatment Plant	29.77
Operator	
27000 - Protective Service Occupations	

27004 - Alarm Monitor	24.46
27007 - Baggage Inspector	19.79
27008 - Corrections Officer	35.77
27010 - Court Security Officer	33.88
27030 - Detection Dog Handler	22.94
27040 - Detention Officer	35.77
27070 - Firefighter	31.57
27101 - Guard I	19.79
27102 - Guard II	22.94
27131 - Police Officer I	32.80
27132 - Police Officer II	36.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.68
28042 - Carnival Equipment Repairer	18.81
28043 - Carnival Worker	14.00
28210 - Gate Attendant/Gate Tender	18.47
28310 - Lifeguard	14.45
28350 - Park Attendant (Aide)	20.66
28510 - Recreation Aide/Health	15.07
Facility Attendant	
28515 - Recreation Specialist	25.59
28630 - Sports Official	16.45
28690 - Swimming Pool Operator	20.76
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.62
29020 - Hatch Tender	28.62
29030 - Line Handler	28.62
29041 - Stevedore I	27.29
29042 - Stevedore II	29.93
30000 - Technical Occupations	
30010 - Air Traffic Control	(see 2) 44.86
Specialist Center (HFO)	
30011 - Air Traffic Control	(see 2) 30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57
30023 - Archeological Technician III	29.20
30030 - Cartographic Technician	29.20
30040 - Civil Engineering Technician	26.54
30051 - Cryogenic Technician I	29.93
30052 - Cryogenic Technician II	33.06
30061 - Drafter/CAD Operator I	21.07
30062 - Drafter/CAD Operator II	23.57
30063 - Drafter/CAD Operator III	26.27
30064 - Drafter/CAD Operator IV	32.34
30081 - Engineering Technician I	17.23
30082 - Engineering Technician II	19.42

30083 - Engineering Technician III	21.74
30084 - Engineering Technician IV	26.93
30085 - Engineering Technician V	32.93
30086 - Engineering Technician VI	39.85
30090 - Environmental Technician	29.02
30095 - Evidence Control Specialist	27.03
30210 - Laboratory Technician	26.82
30221 - Latent Fingerprint Technician I	34.09
30222 - Latent Fingerprint Technician II	37.65
30240 - Mathematical Technician	32.12
30361 - Paralegal/Legal Assistant I	20.66
30362 - Paralegal/Legal Assistant II	25.60
30363 - Paralegal/Legal Assistant III	31.31
30364 - Paralegal/Legal Assistant IV	37.89
30375 - Petroleum Supply Specialist	33.06
30390 - Photo-Optics Technician	29.20
30395 - Radiation Control Technician	33.06
30461 - Technical Writer I	28.70
30462 - Technical Writer II	35.11
30463 - Technical Writer III	42.49
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	32.34
30502 - Weather Forecaster II	39.33
30620 - Weather Observer Combined (see 2)	26.27
30621 - Weather Observer Senior (see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	18.45
31030 - Bus Driver	23.99
31043 - Driver Courier	19.61
31260 - Parking and Lot Attendant	15.55
31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	16.57
31361 - Truckdriver Light	20.86
31362 - Truckdriver Medium	21.96

31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.60
99050 - Desk Clerk	14.70
99095 - Embalmer	39.85
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	19.44
I	
99252 - Laboratory Animal Caretaker	20.85
II	
99260 - Marketing Analyst	33.38
99310 - Mortician	39.85
99410 - Pest Controller	23.48
99510 - Photofinishing Worker	18.56
99710 - Recycling Laborer	22.71
99711 - Recycling Specialist	26.39
99730 - Refuse Collector	20.89
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	31.44
99831 - Surveying Aide	20.80
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	20.02
99841 - Vending Machine Repairer	23.71
99842 - Vending Machine Repairer	20.02

Helper

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

week or \$733.20 per month*

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1)

dated September 2015 unless otherwise indicated.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4031

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.: 2015-4031
Revision No.: 19
Date Of Last Revision: 12/27/2021

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

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

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

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

State: New Hampshire

This wage determination is applicable to the following towns in ROCKINGHAM COUNTY: Fremont Hampton Falls Kensington South Hampton

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37
01035 - Court Reporter		21.27
01041 - Customer Service Representative I		17.01
01042 - Customer Service Representative II		18.56

01043 - Customer Service Representative III	20.85
01051 - Data Entry Operator I	17.36
01052 - Data Entry Operator II	18.94
01060 - Dispatcher Motor Vehicle	21.84
01070 - Document Preparation Clerk	18.96
01090 - Duplicating Machine Operator	18.96
01111 - General Clerk I	16.07
01112 - General Clerk II	17.54
01113 - General Clerk III	19.70
01120 - Housing Referral Assistant	23.71
01141 - Messenger Courier	15.83
01191 - Order Clerk I	20.49
01192 - Order Clerk II	22.36
01261 - Personnel Assistant (Employment) I	18.50
01262 - Personnel Assistant (Employment) II	20.69
01263 - Personnel Assistant (Employment) III	23.06
01270 - Production Control Clerk	27.47
01290 - Rental Clerk	19.15
01300 - Scheduler Maintenance	19.02
01311 - Secretary I	19.02
01312 - Secretary II	21.27
01313 - Secretary III	23.71
01320 - Service Order Dispatcher	19.53
01410 - Supply Technician	32.37
01420 - Survey Worker	21.10
01460 - Switchboard Operator/Receptionist	16.97
01531 - Travel Clerk I	18.36
01532 - Travel Clerk II	19.86
01533 - Travel Clerk III	21.41
01611 - Word Processor I	19.43
01612 - Word Processor II	21.79
01613 - Word Processor III	24.39
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.21
Fiberglass	
05010 - Automotive Electrician	22.08
05040 - Automotive Glass Installer	21.11
05070 - Automotive Worker	21.11
05110 - Mobile Equipment Servicer	19.12
05130 - Motor Equipment Metal	23.05
Mechanic	
05160 - Motor Equipment Metal Worker	21.11
05190 - Motor Vehicle Mechanic	23.05
05220 - Motor Vehicle Mechanic Helper	17.98

05250 - Motor Vehicle Upholstery Worker	20.13
05280 - Motor Vehicle Wrecker	21.11
05310 - Painter Automotive	22.08
05340 - Radiator Repair Specialist	21.11
05370 - Tire Repairer	14.84
05400 - Transmission Repair Specialist	23.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.96
07041 - Cook I	19.40
07042 - Cook II	21.41
07070 - Dishwasher	14.76
07130 - Food Service Worker	14.82
07210 - Meat Cutter	22.10
07260 - Waiter/Waitress	14.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.18
09040 - Furniture Handler	13.71
09080 - Furniture Refinisher	19.56
09090 - Furniture Refinisher Helper	15.93
09110 - Furniture Repairer Minor	17.83
09130 - Upholsterer	21.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.73
11060 - Elevator Operator	14.73
11090 - Gardener	23.28
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
11210 - Laborer Grounds Maintenance	18.84
11240 - Maid or Houseman	15.13
11260 - Pruner	17.33
11270 - Tractor Operator	21.89
11330 - Trail Maintenance Worker	18.84
11360 - Window Cleaner	19.27
12000 - Health Occupations	
12010 - Ambulance Driver	20.33
12011 - Breath Alcohol Technician	26.13
12012 - Certified Occupational Therapist Assistant	30.96
12015 - Certified Physical Therapist Assistant	30.64
12020 - Dental Assistant	25.31
12025 - Dental Hygienist	49.29
12030 - EKG Technician	37.63
12035 - Electroneurodiagnostic Technologist	37.63

12040 - Emergency Medical Technician	20.33
12071 - Licensed Practical Nurse I	23.37
12072 - Licensed Practical Nurse II	26.13
12073 - Licensed Practical Nurse III	29.13
12100 - Medical Assistant	20.90
12130 - Medical Laboratory Technician	26.65
Technician	
12160 - Medical Record Clerk	21.69
12190 - Medical Record Technician	25.65
12195 - Medical Transcriptionist	21.48
12210 - Nuclear Medicine Technologist	45.11
Technologist	
12221 - Nursing Assistant I	12.86
12222 - Nursing Assistant II	14.45
12223 - Nursing Assistant III	15.77
12224 - Nursing Assistant IV	17.71
12235 - Optical Dispenser	25.77
12236 - Optical Technician	20.58
12250 - Pharmacy Technician	18.00
12280 - Phlebotomist	19.61
12305 - Radiologic Technologist	37.20
12311 - Registered Nurse I	25.26
12312 - Registered Nurse II	30.90
12313 - Registered Nurse II	30.90
Specialist	
12314 - Registered Nurse III	37.39
12315 - Registered Nurse III	37.39
Anesthetist	
12316 - Registered Nurse IV	44.81
12317 - Scheduler (Drug and Alcohol Testing)	32.38
Testing)	
12320 - Substance Abuse Treatment Counselor	22.54
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	21.14
13012 - Exhibits Specialist II	26.19
13013 - Exhibits Specialist III	32.03
13041 - Illustrator I	21.74
13042 - Illustrator II	26.94
13043 - Illustrator III	32.95
13047 - Librarian	31.90
13050 - Library Aide/Clerk	14.99
13054 - Library Information Technology Systems Administrator	28.81
Technology Systems Administrator	
13058 - Library Technician	21.53
13061 - Media Specialist I	20.78
13062 - Media Specialist II	23.25
13063 - Media Specialist III	25.92

13071 - Photographer I	19.21
13072 - Photographer II	21.48
13073 - Photographer III	26.61
13074 - Photographer IV	32.55
13075 - Photographer V	39.39
13090 - Technical Order Library	21.10
Clerk	
13110 - Video Teleconference	24.00
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.26
14042 - Computer Operator II	20.43
14043 - Computer Operator III	22.78
14044 - Computer Operator IV	25.30
14045 - Computer Operator V	28.03
14071 - Computer Programmer I	(see 1) 24.40
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	18.26
Operator	
14160 - Personal Computer Support	25.33
Technician	
14170 - System Support Specialist	49.12
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	34.39
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	41.60
Instructor (Rated)	
15030 - Air Crew Training Devices	49.86
Instructor (Pilot)	
15050 - Computer Based Training	34.39
Specialist / Instructor	
15060 - Educational Technologist	37.07
15070 - Flight Instructor (Pilot)	49.86
15080 - Graphic Artist	32.60
15085 - Maintenance Test Pilot Fixed	49.86
Jet/Prop	
15086 - Maintenance Test Pilot	49.86
Rotary Wing	
15088 - Non-Maintenance Test/Co-	49.86
Pilot	
15090 - Technical Instructor	28.79
15095 - Technical Instructor/Course	35.22
Developer	
15110 - Test Proctor	23.24

15120 - Tutor	23.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing	14.76
Apparel Laundry	
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.51
19040 - Tool And Die Maker	28.65
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.53
21030 - Material Coordinator	27.47
21040 - Material Expediter	27.47
21050 - Material Handling Laborer	16.65
21071 - Order Filler	14.78
21080 - Production Line Worker (Food Processing)	19.53
21110 - Shipping Packer	19.26
21130 - Shipping/Receiving Clerk	19.26
21140 - Store Worker I	14.81
21150 - Stock Clerk	19.00
21210 - Tools And Parts Attendant	19.53
21410 - Warehouse Specialist	19.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.40
23019 - Aircraft Logs and Records Technician	31.39
23021 - Aircraft Mechanic I	35.95
23022 - Aircraft Mechanic II	37.40
23023 - Aircraft Mechanic III	38.89
23040 - Aircraft Mechanic Helper	28.04
23050 - Aircraft Painter	34.43
23060 - Aircraft Servicer	31.39
23070 - Aircraft Survival Flight Equipment Technician	34.43
23080 - Aircraft Worker	32.92

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.95
23110 - Appliance Mechanic	26.11
23120 - Bicycle Repairer	17.42
23125 - Cable Splicer	41.09
23130 - Carpenter Maintenance	29.24
23140 - Carpet Layer	29.16
23160 - Electrician Maintenance	33.18
23181 - Electronics Technician Maintenance I	29.92
23182 - Electronics Technician Maintenance II	31.31
23183 - Electronics Technician Maintenance III	32.68
23260 - Fabric Worker	28.47
23290 - Fire Alarm System Mechanic	35.08
23310 - Fire Extinguisher Repairer	27.05
23311 - Fuel Distribution System Mechanic	33.84
23312 - Fuel Distribution System Operator	30.11
23370 - General Maintenance Worker	24.52
23380 - Ground Support Equipment Mechanic	35.95
23381 - Ground Support Equipment Servicer	31.39
23382 - Ground Support Equipment Worker	32.92
23391 - Gunsmith I	27.05
23392 - Gunsmith II	29.86
23393 - Gunsmith III	32.61
23410 - Heating Ventilation And Air- Conditioning Mechanic	30.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	32.18
23430 - Heavy Equipment Mechanic	31.06
23440 - Heavy Equipment Operator	32.19
23460 - Instrument Mechanic	29.55
23465 - Laboratory/Shelter Mechanic	31.23
23470 - Laborer	16.65
23510 - Locksmith	28.03
23530 - Machinery Maintenance Mechanic	29.38
23550 - Machinist Maintenance	25.81

23580 - Maintenance Trades Helper	16.86
23591 - Metrology Technician I	29.55
23592 - Metrology Technician II	30.74
23593 - Metrology Technician III	31.97
23640 - Millwright	29.76
23710 - Office Appliance Repairer	25.63
23760 - Painter Maintenance	23.67
23790 - Pipefitter Maintenance	37.10
23810 - Plumber Maintenance	35.54
23820 - Pneudraulic Systems Mechanic	32.61
23850 - Rigger	28.53
23870 - Scale Mechanic	29.86
23890 - Sheet-Metal Worker	29.20
Maintenance	
23910 - Small Engine Mechanic	21.61
23931 - Telecommunications Mechanic	35.50
I	
23932 - Telecommunications Mechanic	36.93
II	
23950 - Telephone Lineman	36.28
23960 - Welder Combination	26.04
Maintenance	
23965 - Well Driller	30.04
23970 - Woodcraft Worker	32.61
23980 - Woodworker	25.44
24000 - Personal Needs Occupations	
24550 - Case Manager	16.52
24570 - Child Care Attendant	14.95
24580 - Child Care Center Clerk	18.64
24610 - Chore Aide	15.29
24620 - Family Readiness And Support	16.52
Services	
Coordinator	
24630 - Homemaker	16.52
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	34.25
25040 - Sewage Plant Operator	29.77
25070 - Stationary Engineer	34.25
25190 - Ventilation Equipment Tender	26.72
25210 - Water Treatment Plant	29.77
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.46
27007 - Baggage Inspector	17.80
27008 - Corrections Officer	25.91
27010 - Court Security Officer	26.26
27030 - Detection Dog Handler	22.10
27040 - Detention Officer	25.91
27070 - Firefighter	25.55

27101 - Guard I	17.80
27102 - Guard II	22.10
27131 - Police Officer I	32.42
27132 - Police Officer II	36.03
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.68
28042 - Carnival Equipment Repairer	18.81
28043 - Carnival Worker	14.00
28210 - Gate Attendant/Gate Tender	18.47
28310 - Lifeguard	14.45
28350 - Park Attendant (Aide)	20.66
28510 - Recreation Aide/Health	15.07
Facility Attendant	
28515 - Recreation Specialist	25.59
28630 - Sports Official	16.45
28690 - Swimming Pool Operator	20.76
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.62
29020 - Hatch Tender	28.62
29030 - Line Handler	28.62
29041 - Stevedore I	27.29
29042 - Stevedore II	29.93
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	44.86
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	19.50
30022 - Archeological Technician II	21.82
30023 - Archeological Technician III	27.03
30030 - Cartographic Technician	27.03
30040 - Civil Engineering Technician	26.20
30051 - Cryogenic Technician I	29.93
30052 - Cryogenic Technician II	33.06
30061 - Drafter/CAD Operator I	19.50
30062 - Drafter/CAD Operator II	21.82
30063 - Drafter/CAD Operator III	24.32
30064 - Drafter/CAD Operator IV	29.93
30081 - Engineering Technician I	17.23
30082 - Engineering Technician II	19.36
30083 - Engineering Technician III	21.64
30084 - Engineering Technician IV	26.81
30085 - Engineering Technician V	32.80
30086 - Engineering Technician VI	39.69
30090 - Environmental Technician	27.03
30095 - Evidence Control Specialist	27.03
30210 - Laboratory Technician	26.82

30221 - Latent Fingerprint Technician I	34.09
30222 - Latent Fingerprint Technician II	37.65
30240 - Mathematical Technician	29.73
30361 - Paralegal/Legal Assistant I	20.01
30362 - Paralegal/Legal Assistant II	24.78
30363 - Paralegal/Legal Assistant III	30.31
30364 - Paralegal/Legal Assistant IV	36.67
30375 - Petroleum Supply Specialist	33.06
30390 - Photo-Optics Technician	27.03
30395 - Radiation Control Technician	33.06
30461 - Technical Writer I	28.70
30462 - Technical Writer II	35.11
30463 - Technical Writer III	42.49
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	29.93
30502 - Weather Forecaster II	36.39
30620 - Weather Observer Combined (see 2)	24.32
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	27.03
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	18.45
31030 - Bus Driver	23.99
31043 - Driver Courier	18.67
31260 - Parking and Lot Attendant	15.55
31290 - Shuttle Bus Driver	17.79
31310 - Taxi Driver	16.57
31361 - Truckdriver Light	19.57
31362 - Truckdriver Medium	20.70
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.60
99050 - Desk Clerk	14.70
99095 - Embalmer	36.37

99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	18.02
I	
99252 - Laboratory Animal Caretaker	19.15
II	
99260 - Marketing Analyst	33.38
99310 - Mortician	36.37
99410 - Pest Controller	23.48
99510 - Photofinishing Worker	18.56
99710 - Recycling Laborer	22.71
99711 - Recycling Specialist	26.39
99730 - Refuse Collector	20.89
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	15.16
99830 - Survey Party Chief	25.86
99831 - Surveying Aide	15.73
99832 - Surveying Technician	23.54
99840 - Vending Machine Attendant	18.44
99841 - Vending Machine Repairer	21.95
99842 - Vending Machine Repairer	18.44
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4033

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.: 2015-4033
Revision No.: 20
Date Of Last Revision: 12/27/2021

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

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

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

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

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

Massachusetts:

ESSEX COUNTY: Essex Lawrence Methuen

New Hampshire:

ROCKINGHAM COUNTY: Salem

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37

01035 - Court Reporter	23.13
01041 - Customer Service Representative I	17.01
01042 - Customer Service Representative II	18.56
01043 - Customer Service Representative III	20.85
01051 - Data Entry Operator I	17.37
01052 - Data Entry Operator II	18.95
01060 - Dispatcher Motor Vehicle	21.84
01070 - Document Preparation Clerk	18.96
01090 - Duplicating Machine Operator	18.96
01111 - General Clerk I	16.07
01112 - General Clerk II	17.54
01113 - General Clerk III	19.70
01120 - Housing Referral Assistant	23.71
01141 - Messenger Courier	17.28
01191 - Order Clerk I	20.49
01192 - Order Clerk II	22.36
01261 - Personnel Assistant (Employment) I	18.50
01262 - Personnel Assistant (Employment) II	20.69
01263 - Personnel Assistant (Employment) III	23.06
01270 - Production Control Clerk	27.47
01290 - Rental Clerk	19.15
01300 - Scheduler Maintenance	19.02
01311 - Secretary I	19.02
01312 - Secretary II	21.27
01313 - Secretary III	23.71
01320 - Service Order Dispatcher	19.53
01410 - Supply Technician	32.37
01420 - Survey Worker	21.10
01460 - Switchboard Operator/Receptionist	16.97
01531 - Travel Clerk I	18.36
01532 - Travel Clerk II	19.86
01533 - Travel Clerk III	21.41
01611 - Word Processor I	20.33
01612 - Word Processor II	22.84
01613 - Word Processor III	25.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.21
Fiberglass	
05010 - Automotive Electrician	22.08
05040 - Automotive Glass Installer	21.11
05070 - Automotive Worker	21.11
05110 - Mobile Equipment Servicer	19.12

05130 - Motor Equipment Metal Mechanic	23.05
05160 - Motor Equipment Metal Worker	21.11
05190 - Motor Vehicle Mechanic	23.05
05220 - Motor Vehicle Mechanic Helper	17.98
05250 - Motor Vehicle Upholstery Worker	20.13
05280 - Motor Vehicle Wrecker	21.11
05310 - Painter Automotive	22.08
05340 - Radiator Repair Specialist	21.11
05370 - Tire Repairer	15.08
05400 - Transmission Repair Specialist	23.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.39
07041 - Cook I	19.40
07042 - Cook II	21.41
07070 - Dishwasher	14.85
07130 - Food Service Worker	14.82
07210 - Meat Cutter	22.10
07260 - Waiter/Waitress	14.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.02
09040 - Furniture Handler	14.52
09080 - Furniture Refinisher	21.02
09090 - Furniture Refinisher Helper	16.95
09110 - Furniture Repairer Minor	19.04
09130 - Upholsterer	21.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.73
11060 - Elevator Operator	14.73
11090 - Gardener	23.28
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
11210 - Laborer Grounds Maintenance	18.84
11240 - Maid or Houseman	15.13
11260 - Pruner	17.33
11270 - Tractor Operator	21.89
11330 - Trail Maintenance Worker	18.84
11360 - Window Cleaner	19.27
12000 - Health Occupations	
12010 - Ambulance Driver	24.70
12011 - Breath Alcohol Technician	26.13
12012 - Certified Occupational Therapist Assistant	30.96

12015 - Certified Physical Therapist Assistant	32.52
12020 - Dental Assistant	25.31
12025 - Dental Hygienist	45.42
12030 - EKG Technician	38.43
12035 - Electroneurodiagnostic Technologist	38.43
12040 - Emergency Medical Technician	24.70
12071 - Licensed Practical Nurse I	23.37
12072 - Licensed Practical Nurse II	26.13
12073 - Licensed Practical Nurse III	29.13
12100 - Medical Assistant	20.90
12130 - Medical Laboratory Technician	28.13
12160 - Medical Record Clerk	20.91
12190 - Medical Record Technician	25.65
12195 - Medical Transcriptionist	21.84
12210 - Nuclear Medicine Technologist	46.81
12221 - Nursing Assistant I	12.86
12222 - Nursing Assistant II	14.45
12223 - Nursing Assistant III	15.77
12224 - Nursing Assistant IV	17.71
12235 - Optical Dispenser	26.74
12236 - Optical Technician	21.84
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	19.61
12305 - Radiologic Technologist	37.20
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II	40.19
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III	48.63
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	32.38
12320 - Substance Abuse Treatment Counselor	30.12
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.08
13012 - Exhibits Specialist II	29.83
13013 - Exhibits Specialist III	36.49
13041 - Illustrator I	24.72
13042 - Illustrator II	30.62
13043 - Illustrator III	37.46
13047 - Librarian	35.45
13050 - Library Aide/Clerk	17.29

13054 - Library Information	30.83
Technology Systems	
Administrator	
13058 - Library Technician	23.73
13061 - Media Specialist I	23.11
13062 - Media Specialist II	25.84
13063 - Media Specialist III	28.80
13071 - Photographer I	19.47
13072 - Photographer II	21.78
13073 - Photographer III	26.98
13074 - Photographer IV	33.00
13075 - Photographer V	39.93
13090 - Technical Order Library	21.10
Clerk	
13110 - Video Teleconference	27.67
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	21.68
14042 - Computer Operator II	24.26
14043 - Computer Operator III	27.04
14044 - Computer Operator IV	30.05
14045 - Computer Operator V	33.28
14071 - Computer Programmer I	(see 1) 26.60
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	21.68
Operator	
14160 - Personal Computer Support	30.05
Technician	
14170 - System Support Specialist	36.59
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	35.72
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	43.22
Instructor (Rated)	
15030 - Air Crew Training Devices	50.97
Instructor (Pilot)	
15050 - Computer Based Training	35.72
Specialist / Instructor	
15060 - Educational Technologist	38.02
15070 - Flight Instructor (Pilot)	50.97
15080 - Graphic Artist	32.60
15085 - Maintenance Test Pilot Fixed	48.48
Jet/Prop	

15086 - Maintenance Test Pilot	48.48
Rotary Wing	
15088 - Non-Maintenance Test/Co-Pilot	48.48
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	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing Apparel Laundry	14.76
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.99
19040 - Tool And Die Maker	29.50
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.53
21030 - Material Coordinator	27.47
21040 - Material Expediter	27.47
21050 - Material Handling Laborer	16.65
21071 - Order Filler	16.53
21080 - Production Line Worker (Food Processing)	19.53
21110 - Shipping Packer	19.26
21130 - Shipping/Receiving Clerk	19.26
21140 - Store Worker I	14.81
21150 - Stock Clerk	19.00
21210 - Tools And Parts Attendant	19.53
21410 - Warehouse Specialist	19.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.40
23019 - Aircraft Logs and Records Technician	31.39
23021 - Aircraft Mechanic I	35.95
23022 - Aircraft Mechanic II	37.40

23023 - Aircraft Mechanic III	38.89
23040 - Aircraft Mechanic Helper	28.04
23050 - Aircraft Painter	34.43
23060 - Aircraft Servicer	31.39
23070 - Aircraft Survival Flight	34.43
Equipment Technician	
23080 - Aircraft Worker	32.92
23091 - Aircrew Life Support	32.92
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	35.95
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	26.37
23120 - Bicycle Repairer	19.32
23125 - Cable Splicer	45.06
23130 - Carpenter Maintenance	29.68
23140 - Carpet Layer	31.81
23160 - Electrician Maintenance	33.18
23181 - Electronics Technician	29.92
Maintenance I	
23182 - Electronics Technician	31.31
Maintenance II	
23183 - Electronics Technician	32.68
Maintenance III	
23260 - Fabric Worker	28.47
23290 - Fire Alarm System Mechanic	35.08
23310 - Fire Extinguisher Repairer	27.05
23311 - Fuel Distribution System	36.63
Mechanic	
23312 - Fuel Distribution System	29.83
Operator	
23370 - General Maintenance Worker	24.52
23380 - Ground Support Equipment	35.95
Mechanic	
23381 - Ground Support Equipment	31.39
Servicer	
23382 - Ground Support Equipment	32.92
Worker	
23391 - Gunsmith I	27.05
23392 - Gunsmith II	29.86
23393 - Gunsmith III	32.61
23410 - Heating Ventilation And Air-	30.94
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	32.18
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	31.06
23440 - Heavy Equipment Operator	32.19

23460 - Instrument Mechanic	29.55
23465 - Laboratory/Shelter Mechanic	31.23
23470 - Laborer	16.65
23510 - Locksmith	28.03
23530 - Machinery Maintenance	29.38
Mechanic	
23550 - Machinist Maintenance	25.81
23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	29.55
23592 - Metrology Technician II	30.74
23593 - Metrology Technician III	31.97
23640 - Millwright	29.76
23710 - Office Appliance Repairer	24.24
23760 - Painter Maintenance	26.92
23790 - Pipefitter Maintenance	37.10
23810 - Plumber Maintenance	35.54
23820 - Pneudraulic Systems Mechanic	32.61
23850 - Rigger	28.53
23870 - Scale Mechanic	29.86
23890 - Sheet-Metal Worker	29.57
Maintenance	
23910 - Small Engine Mechanic	25.22
23931 - Telecommunications Mechanic	36.99
I	
23932 - Telecommunications Mechanic	39.02
II	
23950 - Telephone Lineman	38.25
23960 - Welder Combination	27.52
Maintenance	
23965 - Well Driller	30.27
23970 - Woodcraft Worker	32.61
23980 - Woodworker	27.05
24000 - Personal Needs Occupations	
24550 - Case Manager	17.36
24570 - Child Care Attendant	15.04
24580 - Child Care Center Clerk	18.75
24610 - Chore Aide	15.29
24620 - Family Readiness And Support	17.36
Services	
Coordinator	
24630 - Homemaker	19.55
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	34.25
25040 - Sewage Plant Operator	29.52
25070 - Stationary Engineer	34.25
25190 - Ventilation Equipment Tender	26.72
25210 - Water Treatment Plant	29.52
Operator	
27000 - Protective Service Occupations	

27004 - Alarm Monitor	24.46
27007 - Baggage Inspector	17.51
27008 - Corrections Officer	36.18
27010 - Court Security Officer	33.88
27030 - Detection Dog Handler	19.58
27040 - Detention Officer	36.18
27070 - Firefighter	31.57
27101 - Guard I	17.51
27102 - Guard II	19.58
27131 - Police Officer I	32.80
27132 - Police Officer II	36.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.68
28042 - Carnival Equipment Repairer	18.81
28043 - Carnival Worker	14.00
28210 - Gate Attendant/Gate Tender	18.47
28310 - Lifeguard	14.45
28350 - Park Attendant (Aide)	20.66
28510 - Recreation Aide/Health	15.07
Facility Attendant	
28515 - Recreation Specialist	25.59
28630 - Sports Official	16.45
28690 - Swimming Pool Operator	20.76
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.62
29020 - Hatch Tender	28.62
29030 - Line Handler	28.62
29041 - Stevedore I	27.29
29042 - Stevedore II	29.93
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	44.86
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57
30023 - Archeological Technician III	29.20
30030 - Cartographic Technician	29.20
30040 - Civil Engineering Technician	26.93
30051 - Cryogenic Technician I	29.93
30052 - Cryogenic Technician II	33.06
30061 - Drafter/CAD Operator I	21.07
30062 - Drafter/CAD Operator II	23.57
30063 - Drafter/CAD Operator III	26.27
30064 - Drafter/CAD Operator IV	32.34
30081 - Engineering Technician I	17.23
30082 - Engineering Technician II	19.42

30083 - Engineering Technician III	21.74
30084 - Engineering Technician IV	26.93
30085 - Engineering Technician V	32.93
30086 - Engineering Technician VI	39.85
30090 - Environmental Technician	29.02
30095 - Evidence Control Specialist	27.03
30210 - Laboratory Technician	26.82
30221 - Latent Fingerprint Technician I	36.91
30222 - Latent Fingerprint Technician II	40.78
30240 - Mathematical Technician	32.12
30361 - Paralegal/Legal Assistant I	21.82
30362 - Paralegal/Legal Assistant II	27.03
30363 - Paralegal/Legal Assistant III	33.06
30364 - Paralegal/Legal Assistant IV	40.00
30375 - Petroleum Supply Specialist	33.06
30390 - Photo-Optics Technician	29.20
30395 - Radiation Control Technician	33.06
30461 - Technical Writer I	28.70
30462 - Technical Writer II	35.11
30463 - Technical Writer III	42.49
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	32.34
30502 - Weather Forecaster II	39.33
30620 - Weather Observer Combined (see 2)	26.27
30621 - Weather Observer Senior (see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	18.45
31030 - Bus Driver	24.19
31043 - Driver Courier	19.61
31260 - Parking and Lot Attendant	15.55
31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	16.57
31361 - Truckdriver Light	20.86
31362 - Truckdriver Medium	21.96

31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.60
99050 - Desk Clerk	15.80
99095 - Embalmer	39.85
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	19.44
I	
99252 - Laboratory Animal Caretaker	20.85
II	
99260 - Marketing Analyst	33.05
99310 - Mortician	39.85
99410 - Pest Controller	23.48
99510 - Photofinishing Worker	18.56
99710 - Recycling Laborer	22.71
99711 - Recycling Specialist	26.39
99730 - Refuse Collector	20.89
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	17.25
99830 - Survey Party Chief	31.44
99831 - Surveying Aide	20.80
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	19.11
99841 - Vending Machine Repairer	22.61
99842 - Vending Machine Repairer	19.11

Helper

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

week or \$733.20 per month*

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1)

dated September 2015 unless otherwise indicated.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4035

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.: 2015-4035
Revision No.: 19
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Massachusetts

This wage determination is applicable to the following cities and towns in MIDDLESEX COUNTY: Ashby Ayer Billerica Chelmsford Dracut Groton Littleton Lowell Shirley Tewksbury Townsend Tyngsborough Westford Harvard

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37
01035 - Court Reporter		22.95
01041 - Customer Service Representative I		17.01

01042 - Customer Service Representative II	18.56
01043 - Customer Service Representative III	20.85
01051 - Data Entry Operator I	17.37
01052 - Data Entry Operator II	18.95
01060 - Dispatcher Motor Vehicle	21.84
01070 - Document Preparation Clerk	18.96
01090 - Duplicating Machine Operator	18.96
01111 - General Clerk I	16.07
01112 - General Clerk II	17.54
01113 - General Clerk III	19.70
01120 - Housing Referral Assistant	23.71
01141 - Messenger Courier	17.28
01191 - Order Clerk I	20.49
01192 - Order Clerk II	22.36
01261 - Personnel Assistant (Employment) I	18.50
01262 - Personnel Assistant (Employment) II	20.69
01263 - Personnel Assistant (Employment) III	23.06
01270 - Production Control Clerk	27.47
01290 - Rental Clerk	19.15
01300 - Scheduler Maintenance	19.02
01311 - Secretary I	19.02
01312 - Secretary II	21.27
01313 - Secretary III	23.71
01320 - Service Order Dispatcher	19.53
01410 - Supply Technician	32.37
01420 - Survey Worker	21.10
01460 - Switchboard Operator/Receptionist	16.97
01531 - Travel Clerk I	18.36
01532 - Travel Clerk II	19.86
01533 - Travel Clerk III	21.41
01611 - Word Processor I	20.33
01612 - Word Processor II	22.84
01613 - Word Processor III	25.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.21
Fiberglass	
05010 - Automotive Electrician	22.66
05040 - Automotive Glass Installer	21.67
05070 - Automotive Worker	21.67
05110 - Mobile Equipment Servicer	19.63
05130 - Motor Equipment Metal	23.65
Mechanic	
05160 - Motor Equipment Metal Worker	21.67
05190 - Motor Vehicle Mechanic	23.65

05220 - Motor Vehicle Mechanic Helper	18.30
05250 - Motor Vehicle Upholstery Worker	20.60
05280 - Motor Vehicle Wrecker	21.67
05310 - Painter Automotive	22.66
05340 - Radiator Repair Specialist	21.67
05370 - Tire Repairer	17.20
05400 - Transmission Repair Specialist	23.65
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.80
07041 - Cook I	19.40
07042 - Cook II	21.41
07070 - Dishwasher	14.85
07130 - Food Service Worker	14.82
07210 - Meat Cutter	22.10
07260 - Waiter/Waitress	14.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.18
09040 - Furniture Handler	13.71
09080 - Furniture Refinisher	19.56
09090 - Furniture Refinisher Helper	15.93
09110 - Furniture Repairer Minor	17.83
09130 - Upholsterer	21.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.73
11060 - Elevator Operator	15.36
11090 - Gardener	23.28
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
11210 - Laborer Grounds Maintenance	18.84
11240 - Maid or Houseman	15.13
11260 - Pruner	17.33
11270 - Tractor Operator	21.89
11330 - Trail Maintenance Worker	18.84
11360 - Window Cleaner	19.27
12000 - Health Occupations	
12010 - Ambulance Driver	24.70
12011 - Breath Alcohol Technician	26.13
12012 - Certified Occupational Therapist Assistant	30.96
12015 - Certified Physical Therapist Assistant	32.37
12020 - Dental Assistant	25.31
12025 - Dental Hygienist	46.37
12030 - EKG Technician	38.43

12035 - Electroneurodiagnostic Technologist	38.43
12040 - Emergency Medical Technician	24.70
12071 - Licensed Practical Nurse I	23.37
12072 - Licensed Practical Nurse II	26.13
12073 - Licensed Practical Nurse III	29.13
12100 - Medical Assistant	20.90
12130 - Medical Laboratory Technician	26.65
12160 - Medical Record Clerk	22.11
12190 - Medical Record Technician	31.90
12195 - Medical Transcriptionist	21.41
12210 - Nuclear Medicine Technologist	46.81
12221 - Nursing Assistant I	12.86
12222 - Nursing Assistant II	14.45
12223 - Nursing Assistant III	15.77
12224 - Nursing Assistant IV	17.71
12235 - Optical Dispenser	27.53
12236 - Optical Technician	20.49
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	19.61
12305 - Radiologic Technologist	37.20
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II	40.19
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III	48.63
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	32.38
12320 - Substance Abuse Treatment Counselor	22.54
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	24.09
13042 - Illustrator II	29.83
13043 - Illustrator III	36.50
13047 - Librarian	35.45
13050 - Library Aide/Clerk	17.29
13054 - Library Information Technology Systems Administrator	30.83
13058 - Library Technician	23.73
13061 - Media Specialist I	23.11

13062 - Media Specialist II	25.84
13063 - Media Specialist III	28.80
13071 - Photographer I	19.21
13072 - Photographer II	21.48
13073 - Photographer III	26.61
13074 - Photographer IV	32.55
13075 - Photographer V	39.39
13090 - Technical Order Library	21.10
Clerk	
13110 - Video Teleconference	27.67
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	21.68
14042 - Computer Operator II	24.26
14043 - Computer Operator III	27.04
14044 - Computer Operator IV	30.05
14045 - Computer Operator V	33.28
14071 - Computer Programmer I	(see 1) 26.60
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	21.68
Operator	
14160 - Personal Computer Support	30.05
Technician	
14170 - System Support Specialist	45.66
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	35.72
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	43.22
Instructor (Rated)	
15030 - Air Crew Training Devices	51.80
Instructor (Pilot)	
15050 - Computer Based Training	35.72
Specialist / Instructor	
15060 - Educational Technologist	37.07
15070 - Flight Instructor (Pilot)	51.80
15080 - Graphic Artist	32.60
15085 - Maintenance Test Pilot Fixed	48.48
Jet/Prop	
15086 - Maintenance Test Pilot	48.48
Rotary Wing	
15088 - Non-Maintenance Test/Co-	48.48
Pilot	
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	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing Apparel Laundry	14.76
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.34
19040 - Tool And Die Maker	29.50
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.53
21030 - Material Coordinator	27.47
21040 - Material Expediter	27.47
21050 - Material Handling Laborer	16.65
21071 - Order Filler	17.06
21080 - Production Line Worker (Food Processing)	19.53
21110 - Shipping Packer	19.26
21130 - Shipping/Receiving Clerk	19.26
21140 - Store Worker I	14.81
21150 - Stock Clerk	19.00
21210 - Tools And Parts Attendant	19.53
21410 - Warehouse Specialist	19.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.40
23019 - Aircraft Logs and Records Technician	31.39
23021 - Aircraft Mechanic I	35.95
23022 - Aircraft Mechanic II	37.40
23023 - Aircraft Mechanic III	38.89
23040 - Aircraft Mechanic Helper	28.04
23050 - Aircraft Painter	34.43
23060 - Aircraft Servicer	31.39

23070 - Aircraft Survival Flight Equipment Technician	34.43
23080 - Aircraft Worker	32.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.95
23110 - Appliance Mechanic	27.66
23120 - Bicycle Repairer	18.92
23125 - Cable Splicer	40.96
23130 - Carpenter Maintenance	29.24
23140 - Carpet Layer	32.02
23160 - Electrician Maintenance	33.18
23181 - Electronics Technician	29.92
Maintenance I	
23182 - Electronics Technician	31.31
Maintenance II	
23183 - Electronics Technician	32.68
Maintenance III	
23260 - Fabric Worker	28.47
23290 - Fire Alarm System Mechanic	35.08
23310 - Fire Extinguisher Repairer	27.05
23311 - Fuel Distribution System Mechanic	39.95
23312 - Fuel Distribution System Operator	33.15
23370 - General Maintenance Worker	24.52
23380 - Ground Support Equipment Mechanic	35.95
23381 - Ground Support Equipment Servicer	31.39
23382 - Ground Support Equipment Worker	32.92
23391 - Gunsmith I	27.05
23392 - Gunsmith II	29.86
23393 - Gunsmith III	32.61
23410 - Heating Ventilation And Air- Conditioning Mechanic	30.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	32.18
23430 - Heavy Equipment Mechanic	31.10
23440 - Heavy Equipment Operator	32.19
23460 - Instrument Mechanic	29.55
23465 - Laboratory/Shelter Mechanic	31.23
23470 - Laborer	16.65
23510 - Locksmith	28.03

23530 - Machinery Maintenance	29.66
Mechanic	
23550 - Machinist Maintenance	25.81
23580 - Maintenance Trades Helper	21.55
23591 - Metrology Technician I	29.55
23592 - Metrology Technician II	30.91
23593 - Metrology Technician III	31.97
23640 - Millwright	29.76
23710 - Office Appliance Repairer	27.28
23760 - Painter Maintenance	26.92
23790 - Pipefitter Maintenance	37.10
23810 - Plumber Maintenance	35.54
23820 - Pneudraulic Systems Mechanic	32.61
23850 - Rigger	28.87
23870 - Scale Mechanic	29.86
23890 - Sheet-Metal Worker	29.20
Maintenance	
23910 - Small Engine Mechanic	26.46
23931 - Telecommunications Mechanic	37.51
I	
23932 - Telecommunications Mechanic	39.55
II	
23950 - Telephone Lineman	44.33
23960 - Welder Combination	26.04
Maintenance	
23965 - Well Driller	31.52
23970 - Woodcraft Worker	32.61
23980 - Woodworker	27.05
24000 - Personal Needs Occupations	
24550 - Case Manager	17.17
24570 - Child Care Attendant	15.04
24580 - Child Care Center Clerk	18.75
24610 - Chore Aide	15.29
24620 - Family Readiness And Support	17.17
Services	
Coordinator	
24630 - Homemaker	19.55
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	34.25
25040 - Sewage Plant Operator	29.77
25070 - Stationary Engineer	34.25
25190 - Ventilation Equipment Tender	26.72
25210 - Water Treatment Plant	29.77
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.46
27007 - Baggage Inspector	17.51
27008 - Corrections Officer	36.18
27010 - Court Security Officer	33.88

27030 - Detection Dog Handler	19.58
27040 - Detention Officer	36.18
27070 - Firefighter	31.57
27101 - Guard I	17.51
27102 - Guard II	19.58
27131 - Police Officer I	32.80
27132 - Police Officer II	36.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.68
28042 - Carnival Equipment Repairer	18.81
28043 - Carnival Worker	14.00
28210 - Gate Attendant/Gate Tender	18.47
28310 - Lifeguard	14.45
28350 - Park Attendant (Aide)	20.66
28510 - Recreation Aide/Health Facility Attendant	15.07
28515 - Recreation Specialist	25.59
28630 - Sports Official	16.45
28690 - Swimming Pool Operator	20.76
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.62
29020 - Hatch Tender	28.62
29030 - Line Handler	28.62
29041 - Stevedore I	27.29
29042 - Stevedore II	29.93
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	44.86
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	21.96
30022 - Archeological Technician II	24.57
30023 - Archeological Technician III	30.43
30030 - Cartographic Technician	30.43
30040 - Civil Engineering Technician	29.19
30051 - Cryogenic Technician I	33.47
30052 - Cryogenic Technician II	36.97
30061 - Drafter/CAD Operator I	21.96
30062 - Drafter/CAD Operator II	24.57
30063 - Drafter/CAD Operator III	27.39
30064 - Drafter/CAD Operator IV	33.70
30081 - Engineering Technician I	17.29
30082 - Engineering Technician II	19.42
30083 - Engineering Technician III	21.74
30084 - Engineering Technician IV	26.93
30085 - Engineering Technician V	32.93
30086 - Engineering Technician VI	39.69

30090 - Environmental Technician	30.43
30095 - Evidence Control Specialist	30.22
30210 - Laboratory Technician	26.82
30221 - Latent Fingerprint Technician I	37.06
30222 - Latent Fingerprint Technician II	40.94
30240 - Mathematical Technician	33.47
30361 - Paralegal/Legal Assistant I	20.44
30362 - Paralegal/Legal Assistant II	25.32
30363 - Paralegal/Legal Assistant III	30.97
30364 - Paralegal/Legal Assistant IV	37.46
30375 - Petroleum Supply Specialist	36.97
30390 - Photo-Optics Technician	30.43
30395 - Radiation Control Technician	36.97
30461 - Technical Writer I	35.08
30462 - Technical Writer II	42.92
30463 - Technical Writer III	51.92
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	33.70
30502 - Weather Forecaster II	41.00
30620 - Weather Observer Combined (see 2)	27.39
30621 - Weather Observer Senior (see 2)	30.43
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	18.45
31030 - Bus Driver	23.99
31043 - Driver Courier	19.61
31260 - Parking and Lot Attendant	15.55
31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	16.57
31361 - Truckdriver Light	20.86
31362 - Truckdriver Medium	21.96
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82

99030 - Cashier	13.60
99050 - Desk Clerk	14.70
99095 - Embalmer	39.85
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	18.30
I	
99252 - Laboratory Animal Caretaker	19.47
II	
99260 - Marketing Analyst	34.05
99310 - Mortician	39.85
99410 - Pest Controller	22.46
99510 - Photofinishing Worker	18.56
99710 - Recycling Laborer	22.71
99711 - Recycling Specialist	26.39
99730 - Refuse Collector	20.89
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	31.44
99831 - Surveying Aide	20.80
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	18.57
99841 - Vending Machine Repairer	21.99
99842 - Vending Machine Repairer	18.57
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

*This rate is to be used only when compensating employees for performance on an SCA-

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

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

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard**

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

Standard Wage Determination No.: 2015-4037

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.: 2015-4037
Revision No.: 19
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Hew Hampshire

This wage determination is applicable to Pelham town in Hillsborough County

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37
01035 - Court Reporter		21.69
01041 - Customer Service Representative I		17.01
01042 - Customer Service Representative II		18.56

01043 - Customer Service Representative III	20.85
01051 - Data Entry Operator I	17.37
01052 - Data Entry Operator II	18.95
01060 - Dispatcher Motor Vehicle	21.84
01070 - Document Preparation Clerk	18.96
01090 - Duplicating Machine Operator	18.96
01111 - General Clerk I	16.07
01112 - General Clerk II	17.54
01113 - General Clerk III	19.70
01120 - Housing Referral Assistant	23.71
01141 - Messenger Courier	17.03
01191 - Order Clerk I	20.49
01192 - Order Clerk II	22.36
01261 - Personnel Assistant (Employment) I	18.50
01262 - Personnel Assistant (Employment) II	20.69
01263 - Personnel Assistant (Employment) III	23.06
01270 - Production Control Clerk	27.47
01290 - Rental Clerk	18.51
01300 - Scheduler Maintenance	19.02
01311 - Secretary I	19.02
01312 - Secretary II	21.27
01313 - Secretary III	23.71
01320 - Service Order Dispatcher	19.53
01410 - Supply Technician	32.37
01420 - Survey Worker	21.10
01460 - Switchboard Operator/Receptionist	16.97
01531 - Travel Clerk I	18.36
01532 - Travel Clerk II	19.86
01533 - Travel Clerk III	21.41
01611 - Word Processor I	20.00
01612 - Word Processor II	22.46
01613 - Word Processor III	25.12
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	24.96
Fiberglass	
05010 - Automotive Electrician	22.62
05040 - Automotive Glass Installer	21.53
05070 - Automotive Worker	21.44
05110 - Mobile Equipment Servicer	19.12
05130 - Motor Equipment Metal	23.65
Mechanic	
05160 - Motor Equipment Metal Worker	21.44
05190 - Motor Vehicle Mechanic	23.35
05220 - Motor Vehicle Mechanic Helper	18.03

05250 - Motor Vehicle Upholstery Worker	20.30
05280 - Motor Vehicle Wrecker	21.44
05310 - Painter Automotive	22.66
05340 - Radiator Repair Specialist	21.44
05370 - Tire Repairer	16.32
05400 - Transmission Repair Specialist	23.65
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.39
07041 - Cook I	19.40
07042 - Cook II	21.41
07070 - Dishwasher	14.85
07130 - Food Service Worker	14.82
07210 - Meat Cutter	22.10
07260 - Waiter/Waitress	14.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.18
09040 - Furniture Handler	13.71
09080 - Furniture Refinisher	19.56
09090 - Furniture Refinisher Helper	15.93
09110 - Furniture Repairer Minor	17.83
09130 - Upholsterer	21.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.73
11060 - Elevator Operator	15.36
11090 - Gardener	23.28
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
11210 - Laborer Grounds Maintenance	18.84
11240 - Maid or Houseman	15.13
11260 - Pruner	17.33
11270 - Tractor Operator	21.89
11330 - Trail Maintenance Worker	18.84
11360 - Window Cleaner	19.27
12000 - Health Occupations	
12010 - Ambulance Driver	22.36
12011 - Breath Alcohol Technician	26.13
12012 - Certified Occupational Therapist Assistant	30.96
12015 - Certified Physical Therapist Assistant	32.37
12020 - Dental Assistant	25.31
12025 - Dental Hygienist	46.05
12030 - EKG Technician	37.63
12035 - Electroneurodiagnostic Technologist	37.63

12040 - Emergency Medical Technician	22.36
12071 - Licensed Practical Nurse I	23.37
12072 - Licensed Practical Nurse II	26.13
12073 - Licensed Practical Nurse III	29.13
12100 - Medical Assistant	20.90
12130 - Medical Laboratory Technician	26.65
Technician	
12160 - Medical Record Clerk	19.72
12190 - Medical Record Technician	31.90
12195 - Medical Transcriptionist	21.41
12210 - Nuclear Medicine Technologist	45.11
Technologist	
12221 - Nursing Assistant I	12.86
12222 - Nursing Assistant II	14.45
12223 - Nursing Assistant III	15.77
12224 - Nursing Assistant IV	17.71
12235 - Optical Dispenser	25.22
12236 - Optical Technician	19.63
12250 - Pharmacy Technician	18.00
12280 - Phlebotomist	19.61
12305 - Radiologic Technologist	37.20
12311 - Registered Nurse I	25.56
12312 - Registered Nurse II	31.26
12313 - Registered Nurse II	31.26
Specialist	
12314 - Registered Nurse III	37.82
12315 - Registered Nurse III	37.82
Anesthetist	
12316 - Registered Nurse IV	45.33
12317 - Scheduler (Drug and Alcohol Testing)	32.38
Testing)	
12320 - Substance Abuse Treatment Counselor	22.54
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	21.21
13012 - Exhibits Specialist II	26.28
13013 - Exhibits Specialist III	32.14
13041 - Illustrator I	22.44
13042 - Illustrator II	27.80
13043 - Illustrator III	34.00
13047 - Librarian	33.86
13050 - Library Aide/Clerk	16.80
13054 - Library Information Technology Systems Administrator	30.58
Technology Systems Administrator	
13058 - Library Technician	23.73
13061 - Media Specialist I	22.06
13062 - Media Specialist II	24.68
13063 - Media Specialist III	27.51

13071 - Photographer I	19.21
13072 - Photographer II	21.48
13073 - Photographer III	26.61
13074 - Photographer IV	32.55
13075 - Photographer V	39.39
13090 - Technical Order Library	21.10
Clerk	
13110 - Video Teleconference	27.67
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.40
14042 - Computer Operator II	20.59
14043 - Computer Operator III	22.96
14044 - Computer Operator IV	25.51
14045 - Computer Operator V	28.03
14071 - Computer Programmer I	(see 1) 26.09
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	18.40
Operator	
14160 - Personal Computer Support	25.51
Technician	
14170 - System Support Specialist	45.66
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	33.43
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	40.46
Instructor (Rated)	
15030 - Air Crew Training Devices	48.48
Instructor (Pilot)	
15050 - Computer Based Training	33.43
Specialist / Instructor	
15060 - Educational Technologist	37.07
15070 - Flight Instructor (Pilot)	48.48
15080 - Graphic Artist	32.60
15085 - Maintenance Test Pilot Fixed	48.48
Jet/Prop	
15086 - Maintenance Test Pilot	48.48
Rotary Wing	
15088 - Non-Maintenance Test/Co-	48.48
Pilot	
15090 - Technical Instructor	28.79
15095 - Technical Instructor/Course	35.22
Developer	
15110 - Test Proctor	23.24

15120 - Tutor	23.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing	14.76
Apparel Laundry	
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.51
19040 - Tool And Die Maker	28.72
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.53
21030 - Material Coordinator	27.47
21040 - Material Expediter	27.47
21050 - Material Handling Laborer	16.65
21071 - Order Filler	14.78
21080 - Production Line Worker (Food Processing)	19.53
21110 - Shipping Packer	19.26
21130 - Shipping/Receiving Clerk	19.26
21140 - Store Worker I	14.81
21150 - Stock Clerk	19.00
21210 - Tools And Parts Attendant	19.53
21410 - Warehouse Specialist	19.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.40
23019 - Aircraft Logs and Records Technician	31.39
23021 - Aircraft Mechanic I	35.95
23022 - Aircraft Mechanic II	37.40
23023 - Aircraft Mechanic III	38.89
23040 - Aircraft Mechanic Helper	28.04
23050 - Aircraft Painter	34.43
23060 - Aircraft Servicer	31.39
23070 - Aircraft Survival Flight Equipment Technician	34.43
23080 - Aircraft Worker	32.92

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.95
23110 - Appliance Mechanic	26.93
23120 - Bicycle Repairer	17.42
23125 - Cable Splicer	38.43
23130 - Carpenter Maintenance	29.24
23140 - Carpet Layer	29.16
23160 - Electrician Maintenance	33.18
23181 - Electronics Technician Maintenance I	29.92
23182 - Electronics Technician Maintenance II	31.31
23183 - Electronics Technician Maintenance III	32.68
23260 - Fabric Worker	28.47
23290 - Fire Alarm System Mechanic	35.08
23310 - Fire Extinguisher Repairer	27.05
23311 - Fuel Distribution System Mechanic	33.84
23312 - Fuel Distribution System Operator	30.12
23370 - General Maintenance Worker	24.52
23380 - Ground Support Equipment Mechanic	35.95
23381 - Ground Support Equipment Servicer	31.39
23382 - Ground Support Equipment Worker	32.92
23391 - Gunsmith I	27.05
23392 - Gunsmith II	29.86
23393 - Gunsmith III	32.61
23410 - Heating Ventilation And Air- Conditioning Mechanic	30.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	32.18
23430 - Heavy Equipment Mechanic	30.77
23440 - Heavy Equipment Operator	32.19
23460 - Instrument Mechanic	29.55
23465 - Laboratory/Shelter Mechanic	31.23
23470 - Laborer	16.65
23510 - Locksmith	28.03
23530 - Machinery Maintenance Mechanic	29.38
23550 - Machinist Maintenance	25.81

23580 - Maintenance Trades Helper	17.52
23591 - Metrology Technician I	29.55
23592 - Metrology Technician II	30.91
23593 - Metrology Technician III	31.97
23640 - Millwright	29.76
23710 - Office Appliance Repairer	25.63
23760 - Painter Maintenance	26.59
23790 - Pipefitter Maintenance	36.65
23810 - Plumber Maintenance	35.12
23820 - Pneudraulic Systems Mechanic	32.61
23850 - Rigger	28.87
23870 - Scale Mechanic	29.86
23890 - Sheet-Metal Worker	28.34
Maintenance	
23910 - Small Engine Mechanic	21.61
23931 - Telecommunications Mechanic	37.51
I	
23932 - Telecommunications Mechanic	39.55
II	
23950 - Telephone Lineman	44.33
23960 - Welder Combination	25.65
Maintenance	
23965 - Well Driller	31.17
23970 - Woodcraft Worker	32.61
23980 - Woodworker	25.44
24000 - Personal Needs Occupations	
24550 - Case Manager	16.52
24570 - Child Care Attendant	15.04
24580 - Child Care Center Clerk	18.69
24610 - Chore Aide	15.29
24620 - Family Readiness And Support	16.52
Services	
Coordinator	
24630 - Homemaker	16.52
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	34.25
25040 - Sewage Plant Operator	29.77
25070 - Stationary Engineer	34.25
25190 - Ventilation Equipment Tender	26.72
25210 - Water Treatment Plant	29.77
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.46
27007 - Baggage Inspector	17.51
27008 - Corrections Officer	34.49
27010 - Court Security Officer	33.88
27030 - Detection Dog Handler	19.58
27040 - Detention Officer	34.49
27070 - Firefighter	30.83

27101 - Guard I	17.51
27102 - Guard II	19.58
27131 - Police Officer I	32.80
27132 - Police Officer II	36.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.68
28042 - Carnival Equipment Repairer	18.81
28043 - Carnival Worker	14.00
28210 - Gate Attendant/Gate Tender	18.47
28310 - Lifeguard	14.45
28350 - Park Attendant (Aide)	20.66
28510 - Recreation Aide/Health	15.07
Facility Attendant	
28515 - Recreation Specialist	25.59
28630 - Sports Official	16.45
28690 - Swimming Pool Operator	20.76
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.62
29020 - Hatch Tender	28.62
29030 - Line Handler	28.62
29041 - Stevedore I	27.29
29042 - Stevedore II	29.93
30000 - Technical Occupations	
30010 - Air Traffic Control	(see 2) 44.86
Specialist Center (HFO)	
30011 - Air Traffic Control	(see 2) 30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	21.80
30022 - Archeological Technician II	24.40
30023 - Archeological Technician III	30.22
30030 - Cartographic Technician	30.22
30040 - Civil Engineering Technician	27.74
30051 - Cryogenic Technician I	33.47
30052 - Cryogenic Technician II	36.97
30061 - Drafter/CAD Operator I	21.80
30062 - Drafter/CAD Operator II	24.40
30063 - Drafter/CAD Operator III	27.20
30064 - Drafter/CAD Operator IV	33.47
30081 - Engineering Technician I	17.23
30082 - Engineering Technician II	19.36
30083 - Engineering Technician III	21.64
30084 - Engineering Technician IV	26.81
30085 - Engineering Technician V	32.80
30086 - Engineering Technician VI	39.69
30090 - Environmental Technician	27.03
30095 - Evidence Control Specialist	30.22
30210 - Laboratory Technician	26.82

30221 - Latent Fingerprint Technician I	37.06
30222 - Latent Fingerprint Technician II	40.94
30240 - Mathematical Technician	33.24
30361 - Paralegal/Legal Assistant I	19.59
30362 - Paralegal/Legal Assistant II	24.27
30363 - Paralegal/Legal Assistant III	29.68
30364 - Paralegal/Legal Assistant IV	35.92
30375 - Petroleum Supply Specialist	36.97
30390 - Photo-Optics Technician	30.22
30395 - Radiation Control Technician	36.97
30461 - Technical Writer I	31.44
30462 - Technical Writer II	38.47
30463 - Technical Writer III	46.54
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	33.47
30502 - Weather Forecaster II	40.70
30620 - Weather Observer Combined (see 2)	27.20
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	30.22
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	18.45
31030 - Bus Driver	23.99
31043 - Driver Courier	19.61
31260 - Parking and Lot Attendant	15.55
31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	15.72
31361 - Truckdriver Light	20.86
31362 - Truckdriver Medium	21.96
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.60
99050 - Desk Clerk	14.70
99095 - Embalmer	36.37

99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	17.07
I	
99252 - Laboratory Animal Caretaker	18.32
II	
99260 - Marketing Analyst	34.05
99310 - Mortician	36.37
99410 - Pest Controller	23.34
99510 - Photofinishing Worker	18.56
99710 - Recycling Laborer	22.59
99711 - Recycling Specialist	26.39
99730 - Refuse Collector	20.49
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	25.86
99831 - Surveying Aide	15.73
99832 - Surveying Technician	23.54
99840 - Vending Machine Attendant	16.87
99841 - Vending Machine Repairer	19.98
99842 - Vending Machine Repairer	16.87
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4039

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.: 2015-4039
Revision No.: 19
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Massachusetts

This wage determinations is applicable to the following towns in MIDDLESEX COUNTY: Dunstable Pepperell

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37
01035 - Court Reporter		22.95
01041 - Customer Service Representative I		17.01
01042 - Customer Service Representative II		18.56

01043 - Customer Service Representative III	20.85
01051 - Data Entry Operator I	17.37
01052 - Data Entry Operator II	18.95
01060 - Dispatcher Motor Vehicle	23.95
01070 - Document Preparation Clerk	18.96
01090 - Duplicating Machine Operator	18.96
01111 - General Clerk I	16.07
01112 - General Clerk II	17.54
01113 - General Clerk III	19.70
01120 - Housing Referral Assistant	23.71
01141 - Messenger Courier	17.34
01191 - Order Clerk I	20.49
01192 - Order Clerk II	22.36
01261 - Personnel Assistant (Employment) I	18.50
01262 - Personnel Assistant (Employment) II	20.69
01263 - Personnel Assistant (Employment) III	23.06
01270 - Production Control Clerk	27.47
01290 - Rental Clerk	19.15
01300 - Scheduler Maintenance	19.02
01311 - Secretary I	19.02
01312 - Secretary II	21.27
01313 - Secretary III	23.71
01320 - Service Order Dispatcher	21.32
01410 - Supply Technician	32.37
01420 - Survey Worker	21.10
01460 - Switchboard Operator/Receptionist	16.97
01531 - Travel Clerk I	20.20
01532 - Travel Clerk II	21.85
01533 - Travel Clerk III	23.55
01611 - Word Processor I	20.33
01612 - Word Processor II	22.84
01613 - Word Processor III	25.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.21
Fiberglass	
05010 - Automotive Electrician	22.08
05040 - Automotive Glass Installer	21.11
05070 - Automotive Worker	21.11
05110 - Mobile Equipment Servicer	19.12
05130 - Motor Equipment Metal	23.05
Mechanic	
05160 - Motor Equipment Metal Worker	21.11
05190 - Motor Vehicle Mechanic	23.05
05220 - Motor Vehicle Mechanic Helper	17.98

05250 - Motor Vehicle Upholstery Worker	20.13
05280 - Motor Vehicle Wrecker	21.11
05310 - Painter Automotive	22.08
05340 - Radiator Repair Specialist	21.11
05370 - Tire Repairer	15.08
05400 - Transmission Repair Specialist	23.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.80
07041 - Cook I	19.40
07042 - Cook II	21.41
07070 - Dishwasher	13.95
07130 - Food Service Worker	14.82
07210 - Meat Cutter	22.10
07260 - Waiter/Waitress	14.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.18
09040 - Furniture Handler	13.71
09080 - Furniture Refinisher	19.14
09090 - Furniture Refinisher Helper	15.59
09110 - Furniture Repairer Minor	17.45
09130 - Upholsterer	21.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.73
11060 - Elevator Operator	14.73
11090 - Gardener	23.28
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
11210 - Laborer Grounds Maintenance	18.84
11240 - Maid or Houseman	15.13
11260 - Pruner	17.33
11270 - Tractor Operator	21.89
11330 - Trail Maintenance Worker	18.84
11360 - Window Cleaner	19.27
12000 - Health Occupations	
12010 - Ambulance Driver	21.96
12011 - Breath Alcohol Technician	26.13
12012 - Certified Occupational Therapist Assistant	30.96
12015 - Certified Physical Therapist Assistant	32.37
12020 - Dental Assistant	25.31
12025 - Dental Hygienist	45.42
12030 - EKG Technician	37.63
12035 - Electroneurodiagnostic Technologist	37.63

12040 - Emergency Medical Technician	21.96
12071 - Licensed Practical Nurse I	23.37
12072 - Licensed Practical Nurse II	26.13
12073 - Licensed Practical Nurse III	29.13
12100 - Medical Assistant	20.90
12130 - Medical Laboratory Technician	25.84
Technician	
12160 - Medical Record Clerk	21.21
12190 - Medical Record Technician	25.65
12195 - Medical Transcriptionist	21.41
12210 - Nuclear Medicine Technologist	46.81
Technologist	
12221 - Nursing Assistant I	12.86
12222 - Nursing Assistant II	14.45
12223 - Nursing Assistant III	15.77
12224 - Nursing Assistant IV	17.71
12235 - Optical Dispenser	24.81
12236 - Optical Technician	21.10
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	19.61
12305 - Radiologic Technologist	37.20
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II	40.19
Specialist	
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III	48.63
Anesthetist	
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	32.38
Testing)	
12320 - Substance Abuse Treatment Counselor	26.42
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	24.09
13042 - Illustrator II	29.83
13043 - Illustrator III	36.50
13047 - Librarian	35.45
13050 - Library Aide/Clerk	17.29
13054 - Library Information Technology Systems Administrator	30.83
Technology Systems Administrator	
13058 - Library Technician	23.73
13061 - Media Specialist I	21.39
13062 - Media Specialist II	23.94
13063 - Media Specialist III	26.69

13071 - Photographer I	19.21
13072 - Photographer II	21.48
13073 - Photographer III	26.61
13074 - Photographer IV	32.55
13075 - Photographer V	39.39
13090 - Technical Order Library	21.10
Clerk	
13110 - Video Teleconference	25.65
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	21.68
14042 - Computer Operator II	24.26
14043 - Computer Operator III	27.04
14044 - Computer Operator IV	30.05
14045 - Computer Operator V	33.28
14071 - Computer Programmer I	(see 1) 26.60
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	21.68
Operator	
14160 - Personal Computer Support	30.05
Technician	
14170 - System Support Specialist	40.95
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	35.72
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	43.22
Instructor (Rated)	
15030 - Air Crew Training Devices	51.80
Instructor (Pilot)	
15050 - Computer Based Training	35.72
Specialist / Instructor	
15060 - Educational Technologist	36.37
15070 - Flight Instructor (Pilot)	51.80
15080 - Graphic Artist	32.60
15085 - Maintenance Test Pilot Fixed	48.48
Jet/Prop	
15086 - Maintenance Test Pilot	48.48
Rotary Wing	
15088 - Non-Maintenance Test/Co-	48.48
Pilot	
15090 - Technical Instructor	28.79
15095 - Technical Instructor/Course	35.22
Developer	
15110 - Test Proctor	23.24

15120 - Tutor	23.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing	14.76
Apparel Laundry	
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.51
19040 - Tool And Die Maker	28.65
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.00
21030 - Material Coordinator	27.47
21040 - Material Expediter	27.47
21050 - Material Handling Laborer	16.65
21071 - Order Filler	17.06
21080 - Production Line Worker (Food Processing)	20.00
21110 - Shipping Packer	19.26
21130 - Shipping/Receiving Clerk	19.26
21140 - Store Worker I	14.87
21150 - Stock Clerk	19.00
21210 - Tools And Parts Attendant	20.00
21410 - Warehouse Specialist	20.00
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.40
23019 - Aircraft Logs and Records Technician	31.39
23021 - Aircraft Mechanic I	35.95
23022 - Aircraft Mechanic II	37.40
23023 - Aircraft Mechanic III	38.89
23040 - Aircraft Mechanic Helper	28.04
23050 - Aircraft Painter	34.43
23060 - Aircraft Servicer	31.39
23070 - Aircraft Survival Flight Equipment Technician	34.43
23080 - Aircraft Worker	32.92

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.95
23110 - Appliance Mechanic	24.93
23120 - Bicycle Repairer	18.92
23125 - Cable Splicer	40.96
23130 - Carpenter Maintenance	29.24
23140 - Carpet Layer	31.81
23160 - Electrician Maintenance	33.18
23181 - Electronics Technician Maintenance I	29.97
23182 - Electronics Technician Maintenance II	31.34
23183 - Electronics Technician Maintenance III	32.72
23260 - Fabric Worker	26.65
23290 - Fire Alarm System Mechanic	35.08
23310 - Fire Extinguisher Repairer	27.05
23311 - Fuel Distribution System Mechanic	37.64
23312 - Fuel Distribution System Operator	29.83
23370 - General Maintenance Worker	24.52
23380 - Ground Support Equipment Mechanic	35.95
23381 - Ground Support Equipment Servicer	31.39
23382 - Ground Support Equipment Worker	32.92
23391 - Gunsmith I	27.05
23392 - Gunsmith II	29.86
23393 - Gunsmith III	32.61
23410 - Heating Ventilation And Air- Conditioning Mechanic	30.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	32.18
23430 - Heavy Equipment Mechanic	31.06
23440 - Heavy Equipment Operator	32.19
23460 - Instrument Mechanic	29.55
23465 - Laboratory/Shelter Mechanic	31.23
23470 - Laborer	16.65
23510 - Locksmith	28.03
23530 - Machinery Maintenance Mechanic	29.38
23550 - Machinist Maintenance	25.81

23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	29.55
23592 - Metrology Technician II	30.74
23593 - Metrology Technician III	31.97
23640 - Millwright	28.36
23710 - Office Appliance Repairer	24.24
23760 - Painter Maintenance	26.92
23790 - Pipefitter Maintenance	37.10
23810 - Plumber Maintenance	35.54
23820 - Pneudraulic Systems Mechanic	32.61
23850 - Rigger	28.25
23870 - Scale Mechanic	29.86
23890 - Sheet-Metal Worker	29.20
Maintenance	
23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic	36.99
I	
23932 - Telecommunications Mechanic	39.02
II	
23950 - Telephone Lineman	38.25
23960 - Welder Combination	26.04
Maintenance	
23965 - Well Driller	30.04
23970 - Woodcraft Worker	32.61
23980 - Woodworker	27.05
24000 - Personal Needs Occupations	
24550 - Case Manager	16.52
24570 - Child Care Attendant	15.04
24580 - Child Care Center Clerk	18.75
24610 - Chore Aide	15.29
24620 - Family Readiness And Support	16.52
Services	
Coordinator	
24630 - Homemaker	19.55
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	34.25
25040 - Sewage Plant Operator	29.77
25070 - Stationary Engineer	34.25
25190 - Ventilation Equipment Tender	26.72
25210 - Water Treatment Plant	29.77
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.46
27007 - Baggage Inspector	17.51
27008 - Corrections Officer	36.18
27010 - Court Security Officer	33.88
27030 - Detection Dog Handler	19.58
27040 - Detention Officer	36.18
27070 - Firefighter	31.57

27101 - Guard I	17.51
27102 - Guard II	19.58
27131 - Police Officer I	32.80
27132 - Police Officer II	36.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.57
28042 - Carnival Equipment Repairer	18.61
28043 - Carnival Worker	14.00
28210 - Gate Attendant/Gate Tender	18.47
28310 - Lifeguard	14.82
28350 - Park Attendant (Aide)	20.66
28510 - Recreation Aide/Health	15.07
Facility Attendant	
28515 - Recreation Specialist	25.59
28630 - Sports Official	16.45
28690 - Swimming Pool Operator	20.76
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.62
29020 - Hatch Tender	28.62
29030 - Line Handler	28.62
29041 - Stevedore I	27.29
29042 - Stevedore II	29.93
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	44.86
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57
30023 - Archeological Technician III	29.20
30030 - Cartographic Technician	29.20
30040 - Civil Engineering Technician	26.54
30051 - Cryogenic Technician I	29.93
30052 - Cryogenic Technician II	33.06
30061 - Drafter/CAD Operator I	21.07
30062 - Drafter/CAD Operator II	23.57
30063 - Drafter/CAD Operator III	26.27
30064 - Drafter/CAD Operator IV	32.34
30081 - Engineering Technician I	17.29
30082 - Engineering Technician II	19.42
30083 - Engineering Technician III	21.74
30084 - Engineering Technician IV	26.93
30085 - Engineering Technician V	32.93
30086 - Engineering Technician VI	39.69
30090 - Environmental Technician	29.02
30095 - Evidence Control Specialist	27.03
30210 - Laboratory Technician	26.82

30221 - Latent Fingerprint Technician I	35.90
30222 - Latent Fingerprint Technician II	39.66
30240 - Mathematical Technician	32.12
30361 - Paralegal/Legal Assistant I	21.36
30362 - Paralegal/Legal Assistant II	26.46
30363 - Paralegal/Legal Assistant III	32.37
30364 - Paralegal/Legal Assistant IV	39.16
30375 - Petroleum Supply Specialist	33.06
30390 - Photo-Optics Technician	29.20
30395 - Radiation Control Technician	33.06
30461 - Technical Writer I	31.84
30462 - Technical Writer II	38.94
30463 - Technical Writer III	47.13
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	32.34
30502 - Weather Forecaster II	39.33
30620 - Weather Observer Combined (see 2)	26.27
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	18.45
31030 - Bus Driver	23.99
31043 - Driver Courier	19.61
31260 - Parking and Lot Attendant	15.55
31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	16.57
31361 - Truckdriver Light	20.86
31362 - Truckdriver Medium	21.96
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.60
99050 - Desk Clerk	14.70
99095 - Embalmer	39.85

99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	18.30
I	
99252 - Laboratory Animal Caretaker	19.47
II	
99260 - Marketing Analyst	35.05
99310 - Mortician	39.85
99410 - Pest Controller	23.48
99510 - Photofinishing Worker	18.56
99710 - Recycling Laborer	22.71
99711 - Recycling Specialist	26.39
99730 - Refuse Collector	20.89
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	15.64
99830 - Survey Party Chief	31.43
99831 - Surveying Aide	20.79
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	19.26
99841 - Vending Machine Repairer	22.95
99842 - Vending Machine Repairer	19.26
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4041

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.: 2015-4041
Revision No.: 19
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Massachusetts

This wage determination is applicable to the following towns in ESSEX COUNTY:
Marblehead Swampscott

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37
01035 - Court Reporter		22.95
01041 - Customer Service Representative I		17.01
01042 - Customer Service Representative II		18.56

01043 - Customer Service Representative III	20.85
01051 - Data Entry Operator I	17.37
01052 - Data Entry Operator II	18.95
01060 - Dispatcher Motor Vehicle	21.84
01070 - Document Preparation Clerk	18.96
01090 - Duplicating Machine Operator	18.96
01111 - General Clerk I	16.07
01112 - General Clerk II	17.54
01113 - General Clerk III	19.70
01120 - Housing Referral Assistant	23.71
01141 - Messenger Courier	17.34
01191 - Order Clerk I	20.49
01192 - Order Clerk II	22.36
01261 - Personnel Assistant (Employment) I	18.50
01262 - Personnel Assistant (Employment) II	20.69
01263 - Personnel Assistant (Employment) III	23.06
01270 - Production Control Clerk	27.47
01290 - Rental Clerk	19.15
01300 - Scheduler Maintenance	19.02
01311 - Secretary I	19.02
01312 - Secretary II	21.27
01313 - Secretary III	23.71
01320 - Service Order Dispatcher	19.53
01410 - Supply Technician	32.37
01420 - Survey Worker	21.10
01460 - Switchboard Operator/Receptionist	16.97
01531 - Travel Clerk I	18.36
01532 - Travel Clerk II	19.86
01533 - Travel Clerk III	21.41
01611 - Word Processor I	20.33
01612 - Word Processor II	22.84
01613 - Word Processor III	25.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.21
Fiberglass	
05010 - Automotive Electrician	22.08
05040 - Automotive Glass Installer	21.11
05070 - Automotive Worker	21.11
05110 - Mobile Equipment Servicer	19.12
05130 - Motor Equipment Metal	23.05
Mechanic	
05160 - Motor Equipment Metal Worker	21.11
05190 - Motor Vehicle Mechanic	23.05
05220 - Motor Vehicle Mechanic Helper	17.98

05250 - Motor Vehicle Upholstery Worker	20.13
05280 - Motor Vehicle Wrecker	21.11
05310 - Painter Automotive	22.08
05340 - Radiator Repair Specialist	21.11
05370 - Tire Repairer	15.96
05400 - Transmission Repair Specialist	23.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.65
07041 - Cook I	19.26
07042 - Cook II	21.27
07070 - Dishwasher	14.85
07130 - Food Service Worker	14.82
07210 - Meat Cutter	22.10
07260 - Waiter/Waitress	14.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.02
09040 - Furniture Handler	16.61
09080 - Furniture Refinisher	21.02
09090 - Furniture Refinisher Helper	18.78
09110 - Furniture Repairer Minor	20.94
09130 - Upholsterer	21.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.73
11060 - Elevator Operator	14.73
11090 - Gardener	23.28
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
11210 - Laborer Grounds Maintenance	18.84
11240 - Maid or Houseman	15.13
11260 - Pruner	17.33
11270 - Tractor Operator	21.89
11330 - Trail Maintenance Worker	18.84
11360 - Window Cleaner	19.27
12000 - Health Occupations	
12010 - Ambulance Driver	25.57
12011 - Breath Alcohol Technician	26.13
12012 - Certified Occupational Therapist Assistant	30.96
12015 - Certified Physical Therapist Assistant	32.52
12020 - Dental Assistant	25.31
12025 - Dental Hygienist	45.89
12030 - EKG Technician	38.43
12035 - Electroneurodiagnostic Technologist	38.43

12040 - Emergency Medical Technician	25.57
12071 - Licensed Practical Nurse I	23.37
12072 - Licensed Practical Nurse II	26.13
12073 - Licensed Practical Nurse III	29.13
12100 - Medical Assistant	20.90
12130 - Medical Laboratory Technician	27.47
Technician	
12160 - Medical Record Clerk	20.53
12190 - Medical Record Technician	25.27
12195 - Medical Transcriptionist	22.46
12210 - Nuclear Medicine Technologist	46.81
Technologist	
12221 - Nursing Assistant I	12.86
12222 - Nursing Assistant II	14.45
12223 - Nursing Assistant III	15.77
12224 - Nursing Assistant IV	17.71
12235 - Optical Dispenser	28.67
12236 - Optical Technician	22.70
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	19.61
12305 - Radiologic Technologist	38.48
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II	40.19
Specialist	
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III	48.63
Anesthetist	
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	32.38
Testing)	
12320 - Substance Abuse Treatment Counselor	31.46
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	24.09
13042 - Illustrator II	29.83
13043 - Illustrator III	36.50
13047 - Librarian	35.45
13050 - Library Aide/Clerk	17.29
13054 - Library Information Technology Systems Administrator	30.83
Technology Systems Administrator	
13058 - Library Technician	23.73
13061 - Media Specialist I	20.68
13062 - Media Specialist II	22.21
13063 - Media Specialist III	24.76

13071 - Photographer I	19.21
13072 - Photographer II	21.48
13073 - Photographer III	26.61
13074 - Photographer IV	32.55
13075 - Photographer V	39.39
13090 - Technical Order Library	21.10
Clerk	
13110 - Video Teleconference	25.65
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	21.68
14042 - Computer Operator II	24.26
14043 - Computer Operator III	27.04
14044 - Computer Operator IV	30.05
14045 - Computer Operator V	33.28
14071 - Computer Programmer I	(see 1) 26.60
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	21.68
Operator	
14160 - Personal Computer Support	30.05
Technician	
14170 - System Support Specialist	34.07
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	35.72
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	43.22
Instructor (Rated)	
15030 - Air Crew Training Devices	50.97
Instructor (Pilot)	
15050 - Computer Based Training	35.72
Specialist / Instructor	
15060 - Educational Technologist	37.07
15070 - Flight Instructor (Pilot)	50.97
15080 - Graphic Artist	32.60
15085 - Maintenance Test Pilot Fixed	50.97
Jet/Prop	
15086 - Maintenance Test Pilot	50.97
Rotary Wing	
15088 - Non-Maintenance Test/Co-	50.97
Pilot	
15090 - Technical Instructor	28.79
15095 - Technical Instructor/Course	35.22
Developer	
15110 - Test Proctor	23.24

15120 - Tutor	23.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing	14.76
Apparel Laundry	
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.99
19040 - Tool And Die Maker	32.55
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.70
21030 - Material Coordinator	28.50
21040 - Material Expediter	28.50
21050 - Material Handling Laborer	17.64
21071 - Order Filler	16.53
21080 - Production Line Worker (Food Processing)	21.70
21110 - Shipping Packer	19.26
21130 - Shipping/Receiving Clerk	19.26
21140 - Store Worker I	14.81
21150 - Stock Clerk	19.00
21210 - Tools And Parts Attendant	21.70
21410 - Warehouse Specialist	21.70
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.40
23019 - Aircraft Logs and Records Technician	31.39
23021 - Aircraft Mechanic I	35.95
23022 - Aircraft Mechanic II	37.40
23023 - Aircraft Mechanic III	38.89
23040 - Aircraft Mechanic Helper	28.04
23050 - Aircraft Painter	34.43
23060 - Aircraft Servicer	31.39
23070 - Aircraft Survival Flight Equipment Technician	34.43
23080 - Aircraft Worker	32.92

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.95
23110 - Appliance Mechanic	27.99
23120 - Bicycle Repairer	19.32
23125 - Cable Splicer	40.96
23130 - Carpenter Maintenance	29.24
23140 - Carpet Layer	32.40
23160 - Electrician Maintenance	33.18
23181 - Electronics Technician Maintenance I	29.92
23182 - Electronics Technician Maintenance II	31.31
23183 - Electronics Technician Maintenance III	32.68
23260 - Fabric Worker	28.47
23290 - Fire Alarm System Mechanic	35.08
23310 - Fire Extinguisher Repairer	27.05
23311 - Fuel Distribution System Mechanic	38.87
23312 - Fuel Distribution System Operator	32.26
23370 - General Maintenance Worker	24.52
23380 - Ground Support Equipment Mechanic	35.95
23381 - Ground Support Equipment Servicer	31.39
23382 - Ground Support Equipment Worker	32.92
23391 - Gunsmith I	27.05
23392 - Gunsmith II	29.86
23393 - Gunsmith III	32.61
23410 - Heating Ventilation And Air- Conditioning Mechanic	30.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	32.18
23430 - Heavy Equipment Mechanic	31.10
23440 - Heavy Equipment Operator	32.19
23460 - Instrument Mechanic	29.55
23465 - Laboratory/Shelter Mechanic	31.23
23470 - Laborer	17.64
23510 - Locksmith	28.03
23530 - Machinery Maintenance Mechanic	30.38
23550 - Machinist Maintenance	29.21

23580 - Maintenance Trades Helper	22.61
23591 - Metrology Technician I	29.55
23592 - Metrology Technician II	31.27
23593 - Metrology Technician III	31.97
23640 - Millwright	29.76
23710 - Office Appliance Repairer	27.99
23760 - Painter Maintenance	26.92
23790 - Pipefitter Maintenance	37.10
23810 - Plumber Maintenance	35.54
23820 - Pneudraulic Systems Mechanic	32.61
23850 - Rigger	29.21
23870 - Scale Mechanic	29.86
23890 - Sheet-Metal Worker	29.57
Maintenance	
23910 - Small Engine Mechanic	26.77
23931 - Telecommunications Mechanic	35.50
I	
23932 - Telecommunications Mechanic	36.93
II	
23950 - Telephone Lineman	38.87
23960 - Welder Combination	30.38
Maintenance	
23965 - Well Driller	31.52
23970 - Woodcraft Worker	32.61
23980 - Woodworker	27.05
24000 - Personal Needs Occupations	
24550 - Case Manager	16.52
24570 - Child Care Attendant	15.04
24580 - Child Care Center Clerk	18.75
24610 - Chore Aide	15.29
24620 - Family Readiness And Support	16.52
Services	
Coordinator	
24630 - Homemaker	19.55
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	34.25
25040 - Sewage Plant Operator	29.77
25070 - Stationary Engineer	34.25
25190 - Ventilation Equipment Tender	26.72
25210 - Water Treatment Plant	29.77
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.46
27007 - Baggage Inspector	17.51
27008 - Corrections Officer	36.18
27010 - Court Security Officer	33.88
27030 - Detection Dog Handler	19.58
27040 - Detention Officer	36.18
27070 - Firefighter	31.57

27101 - Guard I	17.51
27102 - Guard II	19.58
27131 - Police Officer I	32.80
27132 - Police Officer II	36.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.57
28042 - Carnival Equipment Repairer	18.61
28043 - Carnival Worker	14.00
28210 - Gate Attendant/Gate Tender	18.47
28310 - Lifeguard	14.45
28350 - Park Attendant (Aide)	20.66
28510 - Recreation Aide/Health	15.07
Facility Attendant	
28515 - Recreation Specialist	25.59
28630 - Sports Official	16.45
28690 - Swimming Pool Operator	23.71
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.62
29020 - Hatch Tender	28.62
29030 - Line Handler	28.62
29041 - Stevedore I	27.29
29042 - Stevedore II	29.93
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	44.86
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57
30023 - Archeological Technician III	29.20
30030 - Cartographic Technician	29.20
30040 - Civil Engineering Technician	26.54
30051 - Cryogenic Technician I	29.34
30052 - Cryogenic Technician II	32.41
30061 - Drafter/CAD Operator I	21.07
30062 - Drafter/CAD Operator II	23.57
30063 - Drafter/CAD Operator III	26.27
30064 - Drafter/CAD Operator IV	32.34
30081 - Engineering Technician I	17.23
30082 - Engineering Technician II	19.42
30083 - Engineering Technician III	21.74
30084 - Engineering Technician IV	26.93
30085 - Engineering Technician V	32.93
30086 - Engineering Technician VI	39.85
30090 - Environmental Technician	29.02
30095 - Evidence Control Specialist	26.49
30210 - Laboratory Technician	26.82

30221 - Latent Fingerprint Technician I	30.96
30222 - Latent Fingerprint Technician II	34.20
30240 - Mathematical Technician	32.12
30361 - Paralegal/Legal Assistant I	20.44
30362 - Paralegal/Legal Assistant II	25.32
30363 - Paralegal/Legal Assistant III	30.97
30364 - Paralegal/Legal Assistant IV	37.46
30375 - Petroleum Supply Specialist	32.41
30390 - Photo-Optics Technician	29.20
30395 - Radiation Control Technician	32.41
30461 - Technical Writer I	28.70
30462 - Technical Writer II	35.11
30463 - Technical Writer III	42.49
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	32.34
30502 - Weather Forecaster II	39.33
30620 - Weather Observer Combined (see 2)	26.27
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	18.45
31030 - Bus Driver	23.99
31043 - Driver Courier	19.61
31260 - Parking and Lot Attendant	15.55
31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	17.28
31361 - Truckdriver Light	20.86
31362 - Truckdriver Medium	21.96
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.60
99050 - Desk Clerk	15.80
99095 - Embalmer	39.85

99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	19.44
I	
99252 - Laboratory Animal Caretaker	20.85
II	
99260 - Marketing Analyst	33.38
99310 - Mortician	39.85
99410 - Pest Controller	23.48
99510 - Photofinishing Worker	18.56
99710 - Recycling Laborer	22.71
99711 - Recycling Specialist	26.39
99730 - Refuse Collector	20.89
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	31.44
99831 - Surveying Aide	20.80
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	20.02
99841 - Vending Machine Repairer	23.71
99842 - Vending Machine Repairer	20.02
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4043

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.: 2015-4043
Revision No.: 19
Date Of Last Revision: 12/27/2021

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

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

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

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

State: New Hampshire

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

HILLSBOROUGH COUNTY: Amherst Brookline Greenfield Greenville Hollis
Hudson Litchfield Lyndeboro Mason Merrimack Milford Mont Vernon Nashua
Temple Wilton

ROCKINGHAM COUNTY: Chester Derry Londonderry Windham

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37

01035 - Court Reporter	21.60
01041 - Customer Service Representative I	17.01
01042 - Customer Service Representative II	18.56
01043 - Customer Service Representative III	20.85
01051 - Data Entry Operator I	17.37
01052 - Data Entry Operator II	18.95
01060 - Dispatcher Motor Vehicle	23.86
01070 - Document Preparation Clerk	18.96
01090 - Duplicating Machine Operator	18.96
01111 - General Clerk I	16.07
01112 - General Clerk II	17.54
01113 - General Clerk III	19.70
01120 - Housing Referral Assistant	23.71
01141 - Messenger Courier	17.34
01191 - Order Clerk I	20.49
01192 - Order Clerk II	22.36
01261 - Personnel Assistant (Employment) I	18.50
01262 - Personnel Assistant (Employment) II	20.69
01263 - Personnel Assistant (Employment) III	23.06
01270 - Production Control Clerk	27.47
01290 - Rental Clerk	18.51
01300 - Scheduler Maintenance	19.02
01311 - Secretary I	19.02
01312 - Secretary II	21.27
01313 - Secretary III	23.71
01320 - Service Order Dispatcher	22.35
01410 - Supply Technician	32.37
01420 - Survey Worker	21.10
01460 - Switchboard Operator/Receptionist	16.97
01531 - Travel Clerk I	20.20
01532 - Travel Clerk II	21.85
01533 - Travel Clerk III	23.55
01611 - Word Processor I	20.33
01612 - Word Processor II	22.84
01613 - Word Processor III	25.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.21
Fiberglass	
05010 - Automotive Electrician	22.08
05040 - Automotive Glass Installer	21.11
05070 - Automotive Worker	21.11
05110 - Mobile Equipment Servicer	19.12

05130 - Motor Equipment Metal Mechanic	23.05
05160 - Motor Equipment Metal Worker	21.11
05190 - Motor Vehicle Mechanic	23.05
05220 - Motor Vehicle Mechanic Helper	17.98
05250 - Motor Vehicle Upholstery Worker	20.13
05280 - Motor Vehicle Wrecker	21.11
05310 - Painter Automotive	22.08
05340 - Radiator Repair Specialist	21.11
05370 - Tire Repairer	14.68
05400 - Transmission Repair Specialist	23.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.39
07041 - Cook I	19.40
07042 - Cook II	21.41
07070 - Dishwasher	13.60
07130 - Food Service Worker	13.83
07210 - Meat Cutter	22.10
07260 - Waiter/Waitress	12.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.18
09040 - Furniture Handler	13.42
09080 - Furniture Refinisher	19.14
09090 - Furniture Refinisher Helper	15.59
09110 - Furniture Repairer Minor	17.45
09130 - Upholsterer	21.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.73
11060 - Elevator Operator	14.73
11090 - Gardener	22.53
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
11210 - Laborer Grounds Maintenance	18.62
11240 - Maid or Houseman	13.74
11260 - Pruner	17.33
11270 - Tractor Operator	21.19
11330 - Trail Maintenance Worker	18.62
11360 - Window Cleaner	19.27
12000 - Health Occupations	
12010 - Ambulance Driver	20.33
12011 - Breath Alcohol Technician	26.13
12012 - Certified Occupational Therapist Assistant	30.96

12015 - Certified Physical Therapist Assistant	32.37
12020 - Dental Assistant	25.31
12025 - Dental Hygienist	45.42
12030 - EKG Technician	37.63
12035 - Electroneurodiagnostic Technologist	37.63
12040 - Emergency Medical Technician	20.33
12071 - Licensed Practical Nurse I	23.37
12072 - Licensed Practical Nurse II	26.13
12073 - Licensed Practical Nurse III	29.13
12100 - Medical Assistant	20.90
12130 - Medical Laboratory Technician	25.58
12160 - Medical Record Clerk	20.53
12190 - Medical Record Technician	25.27
12195 - Medical Transcriptionist	21.41
12210 - Nuclear Medicine Technologist	45.11
12221 - Nursing Assistant I	12.86
12222 - Nursing Assistant II	14.45
12223 - Nursing Assistant III	15.77
12224 - Nursing Assistant IV	17.71
12235 - Optical Dispenser	23.28
12236 - Optical Technician	20.34
12250 - Pharmacy Technician	18.00
12280 - Phlebotomist	19.61
12305 - Radiologic Technologist	37.20
12311 - Registered Nurse I	26.33
12312 - Registered Nurse II	32.21
12313 - Registered Nurse II	32.21
12314 - Registered Nurse III	38.97
12315 - Registered Nurse III	38.97
12316 - Registered Nurse IV	46.71
12317 - Scheduler (Drug and Alcohol Testing)	32.36
12320 - Substance Abuse Treatment Counselor	26.42
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.21
13012 - Exhibits Specialist II	26.28
13013 - Exhibits Specialist III	32.14
13041 - Illustrator I	21.74
13042 - Illustrator II	26.94
13043 - Illustrator III	32.95
13047 - Librarian	32.69
13050 - Library Aide/Clerk	16.73

13054 - Library Information	29.52
Technology Systems	
Administrator	
13058 - Library Technician	22.46
13061 - Media Specialist I	21.30
13062 - Media Specialist II	23.83
13063 - Media Specialist III	26.57
13071 - Photographer I	19.21
13072 - Photographer II	21.48
13073 - Photographer III	26.61
13074 - Photographer IV	32.55
13075 - Photographer V	39.39
13090 - Technical Order Library	21.10
Clerk	
13110 - Video Teleconference	24.00
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.26
14042 - Computer Operator II	20.43
14043 - Computer Operator III	22.78
14044 - Computer Operator IV	25.30
14045 - Computer Operator V	28.03
14071 - Computer Programmer I	(see 1) 24.63
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	18.26
Operator	
14160 - Personal Computer Support	25.33
Technician	
14170 - System Support Specialist	40.95
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	33.43
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	40.46
Instructor (Rated)	
15030 - Air Crew Training Devices	48.48
Instructor (Pilot)	
15050 - Computer Based Training	33.43
Specialist / Instructor	
15060 - Educational Technologist	36.37
15070 - Flight Instructor (Pilot)	48.48
15080 - Graphic Artist	29.77
15085 - Maintenance Test Pilot Fixed	48.48
Jet/Prop	

15086 - Maintenance Test Pilot	48.48
Rotary Wing	
15088 - Non-Maintenance Test/Co-Pilot	48.48
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	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing	14.76
Apparel Laundry	
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.51
19040 - Tool And Die Maker	28.65
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.55
21030 - Material Coordinator	27.47
21040 - Material Expediter	27.47
21050 - Material Handling Laborer	16.65
21071 - Order Filler	14.78
21080 - Production Line Worker (Food Processing)	19.55
21110 - Shipping Packer	19.26
21130 - Shipping/Receiving Clerk	19.26
21140 - Store Worker I	14.87
21150 - Stock Clerk	19.00
21210 - Tools And Parts Attendant	19.55
21410 - Warehouse Specialist	19.55
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.40
23019 - Aircraft Logs and Records	31.39
Technician	
23021 - Aircraft Mechanic I	35.95
23022 - Aircraft Mechanic II	37.40

23023 - Aircraft Mechanic III	38.89
23040 - Aircraft Mechanic Helper	28.04
23050 - Aircraft Painter	34.43
23060 - Aircraft Servicer	31.39
23070 - Aircraft Survival Flight	34.43
Equipment Technician	
23080 - Aircraft Worker	32.92
23091 - Aircrew Life Support	32.92
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	35.95
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.93
23120 - Bicycle Repairer	17.42
23125 - Cable Splicer	37.35
23130 - Carpenter Maintenance	29.21
23140 - Carpet Layer	27.97
23160 - Electrician Maintenance	33.18
23181 - Electronics Technician	29.92
Maintenance I	
23182 - Electronics Technician	31.31
Maintenance II	
23183 - Electronics Technician	32.68
Maintenance III	
23260 - Fabric Worker	26.48
23290 - Fire Alarm System Mechanic	35.08
23310 - Fire Extinguisher Repairer	27.05
23311 - Fuel Distribution System	33.84
Mechanic	
23312 - Fuel Distribution System	27.47
Operator	
23370 - General Maintenance Worker	24.52
23380 - Ground Support Equipment	35.95
Mechanic	
23381 - Ground Support Equipment	31.39
Servicer	
23382 - Ground Support Equipment	32.92
Worker	
23391 - Gunsmith I	27.05
23392 - Gunsmith II	29.86
23393 - Gunsmith III	32.61
23410 - Heating Ventilation And Air-	30.94
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	32.18
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	31.06
23440 - Heavy Equipment Operator	32.19

23460 - Instrument Mechanic	29.55
23465 - Laboratory/Shelter Mechanic	31.23
23470 - Laborer	16.65
23510 - Locksmith	28.03
23530 - Machinery Maintenance	29.38
Mechanic	
23550 - Machinist Maintenance	25.81
23580 - Maintenance Trades Helper	16.86
23591 - Metrology Technician I	29.55
23592 - Metrology Technician II	30.74
23593 - Metrology Technician III	31.97
23640 - Millwright	29.76
23710 - Office Appliance Repairer	22.59
23760 - Painter Maintenance	22.41
23790 - Pipefitter Maintenance	35.40
23810 - Plumber Maintenance	33.67
23820 - Pneudraulic Systems Mechanic	32.61
23850 - Rigger	28.25
23870 - Scale Mechanic	29.86
23890 - Sheet-Metal Worker	29.20
Maintenance	
23910 - Small Engine Mechanic	21.61
23931 - Telecommunications Mechanic	35.50
I	
23932 - Telecommunications Mechanic	36.93
II	
23950 - Telephone Lineman	34.25
23960 - Welder Combination	26.04
Maintenance	
23965 - Well Driller	30.04
23970 - Woodcraft Worker	32.61
23980 - Woodworker	25.44
24000 - Personal Needs Occupations	
24550 - Case Manager	16.52
24570 - Child Care Attendant	14.78
24580 - Child Care Center Clerk	18.46
24610 - Chore Aide	15.29
24620 - Family Readiness And Support	16.52
Services	
Coordinator	
24630 - Homemaker	16.52
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	34.19
25040 - Sewage Plant Operator	29.77
25070 - Stationary Engineer	34.19
25190 - Ventilation Equipment Tender	25.82
25210 - Water Treatment Plant	29.77
Operator	
27000 - Protective Service Occupations	

27004 - Alarm Monitor	24.46
27007 - Baggage Inspector	17.51
27008 - Corrections Officer	34.49
27010 - Court Security Officer	33.88
27030 - Detection Dog Handler	19.58
27040 - Detention Officer	34.49
27070 - Firefighter	30.83
27101 - Guard I	17.51
27102 - Guard II	19.58
27131 - Police Officer I	32.80
27132 - Police Officer II	36.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.19
28042 - Carnival Equipment Repairer	16.06
28043 - Carnival Worker	12.58
28210 - Gate Attendant/Gate Tender	18.47
28310 - Lifeguard	14.45
28350 - Park Attendant (Aide)	20.66
28510 - Recreation Aide/Health	15.07
Facility Attendant	
28515 - Recreation Specialist	25.59
28630 - Sports Official	16.45
28690 - Swimming Pool Operator	20.76
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.62
29020 - Hatch Tender	28.62
29030 - Line Handler	28.62
29041 - Stevedore I	27.29
29042 - Stevedore II	29.93
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	44.86
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	19.50
30022 - Archeological Technician II	21.82
30023 - Archeological Technician III	27.03
30030 - Cartographic Technician	27.03
30040 - Civil Engineering Technician	26.20
30051 - Cryogenic Technician I	29.93
30052 - Cryogenic Technician II	33.06
30061 - Drafter/CAD Operator I	19.50
30062 - Drafter/CAD Operator II	21.82
30063 - Drafter/CAD Operator III	24.32
30064 - Drafter/CAD Operator IV	29.93
30081 - Engineering Technician I	17.23
30082 - Engineering Technician II	19.36

30083 - Engineering Technician III	21.64
30084 - Engineering Technician IV	26.81
30085 - Engineering Technician V	32.80
30086 - Engineering Technician VI	39.69
30090 - Environmental Technician	27.03
30095 - Evidence Control Specialist	27.03
30210 - Laboratory Technician	26.82
30221 - Latent Fingerprint Technician I	35.90
30222 - Latent Fingerprint Technician II	39.66
30240 - Mathematical Technician	29.73
30361 - Paralegal/Legal Assistant I	21.02
30362 - Paralegal/Legal Assistant II	26.05
30363 - Paralegal/Legal Assistant III	31.87
30364 - Paralegal/Legal Assistant IV	38.56
30375 - Petroleum Supply Specialist	33.06
30390 - Photo-Optics Technician	27.03
30395 - Radiation Control Technician	33.06
30461 - Technical Writer I	29.83
30462 - Technical Writer II	36.49
30463 - Technical Writer III	44.14
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	29.93
30502 - Weather Forecaster II	36.39
30620 - Weather Observer Combined (see 2)	24.32
30621 - Weather Observer Senior (see 2)	27.03
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	18.45
31030 - Bus Driver	23.99
31043 - Driver Courier	18.67
31260 - Parking and Lot Attendant	15.55
31290 - Shuttle Bus Driver	17.92
31310 - Taxi Driver	14.86
31361 - Truckdriver Light	19.71
31362 - Truckdriver Medium	20.90

31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.41
99050 - Desk Clerk	14.26
99095 - Embalmer	36.37
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	13.54
I	
99252 - Laboratory Animal Caretaker	14.39
II	
99260 - Marketing Analyst	35.05
99310 - Mortician	36.37
99410 - Pest Controller	23.48
99510 - Photofinishing Worker	18.56
99710 - Recycling Laborer	19.71
99711 - Recycling Specialist	22.43
99730 - Refuse Collector	18.39
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	30.46
99831 - Surveying Aide	18.54
99832 - Surveying Technician	27.70
99840 - Vending Machine Attendant	18.44
99841 - Vending Machine Repairer	21.95
99842 - Vending Machine Repairer	18.44

Helper

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

week or \$733.20 per month*

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1)

dated September 2015 unless otherwise indicated.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4045

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.: 2015-4045
Revision No.: 20
Date Of Last Revision: 12/27/2021

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

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

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

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

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

BARNSTABLE COUNTY: Barnstable Bourne Brewster Chatham Dennis Eastham
Falmouth Harwich Mashpee Orleans Sandwich Wellfleet Yarmouth

PLYMOUTH COUNTY: Marion Wareham

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.77
01012 - Accounting Clerk II		21.09
01013 - Accounting Clerk III		23.58
01020 - Administrative Assistant		25.42
01035 - Court Reporter		20.86

01041 - Customer Service Representative I	15.61
01042 - Customer Service Representative II	17.55
01043 - Customer Service Representative III	19.14
01051 - Data Entry Operator I	15.97
01052 - Data Entry Operator II	17.43
01060 - Dispatcher Motor Vehicle	22.78
01070 - Document Preparation Clerk	15.94
01090 - Duplicating Machine Operator	15.94
01111 - General Clerk I	15.86
01112 - General Clerk II	17.31
01113 - General Clerk III	19.44
01120 - Housing Referral Assistant	23.44
01141 - Messenger Courier	17.73
01191 - Order Clerk I	17.29
01192 - Order Clerk II	18.87
01261 - Personnel Assistant (Employment) I	19.04
01262 - Personnel Assistant (Employment) II	21.30
01263 - Personnel Assistant (Employment) III	23.75
01270 - Production Control Clerk	24.05
01290 - Rental Clerk	17.63
01300 - Scheduler Maintenance	18.80
01311 - Secretary I	18.80
01312 - Secretary II	21.03
01313 - Secretary III	23.44
01320 - Service Order Dispatcher	20.36
01410 - Supply Technician	25.42
01420 - Survey Worker	23.40
01460 - Switchboard Operator/Receptionist	17.07
01531 - Travel Clerk I	14.96
01532 - Travel Clerk II	16.11
01533 - Travel Clerk III	17.32
01611 - Word Processor I	16.11
01612 - Word Processor II	18.08
01613 - Word Processor III	20.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	24.65
Fiberglass	
05010 - Automotive Electrician	25.02
05040 - Automotive Glass Installer	23.93
05070 - Automotive Worker	23.93
05110 - Mobile Equipment Servicer	21.67
05130 - Motor Equipment Metal Mechanic	26.11

05160 - Motor Equipment Metal Worker	23.93
05190 - Motor Vehicle Mechanic	26.11
05220 - Motor Vehicle Mechanic	20.21
Helper	
05250 - Motor Vehicle Upholstery	22.75
Worker	
05280 - Motor Vehicle Wrecker	23.93
05310 - Painter Automotive	25.02
05340 - Radiator Repair Specialist	23.93
05370 - Tire Repairer	19.60
05400 - Transmission Repair	26.11
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	17.11
07041 - Cook I	19.32
07042 - Cook II	21.34
07070 - Dishwasher	13.58
07130 - Food Service Worker	14.78
07210 - Meat Cutter	20.07
07260 - Waiter/Waitress	14.41
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	23.91
09040 - Furniture Handler	17.58
09080 - Furniture Refinisher	25.27
09090 - Furniture Refinisher Helper	20.74
09110 - Furniture Repairer Minor	23.35
09130 - Upholsterer	25.68
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	17.03
11060 - Elevator Operator	17.03
11090 - Gardener	24.38
11122 - Housekeeping Aide	20.46
11150 - Janitor	20.46
11210 - Laborer Grounds Maintenance	19.27
11240 - Maid or Houseman	14.80
11260 - Pruner	17.50
11270 - Tractor Operator	22.74
11330 - Trail Maintenance Worker	19.27
11360 - Window Cleaner	22.54
12000 - Health Occupations	
12010 - Ambulance Driver	25.10
12011 - Breath Alcohol Technician	25.10
12012 - Certified Occupational	35.17
Therapist Assistant	
12015 - Certified Physical Therapist	33.82
Assistant	
12020 - Dental Assistant	22.48

12025 - Dental Hygienist	42.25
12030 - EKG Technician	37.50
12035 - Electroneurodiagnostic Technologist	37.50
12040 - Emergency Medical Technician	25.10
12071 - Licensed Practical Nurse I	22.92
12072 - Licensed Practical Nurse II	25.63
12073 - Licensed Practical Nurse III	28.57
12100 - Medical Assistant	21.63
12130 - Medical Laboratory Technician	32.77
12160 - Medical Record Clerk	23.71
12190 - Medical Record Technician	26.52
12195 - Medical Transcriptionist	22.92
12210 - Nuclear Medicine Technologist	56.33
12221 - Nursing Assistant I	13.70
12222 - Nursing Assistant II	15.40
12223 - Nursing Assistant III	16.80
12224 - Nursing Assistant IV	18.87
12235 - Optical Dispenser	27.35
12236 - Optical Technician	22.92
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	22.04
12305 - Radiologic Technologist	39.83
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II Specialist	40.19
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III	48.63
Anesthetist	
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	31.09
12320 - Substance Abuse Treatment Counselor	28.57
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	21.90
13042 - Illustrator II	27.12
13043 - Illustrator III	33.18
13047 - Librarian	34.75
13050 - Library Aide/Clerk	18.94
13054 - Library Information Technology Systems Administrator	28.03

13058 - Library Technician	23.37
13061 - Media Specialist I	19.52
13062 - Media Specialist II	21.83
13063 - Media Specialist III	24.33
13071 - Photographer I	19.52
13072 - Photographer II	21.83
13073 - Photographer III	27.04
13074 - Photographer IV	33.08
13075 - Photographer V	40.03
13090 - Technical Order Library	23.79
Clerk	
13110 - Video Teleconference	22.46
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	23.85
14042 - Computer Operator II	26.69
14043 - Computer Operator III	29.74
14044 - Computer Operator IV	33.06
14045 - Computer Operator V	36.61
14071 - Computer Programmer I	(see 1)
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	23.85
Operator	
14160 - Personal Computer Support	33.06
Technician	
14170 - System Support Specialist	37.47
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	35.72
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	43.22
Instructor (Rated)	
15030 - Air Crew Training Devices	48.81
Instructor (Pilot)	
15050 - Computer Based Training	35.72
Specialist / Instructor	
15060 - Educational Technologist	32.16
15070 - Flight Instructor (Pilot)	48.81
15080 - Graphic Artist	31.54
15085 - Maintenance Test Pilot Fixed	42.56
Jet/Prop	
15086 - Maintenance Test Pilot	42.56
Rotary Wing	
15088 - Non-Maintenance Test/Co-	42.56
Pilot	

15090 - Technical Instructor	25.37
15095 - Technical Instructor/Course Developer	31.02
15110 - Test Proctor	20.47
15120 - Tutor	20.47
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.44
16030 - Counter Attendant	14.44
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.44
16090 - Presser Hand	14.44
16110 - Presser Machine Drycleaning	14.44
16130 - Presser Machine Shirts	14.44
16160 - Presser Machine Wearing	14.44
Apparel Laundry	
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.14
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	29.87
19040 - Tool And Die Maker	34.74
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.86
21030 - Material Coordinator	24.05
21040 - Material Expediter	24.05
21050 - Material Handling Laborer	16.64
21071 - Order Filler	15.37
21080 - Production Line Worker (Food Processing)	19.86
21110 - Shipping Packer	20.06
21130 - Shipping/Receiving Clerk	20.06
21140 - Store Worker I	14.58
21150 - Stock Clerk	19.72
21210 - Tools And Parts Attendant	19.86
21410 - Warehouse Specialist	19.86
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.34
23019 - Aircraft Logs and Records	26.32
Technician	
23021 - Aircraft Mechanic I	30.21
23022 - Aircraft Mechanic II	31.34
23023 - Aircraft Mechanic III	32.64
23040 - Aircraft Mechanic Helper	23.38
23050 - Aircraft Painter	28.95
23060 - Aircraft Servicer	26.32

23070 - Aircraft Survival Flight Equipment Technician	28.95
23080 - Aircraft Worker	27.69
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.69
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.21
23110 - Appliance Mechanic	29.87
23120 - Bicycle Repairer	22.74
23125 - Cable Splicer	47.99
23130 - Carpenter Maintenance	28.56
23140 - Carpet Layer	28.57
23160 - Electrician Maintenance	32.18
23181 - Electronics Technician	28.57
Maintenance I	
23182 - Electronics Technician	29.87
Maintenance II	
23183 - Electronics Technician	31.18
Maintenance III	
23260 - Fabric Worker	27.16
23290 - Fire Alarm System Mechanic	31.18
23310 - Fire Extinguisher Repairer	25.87
23311 - Fuel Distribution System Mechanic	31.48
23312 - Fuel Distribution System Operator	26.12
23370 - General Maintenance Worker	24.00
23380 - Ground Support Equipment Mechanic	30.21
23381 - Ground Support Equipment Servicer	26.32
23382 - Ground Support Equipment Worker	27.69
23391 - Gunsmith I	25.87
23392 - Gunsmith II	28.57
23393 - Gunsmith III	31.18
23410 - Heating Ventilation And Air- Conditioning Mechanic	30.18
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.96
23430 - Heavy Equipment Mechanic	29.58
23440 - Heavy Equipment Operator	33.21
23460 - Instrument Mechanic	31.18
23465 - Laboratory/Shelter Mechanic	29.87
23470 - Laborer	16.64
23510 - Locksmith	29.87

23530 - Machinery Maintenance	28.18
Mechanic	
23550 - Machinist Maintenance	27.17
23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	31.18
23592 - Metrology Technician II	32.34
23593 - Metrology Technician III	33.68
23640 - Millwright	31.18
23710 - Office Appliance Repairer	26.66
23760 - Painter Maintenance	24.24
23790 - Pipefitter Maintenance	30.98
23810 - Plumber Maintenance	29.69
23820 - Pneudraulic Systems Mechanic	31.18
23850 - Rigger	28.62
23870 - Scale Mechanic	28.57
23890 - Sheet-Metal Worker	34.63
Maintenance	
23910 - Small Engine Mechanic	26.22
23931 - Telecommunications Mechanic	38.83
I	
23932 - Telecommunications Mechanic	40.28
II	
23950 - Telephone Lineman	31.61
23960 - Welder Combination	25.30
Maintenance	
23965 - Well Driller	31.18
23970 - Woodcraft Worker	31.18
23980 - Woodworker	25.87
24000 - Personal Needs Occupations	
24550 - Case Manager	18.85
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	16.70
24620 - Family Readiness And Support	18.85
Services	
Coordinator	
24630 - Homemaker	19.55
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	31.18
25040 - Sewage Plant Operator	28.97
25070 - Stationary Engineer	31.18
25190 - Ventilation Equipment Tender	23.40
25210 - Water Treatment Plant	28.97
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.31
27007 - Baggage Inspector	18.71
27008 - Corrections Officer	35.99
27010 - Court Security Officer	34.30

27030 - Detection Dog Handler	20.92
27040 - Detention Officer	35.99
27070 - Firefighter	32.61
27101 - Guard I	18.71
27102 - Guard II	20.92
27131 - Police Officer I	32.03
27132 - Police Officer II	35.60
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.83
28042 - Carnival Equipment Repairer	20.19
28043 - Carnival Worker	14.49
28210 - Gate Attendant/Gate Tender	19.00
28310 - Lifeguard	14.02
28350 - Park Attendant (Aide)	21.26
28510 - Recreation Aide/Health	15.51
Facility Attendant	
28515 - Recreation Specialist	26.33
28630 - Sports Official	16.92
28690 - Swimming Pool Operator	22.30
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.57
29020 - Hatch Tender	28.57
29030 - Line Handler	28.57
29041 - Stevedore I	27.16
29042 - Stevedore II	29.87
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	44.86
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57
30023 - Archeological Technician III	29.20
30030 - Cartographic Technician	29.20
30040 - Civil Engineering Technician	27.84
30051 - Cryogenic Technician I	30.79
30052 - Cryogenic Technician II	34.00
30061 - Drafter/CAD Operator I	21.07
30062 - Drafter/CAD Operator II	23.57
30063 - Drafter/CAD Operator III	26.27
30064 - Drafter/CAD Operator IV	32.34
30081 - Engineering Technician I	17.96
30082 - Engineering Technician II	20.17
30083 - Engineering Technician III	22.55
30084 - Engineering Technician IV	27.94
30085 - Engineering Technician V	34.18
30086 - Engineering Technician VI	41.36

30090 - Environmental Technician	29.41
30095 - Evidence Control Specialist	25.92
30210 - Laboratory Technician	25.29
30221 - Latent Fingerprint Technician I	30.79
30222 - Latent Fingerprint Technician II	34.00
30240 - Mathematical Technician	29.20
30361 - Paralegal/Legal Assistant I	21.85
30362 - Paralegal/Legal Assistant II	27.06
30363 - Paralegal/Legal Assistant III	33.10
30364 - Paralegal/Legal Assistant IV	40.06
30375 - Petroleum Supply Specialist	31.71
30390 - Photo-Optics Technician	29.20
30395 - Radiation Control Technician	31.71
30461 - Technical Writer I	29.93
30462 - Technical Writer II	36.61
30463 - Technical Writer III	44.30
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	32.34
30502 - Weather Forecaster II	39.33
30620 - Weather Observer Combined (see 2)	26.27
30621 - Weather Observer Senior (see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	19.28
31030 - Bus Driver	25.60
31043 - Driver Courier	15.79
31260 - Parking and Lot Attendant	13.84
31290 - Shuttle Bus Driver	20.48
31310 - Taxi Driver	18.85
31361 - Truckdriver Light	16.93
31362 - Truckdriver Medium	18.70
31363 - Truckdriver Heavy	26.94
31364 - Truckdriver Tractor-Trailer	26.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82

99030 - Cashier	14.11
99050 - Desk Clerk	15.53
99095 - Embalmer	36.23
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	18.46
I	
99252 - Laboratory Animal Caretaker	19.79
II	
99260 - Marketing Analyst	29.56
99310 - Mortician	36.23
99410 - Pest Controller	24.71
99510 - Photofinishing Worker	14.83
99710 - Recycling Laborer	24.59
99711 - Recycling Specialist	29.01
99730 - Refuse Collector	22.33
99810 - Sales Clerk	15.15
99820 - School Crossing Guard	16.41
99830 - Survey Party Chief	28.01
99831 - Surveying Aide	19.92
99832 - Surveying Technician	25.46
99840 - Vending Machine Attendant	21.32
99841 - Vending Machine Repairer	25.25
99842 - Vending Machine Repairer	21.32
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

*This rate is to be used only when compensating employees for performance on an SCA-

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

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

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard**

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

Standard Wage Determination No.: 2015-4047

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.: 2015-4047
Revision No.: 18
Date Of Last Revision: 12/27/2021

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

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

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

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

This wage determination is applicable in the following towns and cities in the state of Massachusetts:

BRISTOL COUNTY - Mansfield

ESSEX COUNTY - Lynnfield

MIDDLESEX COUNTY - Acton Arlington Bedford Belmont Boxborough Burlington
Cambridge Carlisle Concord Everett Lexington Lincoln Malden Maynard
Medford Melrose Newton North Reading Reading Sherborn Somerville
Stoneham Stow Wakefield Waltham Watertown Wayland Weston Wilmington
Winchester Woburn

NORFOLK COUNTY - Braintree Brookline Canton Cohasset Dedham Dover
Foxborough Franklin Holbrook Medfield Medway Millis Milton Needham
Norfolk Norwood Quincy Randolph Sharon Stoughton Walpole Wellesley
Westwood Weymouth Wrentham

PLYMOUTH COUNTY - Carver Duxbury Hanover Hingham Hull Kingston
Marshfield Norwell Pembroke Plymouth Plympton Rockland Scituate

SUFFOLK COUNTY - Boston Chelsea Revere Winthrop

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37
01035 - Court Reporter		25.25
01041 - Customer Service Representative I		17.01
01042 - Customer Service Representative II		18.91
01043 - Customer Service Representative III		20.85
01051 - Data Entry Operator I		17.37
01052 - Data Entry Operator II		18.95
01060 - Dispatcher Motor Vehicle		21.84
01070 - Document Preparation Clerk		18.96
01090 - Duplicating Machine Operator		18.96
01111 - General Clerk I		16.07
01112 - General Clerk II		17.54
01113 - General Clerk III		19.70
01120 - Housing Referral Assistant		23.71
01141 - Messenger Courier		17.34
01191 - Order Clerk I		20.49
01192 - Order Clerk II		22.36
01261 - Personnel Assistant (Employment) I		18.59
01262 - Personnel Assistant (Employment) II		20.80
01263 - Personnel Assistant (Employment) III		23.19
01270 - Production Control Clerk		27.47
01290 - Rental Clerk		19.15
01300 - Scheduler Maintenance		19.02
01311 - Secretary I		19.02
01312 - Secretary II		21.27
01313 - Secretary III		23.71
01320 - Service Order Dispatcher		19.53
01410 - Supply Technician		32.37
01420 - Survey Worker		21.10
01460 - Switchboard Operator/Receptionist		16.97
01531 - Travel Clerk I		20.20
01532 - Travel Clerk II		21.85

01533 - Travel Clerk III	23.55
01611 - Word Processor I	20.33
01612 - Word Processor II	22.84
01613 - Word Processor III	25.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.21
Fiberglass	
05010 - Automotive Electrician	22.60
05040 - Automotive Glass Installer	21.60
05070 - Automotive Worker	21.60
05110 - Mobile Equipment Servicer	19.58
05130 - Motor Equipment Metal	23.59
Mechanic	
05160 - Motor Equipment Metal Worker	21.60
05190 - Motor Vehicle Mechanic	23.59
05220 - Motor Vehicle Mechanic	18.40
Helper	
05250 - Motor Vehicle Upholstery	20.59
Worker	
05280 - Motor Vehicle Wrecker	21.60
05310 - Painter Automotive	22.60
05340 - Radiator Repair Specialist	21.60
05370 - Tire Repairer	15.08
05400 - Transmission Repair	23.59
Specialist	
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.39
07041 - Cook I	19.40
07042 - Cook II	21.41
07070 - Dishwasher	14.85
07130 - Food Service Worker	14.82
07210 - Meat Cutter	22.10
07260 - Waiter/Waitress	14.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.18
09040 - Furniture Handler	15.90
09080 - Furniture Refinisher	20.88
09090 - Furniture Refinisher Helper	16.86
09110 - Furniture Repairer Minor	18.98
09130 - Upholsterer	21.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.73
11060 - Elevator Operator	15.52
11090 - Gardener	23.28
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
11210 - Laborer Grounds Maintenance	18.84

11240 - Maid or Houseman	15.71
11260 - Pruner	17.33
11270 - Tractor Operator	21.89
11330 - Trail Maintenance Worker	18.84
11360 - Window Cleaner	19.27
12000 - Health Occupations	
12010 - Ambulance Driver	20.41
12011 - Breath Alcohol Technician	26.13
12012 - Certified Occupational Therapist Assistant	30.96
12015 - Certified Physical Therapist Assistant	32.52
12020 - Dental Assistant	25.31
12025 - Dental Hygienist	47.23
12030 - EKG Technician	38.43
12035 - Electroneurodiagnostic Technologist	38.43
12040 - Emergency Medical Technician	20.41
12071 - Licensed Practical Nurse I	23.37
12072 - Licensed Practical Nurse II	26.13
12073 - Licensed Practical Nurse III	29.13
12100 - Medical Assistant	20.90
12130 - Medical Laboratory Technician	26.65
12160 - Medical Record Clerk	22.94
12190 - Medical Record Technician	26.20
12195 - Medical Transcriptionist	23.14
12210 - Nuclear Medicine Technologist	40.69
12221 - Nursing Assistant I	12.86
12222 - Nursing Assistant II	14.45
12223 - Nursing Assistant III	15.77
12224 - Nursing Assistant IV	17.71
12235 - Optical Dispenser	30.02
12236 - Optical Technician	19.63
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	19.61
12305 - Radiologic Technologist	37.20
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II	40.19
Specialist	
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III	48.63
Anesthetist	
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	32.36
12320 - Substance Abuse Treatment Counselor	22.54

13000 - Information And Arts**Occupations**

13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	24.09
13042 - Illustrator II	29.83
13043 - Illustrator III	36.50
13047 - Librarian	35.60
13050 - Library Aide/Clerk	17.63
13054 - Library Information	32.15

Technology Systems**Administrator**

13058 - Library Technician	23.73
13061 - Media Specialist I	23.11
13062 - Media Specialist II	25.84
13063 - Media Specialist III	28.80
13071 - Photographer I	19.21
13072 - Photographer II	21.48
13073 - Photographer III	26.61
13074 - Photographer IV	32.55
13075 - Photographer V	39.39
13090 - Technical Order Library	22.14

Clerk

13110 - Video Teleconference	27.67
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Technician**14000 - Information Technology****Occupations**

14041 - Computer Operator I	21.68
14042 - Computer Operator II	24.26
14043 - Computer Operator III	27.04
14044 - Computer Operator IV	30.05
14045 - Computer Operator V	33.28
14071 - Computer Programmer I	(see 1) 26.60
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	21.68

Operator

14160 - Personal Computer Support	30.05
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Technician

14170 - System Support Specialist	41.12
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15000 - Instructional Occupations

15010 - Aircrew Training Devices	35.72
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Instructor (Non-Rated)

15020 - Aircrew Training Devices	43.22
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Instructor (Rated)

15030 - Air Crew Training Devices Instructor (Pilot)	51.80
15050 - Computer Based Training Specialist / Instructor	35.72
15060 - Educational Technologist	36.83
15070 - Flight Instructor (Pilot)	51.80
15080 - Graphic Artist	32.60
15085 - Maintenance Test Pilot Fixed Jet/Prop	48.48
15086 - Maintenance Test Pilot Rotary Wing	48.48
15088 - Non-Maintenance Test/Co- Pilot	48.48
15090 - Technical Instructor	29.29
15095 - Technical Instructor/Course Developer	35.83
15110 - Test Proctor	23.65
15120 - Tutor	23.65
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing Apparel Laundry	14.76
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.51
19040 - Tool And Die Maker	28.65
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.53
21030 - Material Coordinator	27.47
21040 - Material Expediter	27.47
21050 - Material Handling Laborer	16.65
21071 - Order Filler	17.06
21080 - Production Line Worker (Food Processing)	19.53
21110 - Shipping Packer	19.26
21130 - Shipping/Receiving Clerk	19.26
21140 - Store Worker I	14.81
21150 - Stock Clerk	19.00

21210 - Tools And Parts Attendant	19.53
21410 - Warehouse Specialist	19.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.40
23019 - Aircraft Logs and Records Technician	31.39
23021 - Aircraft Mechanic I	35.95
23022 - Aircraft Mechanic II	37.40
23023 - Aircraft Mechanic III	38.89
23040 - Aircraft Mechanic Helper	28.04
23050 - Aircraft Painter	34.43
23060 - Aircraft Servicer	31.39
23070 - Aircraft Survival Flight Equipment Technician	34.43
23080 - Aircraft Worker	32.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.95
23110 - Appliance Mechanic	24.93
23120 - Bicycle Repairer	17.42
23125 - Cable Splicer	45.96
23130 - Carpenter Maintenance	30.65
23140 - Carpet Layer	35.29
23160 - Electrician Maintenance	34.10
23181 - Electronics Technician Maintenance I	29.92
23182 - Electronics Technician Maintenance II	31.31
23183 - Electronics Technician Maintenance III	32.68
23260 - Fabric Worker	28.47
23290 - Fire Alarm System Mechanic	35.08
23310 - Fire Extinguisher Repairer	27.05
23311 - Fuel Distribution System Mechanic	39.95
23312 - Fuel Distribution System Operator	33.15
23370 - General Maintenance Worker	24.52
23380 - Ground Support Equipment Mechanic	35.95
23381 - Ground Support Equipment Servicer	31.39
23382 - Ground Support Equipment Worker	32.92
23391 - Gunsmith I	27.05
23392 - Gunsmith II	29.86

23393 - Gunsmith III	32.61
23410 - Heating Ventilation And Air- Conditioning Mechanic	30.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	32.18
23430 - Heavy Equipment Mechanic	31.10
23440 - Heavy Equipment Operator	34.81
23460 - Instrument Mechanic	29.55
23465 - Laboratory/Shelter Mechanic	31.23
23470 - Laborer	16.65
23510 - Locksmith	28.03
23530 - Machinery Maintenance Mechanic	29.38
23550 - Machinist Maintenance	25.81
23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	29.55
23592 - Metrology Technician II	30.74
23593 - Metrology Technician III	31.97
23640 - Millwright	30.81
23710 - Office Appliance Repairer	25.51
23760 - Painter Maintenance	26.92
23790 - Pipefitter Maintenance	37.10
23810 - Plumber Maintenance	35.54
23820 - Pneudraulic Systems Mechanic	32.61
23850 - Rigger	27.83
23870 - Scale Mechanic	29.86
23890 - Sheet-Metal Worker	34.02
Maintenance	
23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic I	37.51
23932 - Telecommunications Mechanic II	39.56
23950 - Telephone Lineman	44.33
23960 - Welder Combination	26.68
Maintenance	
23965 - Well Driller	31.52
23970 - Woodcraft Worker	32.61
23980 - Woodworker	27.05
24000 - Personal Needs Occupations	
24550 - Case Manager	16.52
24570 - Child Care Attendant	15.04
24580 - Child Care Center Clerk	18.75
24610 - Chore Aide	15.29
24620 - Family Readiness And Support	16.52
Services	
Coordinator	
24630 - Homemaker	19.55

25000 - Plant And System Operations**Occupations**

25010 - Boiler Tender	34.25
25040 - Sewage Plant Operator	29.77
25070 - Stationary Engineer	34.25
25190 - Ventilation Equipment Tender	26.72
25210 - Water Treatment Plant	29.77

Operator**27000 - Protective Service Occupations**

27004 - Alarm Monitor	24.46
27007 - Baggage Inspector	17.51
27008 - Corrections Officer	36.18
27010 - Court Security Officer	33.88
27030 - Detection Dog Handler	19.58
27040 - Detention Officer	36.18
27070 - Firefighter	31.57
27101 - Guard I	17.51
27102 - Guard II	19.58
27131 - Police Officer I	32.80
27132 - Police Officer II	36.46

28000 - Recreation Occupations

28041 - Carnival Equipment Operator	17.68
28042 - Carnival Equipment Repairer	18.81
28043 - Carnival Worker	14.00
28210 - Gate Attendant/Gate Tender	18.47
28310 - Lifeguard	14.45
28350 - Park Attendant (Aide)	20.66
28510 - Recreation Aide/Health	15.07

Facility Attendant

28515 - Recreation Specialist	25.59
28630 - Sports Official	16.45
28690 - Swimming Pool Operator	20.76

29000 - Stevedoring/Longshoremen**Occupational Services**

29010 - Blocker And Bracer	28.62
29020 - Hatch Tender	28.62
29030 - Line Handler	28.62
29041 - Stevedore I	27.29
29042 - Stevedore II	29.93

30000 - Technical Occupations

30010 - Air Traffic Control	(see 2)	44.86
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Specialist Center (HFO)

30011 - Air Traffic Control	(see 2)	30.93
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Specialist Station (HFO)

30012 - Air Traffic Control	34.06
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Specialist Terminal (HFO) (see 2)

30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57
30023 - Archeological Technician III	29.20
30030 - Cartographic Technician	29.20

30040 - Civil Engineering Technician	28.36
30051 - Cryogenic Technician I	29.93
30052 - Cryogenic Technician II	33.06
30061 - Drafter/CAD Operator I	21.07
30062 - Drafter/CAD Operator II	23.57
30063 - Drafter/CAD Operator III	26.27
30064 - Drafter/CAD Operator IV	32.34
30081 - Engineering Technician I	17.29
30082 - Engineering Technician II	19.42
30083 - Engineering Technician III	21.74
30084 - Engineering Technician IV	26.93
30085 - Engineering Technician V	32.93
30086 - Engineering Technician VI	39.69
30090 - Environmental Technician	29.02
30095 - Evidence Control Specialist	27.03
30210 - Laboratory Technician	27.31
30221 - Latent Fingerprint Technician I	37.06
30222 - Latent Fingerprint Technician II	40.94
30240 - Mathematical Technician	32.12
30361 - Paralegal/Legal Assistant I	20.44
30362 - Paralegal/Legal Assistant II	25.32
30363 - Paralegal/Legal Assistant III	30.97
30364 - Paralegal/Legal Assistant IV	37.46
30375 - Petroleum Supply Specialist	33.06
30390 - Photo-Optics Technician	29.20
30395 - Radiation Control Technician	33.06
30461 - Technical Writer I	28.70
30462 - Technical Writer II	35.11
30463 - Technical Writer III	42.49
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	32.34
30502 - Weather Forecaster II	39.33
30620 - Weather Observer Combined (see 2)	26.27
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations	

31010 - Airplane Pilot	34.49
31020 - Bus Aide	18.66
31030 - Bus Driver	24.27
31043 - Driver Courier	19.61
31260 - Parking and Lot Attendant	15.55
31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	16.57
31361 - Truckdriver Light	20.86
31362 - Truckdriver Medium	21.96
31363 - Truckdriver Heavy	25.42
31364 - Truckdriver Tractor-Trailer	25.42
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.60
99050 - Desk Clerk	14.70
99095 - Embalmer	40.21
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	19.09
I	
99252 - Laboratory Animal Caretaker	20.31
II	
99260 - Marketing Analyst	34.51
99310 - Mortician	40.21
99410 - Pest Controller	23.48
99510 - Photofinishing Worker	18.56
99710 - Recycling Laborer	22.71
99711 - Recycling Specialist	26.39
99730 - Refuse Collector	20.89
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	31.44
99831 - Surveying Aide	20.80
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	15.89
99841 - Vending Machine Repairer	18.68
99842 - Vending Machine Repairer	15.89
Helper	

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

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

**** UNIFORM ALLOWANCE ****

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

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

those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

the request.

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

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

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

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

Standard Wage Determination No.: 2015-4049

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.: 2015-4049
Revision No.: 19
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Massachusetts

This wage determination is applicable to the following cities and towns in ESSEX COUNTY: Andover Boxford Gloucester Hamilton Ipswich Manchester By The Sea Middleton Newbury Rockport Rowley Topsfield Wenham

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37
01035 - Court Reporter		25.25
01041 - Customer Service Representative I		17.01

01042 - Customer Service Representative II	18.91
01043 - Customer Service Representative III	20.85
01051 - Data Entry Operator I	17.37
01052 - Data Entry Operator II	18.95
01060 - Dispatcher Motor Vehicle	21.84
01070 - Document Preparation Clerk	18.96
01090 - Duplicating Machine Operator	18.96
01111 - General Clerk I	16.07
01112 - General Clerk II	17.54
01113 - General Clerk III	19.70
01120 - Housing Referral Assistant	23.71
01141 - Messenger Courier	17.34
01191 - Order Clerk I	20.49
01192 - Order Clerk II	22.36
01261 - Personnel Assistant (Employment) I	18.59
01262 - Personnel Assistant (Employment) II	20.80
01263 - Personnel Assistant (Employment) III	23.19
01270 - Production Control Clerk	27.47
01290 - Rental Clerk	19.15
01300 - Scheduler Maintenance	19.02
01311 - Secretary I	19.02
01312 - Secretary II	21.27
01313 - Secretary III	23.71
01320 - Service Order Dispatcher	19.53
01410 - Supply Technician	32.37
01420 - Survey Worker	21.10
01460 - Switchboard Operator/Receptionist	16.97
01531 - Travel Clerk I	20.20
01532 - Travel Clerk II	21.85
01533 - Travel Clerk III	23.55
01611 - Word Processor I	20.33
01612 - Word Processor II	22.84
01613 - Word Processor III	25.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.21
Fiberglass	
05010 - Automotive Electrician	22.60
05040 - Automotive Glass Installer	21.60
05070 - Automotive Worker	21.60
05110 - Mobile Equipment Servicer	19.58
05130 - Motor Equipment Metal	23.59
Mechanic	
05160 - Motor Equipment Metal Worker	21.60
05190 - Motor Vehicle Mechanic	23.59

05220 - Motor Vehicle Mechanic Helper	18.40
05250 - Motor Vehicle Upholstery Worker	20.59
05280 - Motor Vehicle Wrecker	21.60
05310 - Painter Automotive	22.60
05340 - Radiator Repair Specialist	21.60
05370 - Tire Repairer	15.08
05400 - Transmission Repair Specialist	23.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.39
07041 - Cook I	19.40
07042 - Cook II	21.41
07070 - Dishwasher	14.85
07130 - Food Service Worker	14.82
07210 - Meat Cutter	22.10
07260 - Waiter/Waitress	14.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.18
09040 - Furniture Handler	15.10
09080 - Furniture Refinisher	21.02
09090 - Furniture Refinisher Helper	17.07
09110 - Furniture Repairer Minor	19.04
09130 - Upholsterer	21.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.73
11060 - Elevator Operator	15.52
11090 - Gardener	23.28
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
11210 - Laborer Grounds Maintenance	18.84
11240 - Maid or Houseman	15.41
11260 - Pruner	17.33
11270 - Tractor Operator	21.89
11330 - Trail Maintenance Worker	18.84
11360 - Window Cleaner	19.27
12000 - Health Occupations	
12010 - Ambulance Driver	20.41
12011 - Breath Alcohol Technician	26.13
12012 - Certified Occupational Therapist Assistant	30.96
12015 - Certified Physical Therapist Assistant	32.52
12020 - Dental Assistant	25.31
12025 - Dental Hygienist	47.23
12030 - EKG Technician	38.43

12035 - Electroneurodiagnostic Technologist	38.43
12040 - Emergency Medical Technician	20.41
12071 - Licensed Practical Nurse I	23.37
12072 - Licensed Practical Nurse II	26.13
12073 - Licensed Practical Nurse III	29.13
12100 - Medical Assistant	20.90
12130 - Medical Laboratory Technician	26.65
12160 - Medical Record Clerk	22.94
12190 - Medical Record Technician	26.20
12195 - Medical Transcriptionist	23.14
12210 - Nuclear Medicine Technologist	40.69
12221 - Nursing Assistant I	12.86
12222 - Nursing Assistant II	14.45
12223 - Nursing Assistant III	15.77
12224 - Nursing Assistant IV	17.71
12235 - Optical Dispenser	30.02
12236 - Optical Technician	19.63
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	19.61
12305 - Radiologic Technologist	37.20
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II	40.19
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III	48.63
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	32.36
12320 - Substance Abuse Treatment Counselor	22.54
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	24.09
13042 - Illustrator II	29.83
13043 - Illustrator III	36.50
13047 - Librarian	35.60
13050 - Library Aide/Clerk	17.63
13054 - Library Information Technology Systems Administrator	32.15
13058 - Library Technician	23.73
13061 - Media Specialist I	23.11

13062 - Media Specialist II	25.84
13063 - Media Specialist III	28.80
13071 - Photographer I	19.21
13072 - Photographer II	21.48
13073 - Photographer III	26.61
13074 - Photographer IV	32.55
13075 - Photographer V	39.39
13090 - Technical Order Library	22.14
Clerk	
13110 - Video Teleconference	27.67
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	21.68
14042 - Computer Operator II	24.26
14043 - Computer Operator III	27.04
14044 - Computer Operator IV	30.05
14045 - Computer Operator V	33.28
14071 - Computer Programmer I	(see 1) 26.60
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	21.68
Operator	
14160 - Personal Computer Support	30.05
Technician	
14170 - System Support Specialist	41.12
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	35.72
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	43.22
Instructor (Rated)	
15030 - Air Crew Training Devices	50.97
Instructor (Pilot)	
15050 - Computer Based Training	35.72
Specialist / Instructor	
15060 - Educational Technologist	36.83
15070 - Flight Instructor (Pilot)	50.97
15080 - Graphic Artist	32.60
15085 - Maintenance Test Pilot Fixed	48.48
Jet/Prop	
15086 - Maintenance Test Pilot	48.48
Rotary Wing	
15088 - Non-Maintenance Test/Co-	48.48
Pilot	
15090 - Technical Instructor	29.29

15095 - Technical Instructor/Course Developer	35.83
15110 - Test Proctor	23.65
15120 - Tutor	23.65
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing Apparel Laundry	14.76
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.51
19040 - Tool And Die Maker	28.65
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.53
21030 - Material Coordinator	27.47
21040 - Material Expediter	27.47
21050 - Material Handling Laborer	16.65
21071 - Order Filler	16.53
21080 - Production Line Worker (Food Processing)	19.53
21110 - Shipping Packer	19.26
21130 - Shipping/Receiving Clerk	19.26
21140 - Store Worker I	14.81
21150 - Stock Clerk	19.00
21210 - Tools And Parts Attendant	19.53
21410 - Warehouse Specialist	19.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.40
23019 - Aircraft Logs and Records Technician	31.39
23021 - Aircraft Mechanic I	35.95
23022 - Aircraft Mechanic II	37.40
23023 - Aircraft Mechanic III	38.89
23040 - Aircraft Mechanic Helper	28.04
23050 - Aircraft Painter	34.43
23060 - Aircraft Servicer	31.39

23070 - Aircraft Survival Flight Equipment Technician	34.43
23080 - Aircraft Worker	32.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	32.92
I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	35.95
II	
23110 - Appliance Mechanic	24.93
23120 - Bicycle Repairer	17.42
23125 - Cable Splicer	45.96
23130 - Carpenter Maintenance	30.65
23140 - Carpet Layer	35.29
23160 - Electrician Maintenance	34.10
23181 - Electronics Technician	29.92
Maintenance I	
23182 - Electronics Technician	31.31
Maintenance II	
23183 - Electronics Technician	32.68
Maintenance III	
23260 - Fabric Worker	28.47
23290 - Fire Alarm System Mechanic	35.08
23310 - Fire Extinguisher Repairer	27.05
23311 - Fuel Distribution System Mechanic	39.95
23312 - Fuel Distribution System Operator	33.15
23370 - General Maintenance Worker	24.52
23380 - Ground Support Equipment Mechanic	35.95
23381 - Ground Support Equipment Servicer	31.39
23382 - Ground Support Equipment Worker	32.92
23391 - Gunsmith I	27.05
23392 - Gunsmith II	29.86
23393 - Gunsmith III	32.61
23410 - Heating Ventilation And Air- Conditioning Mechanic	30.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	32.18
23430 - Heavy Equipment Mechanic	31.10
23440 - Heavy Equipment Operator	34.81
23460 - Instrument Mechanic	29.55
23465 - Laboratory/Shelter Mechanic	31.23
23470 - Laborer	16.65
23510 - Locksmith	28.03

23530 - Machinery Maintenance	29.38
Mechanic	
23550 - Machinist Maintenance	25.81
23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	29.55
23592 - Metrology Technician II	30.74
23593 - Metrology Technician III	31.97
23640 - Millwright	30.81
23710 - Office Appliance Repairer	25.51
23760 - Painter Maintenance	26.92
23790 - Pipefitter Maintenance	37.10
23810 - Plumber Maintenance	35.54
23820 - Pneudraulic Systems Mechanic	32.61
23850 - Rigger	27.83
23870 - Scale Mechanic	29.86
23890 - Sheet-Metal Worker	34.02
Maintenance	
23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic	37.51
I	
23932 - Telecommunications Mechanic	39.56
II	
23950 - Telephone Lineman	44.33
23960 - Welder Combination	26.68
Maintenance	
23965 - Well Driller	31.52
23970 - Woodcraft Worker	32.61
23980 - Woodworker	27.05
24000 - Personal Needs Occupations	
24550 - Case Manager	16.52
24570 - Child Care Attendant	15.04
24580 - Child Care Center Clerk	18.75
24610 - Chore Aide	15.29
24620 - Family Readiness And Support	16.52
Services	
Coordinator	
24630 - Homemaker	19.55
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	34.25
25040 - Sewage Plant Operator	29.77
25070 - Stationary Engineer	34.25
25190 - Ventilation Equipment Tender	26.72
25210 - Water Treatment Plant	29.77
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.46
27007 - Baggage Inspector	17.51
27008 - Corrections Officer	36.18
27010 - Court Security Officer	33.88

27030 - Detection Dog Handler	19.58
27040 - Detention Officer	36.18
27070 - Firefighter	31.57
27101 - Guard I	17.51
27102 - Guard II	19.58
27131 - Police Officer I	32.80
27132 - Police Officer II	36.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.68
28042 - Carnival Equipment Repairer	18.81
28043 - Carnival Worker	14.00
28210 - Gate Attendant/Gate Tender	18.47
28310 - Lifeguard	14.45
28350 - Park Attendant (Aide)	20.66
28510 - Recreation Aide/Health	15.07
Facility Attendant	
28515 - Recreation Specialist	25.59
28630 - Sports Official	16.45
28690 - Swimming Pool Operator	20.76
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.62
29020 - Hatch Tender	28.62
29030 - Line Handler	28.62
29041 - Stevedore I	27.29
29042 - Stevedore II	29.93
30000 - Technical Occupations	
30010 - Air Traffic Control	(see 2) 44.86
Specialist Center (HFO)	
30011 - Air Traffic Control	(see 2) 30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57
30023 - Archeological Technician III	29.20
30030 - Cartographic Technician	29.20
30040 - Civil Engineering Technician	28.36
30051 - Cryogenic Technician I	29.93
30052 - Cryogenic Technician II	33.06
30061 - Drafter/CAD Operator I	21.07
30062 - Drafter/CAD Operator II	23.57
30063 - Drafter/CAD Operator III	26.27
30064 - Drafter/CAD Operator IV	32.34
30081 - Engineering Technician I	17.23
30082 - Engineering Technician II	19.42
30083 - Engineering Technician III	21.74
30084 - Engineering Technician IV	26.93
30085 - Engineering Technician V	32.93
30086 - Engineering Technician VI	39.85

30090 - Environmental Technician	29.02
30095 - Evidence Control Specialist	27.03
30210 - Laboratory Technician	27.31
30221 - Latent Fingerprint	37.06
Technician I	
30222 - Latent Fingerprint	40.94
Technician II	
30240 - Mathematical Technician	32.12
30361 - Paralegal/Legal Assistant I	20.44
30362 - Paralegal/Legal Assistant II	25.32
30363 - Paralegal/Legal Assistant	30.97
III	
30364 - Paralegal/Legal Assistant IV	37.46
30375 - Petroleum Supply Specialist	33.06
30390 - Photo-Optics Technician	29.20
30395 - Radiation Control Technician	33.06
30461 - Technical Writer I	28.70
30462 - Technical Writer II	35.11
30463 - Technical Writer III	42.49
30491 - Unexploded Ordnance (UXO)	28.51
Technician I	
30492 - Unexploded Ordnance (UXO)	34.49
Technician II	
30493 - Unexploded Ordnance (UXO)	41.34
Technician III	
30494 - Unexploded (UXO) Safety	28.51
Escort	
30495 - Unexploded (UXO) Sweep	28.51
Personnel	
30501 - Weather Forecaster I	32.34
30502 - Weather Forecaster II	39.33
30620 - Weather Observer Combined (see 2)	26.27
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	29.20
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	18.66
31030 - Bus Driver	24.27
31043 - Driver Courier	19.61
31260 - Parking and Lot Attendant	15.55
31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	16.57
31361 - Truckdriver Light	20.86
31362 - Truckdriver Medium	21.96
31363 - Truckdriver Heavy	25.42
31364 - Truckdriver Tractor-Trailer	25.42
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82

99030 - Cashier	13.60
99050 - Desk Clerk	14.70
99095 - Embalmer	40.21
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	19.09
I	
99252 - Laboratory Animal Caretaker	20.31
II	
99260 - Marketing Analyst	34.51
99310 - Mortician	40.21
99410 - Pest Controller	23.48
99510 - Photofinishing Worker	18.56
99710 - Recycling Laborer	22.71
99711 - Recycling Specialist	26.39
99730 - Refuse Collector	20.89
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	31.44
99831 - Surveying Aide	20.80
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	15.89
99841 - Vending Machine Repairer	18.68
99842 - Vending Machine Repairer	15.89
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

*This rate is to be used only when compensating employees for performance on an SCA-

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

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

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard**

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

Standard Wage Determination No.: 2015-4051

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.: 2015-4051
Revision No.: 19
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Massachusetts

This wage determination is applicable to Hanson town in Plymouth County

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37
01035 - Court Reporter		22.95
01041 - Customer Service Representative I		17.01
01042 - Customer Service Representative II		18.56

01043 - Customer Service Representative III	20.85
01051 - Data Entry Operator I	17.37
01052 - Data Entry Operator II	18.95
01060 - Dispatcher Motor Vehicle	21.84
01070 - Document Preparation Clerk	18.96
01090 - Duplicating Machine Operator	18.96
01111 - General Clerk I	16.07
01112 - General Clerk II	17.54
01113 - General Clerk III	19.70
01120 - Housing Referral Assistant	23.71
01141 - Messenger Courier	17.28
01191 - Order Clerk I	20.49
01192 - Order Clerk II	22.36
01261 - Personnel Assistant (Employment) I	18.50
01262 - Personnel Assistant (Employment) II	20.69
01263 - Personnel Assistant (Employment) III	23.06
01270 - Production Control Clerk	27.47
01290 - Rental Clerk	19.15
01300 - Scheduler Maintenance	19.02
01311 - Secretary I	19.02
01312 - Secretary II	21.27
01313 - Secretary III	23.71
01320 - Service Order Dispatcher	19.53
01410 - Supply Technician	32.37
01420 - Survey Worker	21.10
01460 - Switchboard Operator/Receptionist	16.97
01531 - Travel Clerk I	18.36
01532 - Travel Clerk II	19.86
01533 - Travel Clerk III	21.41
01611 - Word Processor I	20.33
01612 - Word Processor II	22.84
01613 - Word Processor III	25.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.21
Fiberglass	
05010 - Automotive Electrician	22.08
05040 - Automotive Glass Installer	21.11
05070 - Automotive Worker	21.11
05110 - Mobile Equipment Servicer	19.12
05130 - Motor Equipment Metal	23.05
Mechanic	
05160 - Motor Equipment Metal Worker	21.11
05190 - Motor Vehicle Mechanic	23.05
05220 - Motor Vehicle Mechanic Helper	17.98

05250 - Motor Vehicle Upholstery Worker	20.13
05280 - Motor Vehicle Wrecker	21.11
05310 - Painter Automotive	22.08
05340 - Radiator Repair Specialist	21.11
05370 - Tire Repairer	15.08
05400 - Transmission Repair Specialist	23.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.39
07041 - Cook I	19.40
07042 - Cook II	21.41
07070 - Dishwasher	14.85
07130 - Food Service Worker	14.82
07210 - Meat Cutter	22.10
07260 - Waiter/Waitress	14.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.59
09040 - Furniture Handler	17.49
09080 - Furniture Refinisher	20.88
09090 - Furniture Refinisher Helper	18.55
09110 - Furniture Repairer Minor	20.88
09130 - Upholsterer	21.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.73
11060 - Elevator Operator	15.32
11090 - Gardener	23.28
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
11210 - Laborer Grounds Maintenance	18.84
11240 - Maid or Houseman	15.13
11260 - Pruner	17.33
11270 - Tractor Operator	21.89
11330 - Trail Maintenance Worker	18.84
11360 - Window Cleaner	19.27
12000 - Health Occupations	
12010 - Ambulance Driver	25.57
12011 - Breath Alcohol Technician	26.13
12012 - Certified Occupational Therapist Assistant	30.96
12015 - Certified Physical Therapist Assistant	32.52
12020 - Dental Assistant	25.31
12025 - Dental Hygienist	47.98
12030 - EKG Technician	38.43
12035 - Electroneurodiagnostic Technologist	38.43

12040 - Emergency Medical Technician	25.57
12071 - Licensed Practical Nurse I	23.37
12072 - Licensed Practical Nurse II	26.13
12073 - Licensed Practical Nurse III	29.13
12100 - Medical Assistant	20.90
12130 - Medical Laboratory Technician	28.13
Technician	
12160 - Medical Record Clerk	20.69
12190 - Medical Record Technician	25.48
12195 - Medical Transcriptionist	22.28
12210 - Nuclear Medicine Technologist	46.81
Technologist	
12221 - Nursing Assistant I	12.86
12222 - Nursing Assistant II	14.45
12223 - Nursing Assistant III	15.77
12224 - Nursing Assistant IV	17.71
12235 - Optical Dispenser	27.16
12236 - Optical Technician	22.07
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	19.61
12305 - Radiologic Technologist	37.20
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II	40.19
Specialist	
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III	48.63
Anesthetist	
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	32.36
Testing)	
12320 - Substance Abuse Treatment Counselor	19.51
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	24.18
13012 - Exhibits Specialist II	29.96
13013 - Exhibits Specialist III	36.64
13041 - Illustrator I	24.72
13042 - Illustrator II	30.62
13043 - Illustrator III	37.46
13047 - Librarian	35.45
13050 - Library Aide/Clerk	19.07
13054 - Library Information Technology Systems Administrator	30.83
Technology Systems Administrator	
13058 - Library Technician	23.73
13061 - Media Specialist I	23.11
13062 - Media Specialist II	25.84
13063 - Media Specialist III	28.80

13071 - Photographer I	20.71
13072 - Photographer II	23.17
13073 - Photographer III	28.70
13074 - Photographer IV	35.11
13075 - Photographer V	42.47
13090 - Technical Order Library	22.14
Clerk	
13110 - Video Teleconference	27.67
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	21.68
14042 - Computer Operator II	24.26
14043 - Computer Operator III	27.04
14044 - Computer Operator IV	30.05
14045 - Computer Operator V	33.28
14071 - Computer Programmer I	(see 1) 26.60
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	21.68
Operator	
14160 - Personal Computer Support	30.05
Technician	
14170 - System Support Specialist	41.12
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	35.72
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	43.22
Instructor (Rated)	
15030 - Air Crew Training Devices	51.80
Instructor (Pilot)	
15050 - Computer Based Training	35.72
Specialist / Instructor	
15060 - Educational Technologist	37.07
15070 - Flight Instructor (Pilot)	51.80
15080 - Graphic Artist	32.60
15085 - Maintenance Test Pilot Fixed	48.48
Jet/Prop	
15086 - Maintenance Test Pilot	48.48
Rotary Wing	
15088 - Non-Maintenance Test/Co-	48.48
Pilot	
15090 - Technical Instructor	28.79
15095 - Technical Instructor/Course	35.22
Developer	
15110 - Test Proctor	23.24

15120 - Tutor	23.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing	14.76
Apparel Laundry	
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.50
19040 - Tool And Die Maker	31.98
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.55
21030 - Material Coordinator	27.47
21040 - Material Expediter	27.47
21050 - Material Handling Laborer	16.65
21071 - Order Filler	17.06
21080 - Production Line Worker (Food Processing)	19.55
21110 - Shipping Packer	19.26
21130 - Shipping/Receiving Clerk	19.26
21140 - Store Worker I	14.81
21150 - Stock Clerk	19.00
21210 - Tools And Parts Attendant	19.55
21410 - Warehouse Specialist	19.55
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.40
23019 - Aircraft Logs and Records Technician	31.39
23021 - Aircraft Mechanic I	35.95
23022 - Aircraft Mechanic II	37.40
23023 - Aircraft Mechanic III	38.89
23040 - Aircraft Mechanic Helper	28.04
23050 - Aircraft Painter	34.43
23060 - Aircraft Servicer	31.39
23070 - Aircraft Survival Flight Equipment Technician	34.43
23080 - Aircraft Worker	32.92

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.95
23110 - Appliance Mechanic	27.50
23120 - Bicycle Repairer	18.92
23125 - Cable Splicer	45.06
23130 - Carpenter Maintenance	32.35
23140 - Carpet Layer	31.82
23160 - Electrician Maintenance	33.18
23181 - Electronics Technician Maintenance I	29.97
23182 - Electronics Technician Maintenance II	31.34
23183 - Electronics Technician Maintenance III	32.72
23260 - Fabric Worker	28.47
23290 - Fire Alarm System Mechanic	35.08
23310 - Fire Extinguisher Repairer	27.05
23311 - Fuel Distribution System Mechanic	38.19
23312 - Fuel Distribution System Operator	31.69
23370 - General Maintenance Worker	24.52
23380 - Ground Support Equipment Mechanic	35.95
23381 - Ground Support Equipment Servicer	31.39
23382 - Ground Support Equipment Worker	32.92
23391 - Gunsmith I	27.05
23392 - Gunsmith II	29.86
23393 - Gunsmith III	32.61
23410 - Heating Ventilation And Air- Conditioning Mechanic	30.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	32.18
23430 - Heavy Equipment Mechanic	30.77
23440 - Heavy Equipment Operator	38.46
23460 - Instrument Mechanic	29.55
23465 - Laboratory/Shelter Mechanic	31.23
23470 - Laborer	16.65
23510 - Locksmith	28.03
23530 - Machinery Maintenance Mechanic	29.38
23550 - Machinist Maintenance	25.81

23580 - Maintenance Trades Helper	21.55
23591 - Metrology Technician I	29.55
23592 - Metrology Technician II	30.74
23593 - Metrology Technician III	31.97
23640 - Millwright	29.76
23710 - Office Appliance Repairer	27.50
23760 - Painter Maintenance	29.33
23790 - Pipefitter Maintenance	37.10
23810 - Plumber Maintenance	35.54
23820 - Pneudraulic Systems Mechanic	32.61
23850 - Rigger	28.69
23870 - Scale Mechanic	29.86
23890 - Sheet-Metal Worker	29.20
Maintenance	
23910 - Small Engine Mechanic	26.30
23931 - Telecommunications Mechanic	36.99
I	
23932 - Telecommunications Mechanic	39.02
II	
23950 - Telephone Lineman	44.33
23960 - Welder Combination	26.04
Maintenance	
23965 - Well Driller	31.52
23970 - Woodcraft Worker	32.61
23980 - Woodworker	27.05
24000 - Personal Needs Occupations	
24550 - Case Manager	17.54
24570 - Child Care Attendant	15.04
24580 - Child Care Center Clerk	18.75
24610 - Chore Aide	15.29
24620 - Family Readiness And Support	17.54
Services	
Coordinator	
24630 - Homemaker	19.55
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	34.25
25040 - Sewage Plant Operator	29.77
25070 - Stationary Engineer	34.25
25190 - Ventilation Equipment Tender	26.72
25210 - Water Treatment Plant	29.77
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.46
27007 - Baggage Inspector	17.51
27008 - Corrections Officer	36.18
27010 - Court Security Officer	33.88
27030 - Detection Dog Handler	19.58
27040 - Detention Officer	36.18
27070 - Firefighter	31.57

27101 - Guard I	17.51
27102 - Guard II	19.58
27131 - Police Officer I	32.80
27132 - Police Officer II	36.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.68
28042 - Carnival Equipment Repairer	18.81
28043 - Carnival Worker	14.00
28210 - Gate Attendant/Gate Tender	18.47
28310 - Lifeguard	14.45
28350 - Park Attendant (Aide)	20.66
28510 - Recreation Aide/Health	15.07
Facility Attendant	
28515 - Recreation Specialist	25.59
28630 - Sports Official	16.45
28690 - Swimming Pool Operator	21.38
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.62
29020 - Hatch Tender	28.62
29030 - Line Handler	28.62
29041 - Stevedore I	27.29
29042 - Stevedore II	29.93
30000 - Technical Occupations	
30010 - Air Traffic Control	(see 2) 44.86
Specialist Center (HFO)	
30011 - Air Traffic Control	(see 2) 30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57
30023 - Archeological Technician III	29.20
30030 - Cartographic Technician	29.20
30040 - Civil Engineering Technician	26.54
30051 - Cryogenic Technician I	29.93
30052 - Cryogenic Technician II	33.06
30061 - Drafter/CAD Operator I	21.07
30062 - Drafter/CAD Operator II	23.57
30063 - Drafter/CAD Operator III	26.27
30064 - Drafter/CAD Operator IV	32.34
30081 - Engineering Technician I	17.29
30082 - Engineering Technician II	19.42
30083 - Engineering Technician III	21.74
30084 - Engineering Technician IV	26.93
30085 - Engineering Technician V	32.93
30086 - Engineering Technician VI	39.69
30090 - Environmental Technician	29.02
30095 - Evidence Control Specialist	27.03
30210 - Laboratory Technician	26.82

30221 - Latent Fingerprint Technician I	33.22
30222 - Latent Fingerprint Technician II	36.69
30240 - Mathematical Technician	32.12
30361 - Paralegal/Legal Assistant I	20.44
30362 - Paralegal/Legal Assistant II	25.32
30363 - Paralegal/Legal Assistant III	30.97
30364 - Paralegal/Legal Assistant IV	37.46
30375 - Petroleum Supply Specialist	33.06
30390 - Photo-Optics Technician	29.20
30395 - Radiation Control Technician	33.06
30461 - Technical Writer I	28.70
30462 - Technical Writer II	35.11
30463 - Technical Writer III	42.49
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	32.34
30502 - Weather Forecaster II	39.33
30620 - Weather Observer Combined (see 2)	26.27
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	18.66
31030 - Bus Driver	24.27
31043 - Driver Courier	19.61
31260 - Parking and Lot Attendant	15.55
31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	16.57
31361 - Truckdriver Light	20.86
31362 - Truckdriver Medium	21.96
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.60
99050 - Desk Clerk	15.49
99095 - Embalmer	39.85

99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	18.67
I	
99252 - Laboratory Animal Caretaker	19.87
II	
99260 - Marketing Analyst	33.38
99310 - Mortician	39.85
99410 - Pest Controller	21.80
99510 - Photofinishing Worker	18.56
99710 - Recycling Laborer	22.71
99711 - Recycling Specialist	26.39
99730 - Refuse Collector	20.89
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	31.44
99831 - Surveying Aide	20.80
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	20.02
99841 - Vending Machine Repairer	23.71
99842 - Vending Machine Repairer	20.02
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4053

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.: 2015-4053
Revision No.: 19
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Massachusetts

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

BRISTOL COUNTY: Easton

NORFOLK COUNTY: Avon

PLYMOUTH COUNTY: Bridgewater Brockton East Bridgewater West Bridgewater Whitman

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73

01020 - Administrative Assistant	32.37
01035 - Court Reporter	22.95
01041 - Customer Service Representative I	17.01
01042 - Customer Service Representative II	18.56
01043 - Customer Service Representative III	20.85
01051 - Data Entry Operator I	17.37
01052 - Data Entry Operator II	18.95
01060 - Dispatcher Motor Vehicle	21.84
01070 - Document Preparation Clerk	18.96
01090 - Duplicating Machine Operator	18.96
01111 - General Clerk I	16.07
01112 - General Clerk II	17.54
01113 - General Clerk III	19.70
01120 - Housing Referral Assistant	23.71
01141 - Messenger Courier	17.28
01191 - Order Clerk I	20.49
01192 - Order Clerk II	22.36
01261 - Personnel Assistant (Employment) I	18.50
01262 - Personnel Assistant (Employment) II	20.69
01263 - Personnel Assistant (Employment) III	23.06
01270 - Production Control Clerk	27.47
01290 - Rental Clerk	19.15
01300 - Scheduler Maintenance	19.02
01311 - Secretary I	19.02
01312 - Secretary II	21.27
01313 - Secretary III	23.71
01320 - Service Order Dispatcher	19.53
01410 - Supply Technician	32.37
01420 - Survey Worker	21.10
01460 - Switchboard Operator/Receptionist	16.97
01531 - Travel Clerk I	18.36
01532 - Travel Clerk II	19.86
01533 - Travel Clerk III	21.41
01611 - Word Processor I	20.33
01612 - Word Processor II	22.84
01613 - Word Processor III	25.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.21
Fiberglass	
05010 - Automotive Electrician	22.08
05040 - Automotive Glass Installer	21.11
05070 - Automotive Worker	21.11
05110 - Mobile Equipment Servicer	19.12

05130 - Motor Equipment Metal Mechanic	23.05
05160 - Motor Equipment Metal Worker	21.11
05190 - Motor Vehicle Mechanic	23.05
05220 - Motor Vehicle Mechanic Helper	17.98
05250 - Motor Vehicle Upholstery Worker	20.13
05280 - Motor Vehicle Wrecker	21.11
05310 - Painter Automotive	22.08
05340 - Radiator Repair Specialist	21.11
05370 - Tire Repairer	14.73
05400 - Transmission Repair Specialist	23.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.39
07041 - Cook I	19.40
07042 - Cook II	21.41
07070 - Dishwasher	14.85
07130 - Food Service Worker	14.82
07210 - Meat Cutter	22.10
07260 - Waiter/Waitress	14.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.18
09040 - Furniture Handler	15.72
09080 - Furniture Refinisher	20.88
09090 - Furniture Refinisher Helper	18.55
09110 - Furniture Repairer Minor	20.88
09130 - Upholsterer	21.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.73
11060 - Elevator Operator	15.32
11090 - Gardener	23.28
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
11210 - Laborer Grounds Maintenance	18.84
11240 - Maid or Houseman	15.13
11260 - Pruner	17.33
11270 - Tractor Operator	21.89
11330 - Trail Maintenance Worker	18.84
11360 - Window Cleaner	19.27
12000 - Health Occupations	
12010 - Ambulance Driver	25.57
12011 - Breath Alcohol Technician	26.13
12012 - Certified Occupational Therapist Assistant	30.96

12015 - Certified Physical Therapist Assistant	32.52
12020 - Dental Assistant	25.31
12025 - Dental Hygienist	47.98
12030 - EKG Technician	38.43
12035 - Electroneurodiagnostic Technologist	38.43
12040 - Emergency Medical Technician	25.57
12071 - Licensed Practical Nurse I	23.37
12072 - Licensed Practical Nurse II	26.13
12073 - Licensed Practical Nurse III	29.13
12100 - Medical Assistant	20.90
12130 - Medical Laboratory Technician	28.13
12160 - Medical Record Clerk	20.69
12190 - Medical Record Technician	25.48
12195 - Medical Transcriptionist	22.28
12210 - Nuclear Medicine Technologist	46.81
12221 - Nursing Assistant I	12.86
12222 - Nursing Assistant II	14.45
12223 - Nursing Assistant III	15.77
12224 - Nursing Assistant IV	17.71
12235 - Optical Dispenser	27.16
12236 - Optical Technician	22.07
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	19.61
12305 - Radiologic Technologist	37.20
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II	40.19
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III	48.63
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	32.36
12320 - Substance Abuse Treatment Counselor	19.51
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.18
13012 - Exhibits Specialist II	29.96
13013 - Exhibits Specialist III	36.64
13041 - Illustrator I	24.72
13042 - Illustrator II	30.62
13043 - Illustrator III	37.46
13047 - Librarian	35.45
13050 - Library Aide/Clerk	19.07

13054 - Library Information	30.83
Technology Systems	
Administrator	
13058 - Library Technician	23.73
13061 - Media Specialist I	23.11
13062 - Media Specialist II	25.84
13063 - Media Specialist III	28.80
13071 - Photographer I	20.71
13072 - Photographer II	23.17
13073 - Photographer III	28.70
13074 - Photographer IV	35.11
13075 - Photographer V	42.47
13090 - Technical Order Library	22.14
Clerk	
13110 - Video Teleconference	27.67
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	21.68
14042 - Computer Operator II	24.26
14043 - Computer Operator III	27.04
14044 - Computer Operator IV	30.05
14045 - Computer Operator V	33.28
14071 - Computer Programmer I	(see 1) 26.60
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	21.68
Operator	
14160 - Personal Computer Support	30.05
Technician	
14170 - System Support Specialist	41.12
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	35.72
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	43.22
Instructor (Rated)	
15030 - Air Crew Training Devices	48.81
Instructor (Pilot)	
15050 - Computer Based Training	35.72
Specialist / Instructor	
15060 - Educational Technologist	37.07
15070 - Flight Instructor (Pilot)	48.81
15080 - Graphic Artist	32.60
15085 - Maintenance Test Pilot Fixed	48.48
Jet/Prop	

15086 - Maintenance Test Pilot	48.48
Rotary Wing	
15088 - Non-Maintenance Test/Co-Pilot	48.48
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	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing	14.76
Apparel Laundry	
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.50
19040 - Tool And Die Maker	31.98
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.55
21030 - Material Coordinator	27.47
21040 - Material Expediter	27.47
21050 - Material Handling Laborer	16.65
21071 - Order Filler	16.53
21080 - Production Line Worker (Food Processing)	19.55
21110 - Shipping Packer	19.26
21130 - Shipping/Receiving Clerk	19.26
21140 - Store Worker I	14.81
21150 - Stock Clerk	19.00
21210 - Tools And Parts Attendant	19.55
21410 - Warehouse Specialist	19.55
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.40
23019 - Aircraft Logs and Records	31.39
Technician	
23021 - Aircraft Mechanic I	35.95
23022 - Aircraft Mechanic II	37.40

23023 - Aircraft Mechanic III	38.89
23040 - Aircraft Mechanic Helper	28.04
23050 - Aircraft Painter	34.43
23060 - Aircraft Servicer	31.39
23070 - Aircraft Survival Flight	34.43
Equipment Technician	
23080 - Aircraft Worker	32.92
23091 - Aircrew Life Support	32.92
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	35.95
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	27.50
23120 - Bicycle Repairer	18.79
23125 - Cable Splicer	45.06
23130 - Carpenter Maintenance	32.35
23140 - Carpet Layer	31.82
23160 - Electrician Maintenance	33.18
23181 - Electronics Technician	29.97
Maintenance I	
23182 - Electronics Technician	31.34
Maintenance II	
23183 - Electronics Technician	32.72
Maintenance III	
23260 - Fabric Worker	28.47
23290 - Fire Alarm System Mechanic	35.08
23310 - Fire Extinguisher Repairer	27.05
23311 - Fuel Distribution System	38.19
Mechanic	
23312 - Fuel Distribution System	31.69
Operator	
23370 - General Maintenance Worker	24.52
23380 - Ground Support Equipment	35.95
Mechanic	
23381 - Ground Support Equipment	31.39
Servicer	
23382 - Ground Support Equipment	32.92
Worker	
23391 - Gunsmith I	27.05
23392 - Gunsmith II	29.86
23393 - Gunsmith III	32.61
23410 - Heating Ventilation And Air-	30.94
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	32.18
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	30.77
23440 - Heavy Equipment Operator	38.46

23460 - Instrument Mechanic	29.55
23465 - Laboratory/Shelter Mechanic	31.23
23470 - Laborer	16.65
23510 - Locksmith	28.03
23530 - Machinery Maintenance	29.38
Mechanic	
23550 - Machinist Maintenance	25.81
23580 - Maintenance Trades Helper	21.55
23591 - Metrology Technician I	29.55
23592 - Metrology Technician II	30.74
23593 - Metrology Technician III	31.97
23640 - Millwright	29.76
23710 - Office Appliance Repairer	27.50
23760 - Painter Maintenance	29.33
23790 - Pipefitter Maintenance	37.10
23810 - Plumber Maintenance	35.54
23820 - Pneudraulic Systems Mechanic	32.61
23850 - Rigger	28.69
23870 - Scale Mechanic	29.86
23890 - Sheet-Metal Worker	29.20
Maintenance	
23910 - Small Engine Mechanic	26.30
23931 - Telecommunications Mechanic	36.99
I	
23932 - Telecommunications Mechanic	39.02
II	
23950 - Telephone Lineman	44.33
23960 - Welder Combination	26.04
Maintenance	
23965 - Well Driller	31.52
23970 - Woodcraft Worker	32.61
23980 - Woodworker	27.05
24000 - Personal Needs Occupations	
24550 - Case Manager	17.54
24570 - Child Care Attendant	15.04
24580 - Child Care Center Clerk	18.75
24610 - Chore Aide	15.29
24620 - Family Readiness And Support	17.54
Services	
Coordinator	
24630 - Homemaker	19.55
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	34.25
25040 - Sewage Plant Operator	29.77
25070 - Stationary Engineer	34.25
25190 - Ventilation Equipment Tender	26.72
25210 - Water Treatment Plant	29.77
Operator	
27000 - Protective Service Occupations	

27004 - Alarm Monitor	24.46
27007 - Baggage Inspector	17.51
27008 - Corrections Officer	36.18
27010 - Court Security Officer	33.88
27030 - Detection Dog Handler	19.58
27040 - Detention Officer	36.18
27070 - Firefighter	31.57
27101 - Guard I	17.51
27102 - Guard II	19.58
27131 - Police Officer I	32.80
27132 - Police Officer II	36.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.68
28042 - Carnival Equipment Repairer	18.81
28043 - Carnival Worker	14.00
28210 - Gate Attendant/Gate Tender	18.47
28310 - Lifeguard	14.45
28350 - Park Attendant (Aide)	20.66
28510 - Recreation Aide/Health	15.07
Facility Attendant	
28515 - Recreation Specialist	25.59
28630 - Sports Official	16.45
28690 - Swimming Pool Operator	21.38
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.62
29020 - Hatch Tender	28.62
29030 - Line Handler	28.62
29041 - Stevedore I	27.29
29042 - Stevedore II	29.93
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	44.86
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57
30023 - Archeological Technician III	29.20
30030 - Cartographic Technician	29.20
30040 - Civil Engineering Technician	26.54
30051 - Cryogenic Technician I	29.93
30052 - Cryogenic Technician II	33.06
30061 - Drafter/CAD Operator I	21.07
30062 - Drafter/CAD Operator II	23.57
30063 - Drafter/CAD Operator III	26.27
30064 - Drafter/CAD Operator IV	32.34
30081 - Engineering Technician I	17.29
30082 - Engineering Technician II	19.42

30083 - Engineering Technician III	21.74
30084 - Engineering Technician IV	26.93
30085 - Engineering Technician V	32.93
30086 - Engineering Technician VI	39.69
30090 - Environmental Technician	29.02
30095 - Evidence Control Specialist	27.03
30210 - Laboratory Technician	26.82
30221 - Latent Fingerprint Technician I	33.22
30222 - Latent Fingerprint Technician II	36.69
30240 - Mathematical Technician	32.12
30361 - Paralegal/Legal Assistant I	20.13
30362 - Paralegal/Legal Assistant II	25.32
30363 - Paralegal/Legal Assistant III	30.97
30364 - Paralegal/Legal Assistant IV	37.46
30375 - Petroleum Supply Specialist	33.06
30390 - Photo-Optics Technician	29.20
30395 - Radiation Control Technician	33.06
30461 - Technical Writer I	28.70
30462 - Technical Writer II	35.11
30463 - Technical Writer III	42.49
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	32.34
30502 - Weather Forecaster II	39.33
30620 - Weather Observer Combined (see 2)	26.27
30621 - Weather Observer Senior (see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	18.66
31030 - Bus Driver	24.27
31043 - Driver Courier	19.61
31260 - Parking and Lot Attendant	15.55
31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	16.57
31361 - Truckdriver Light	20.86
31362 - Truckdriver Medium	21.96

31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.60
99050 - Desk Clerk	15.20
99095 - Embalmer	39.85
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	18.67
I	
99252 - Laboratory Animal Caretaker	19.87
II	
99260 - Marketing Analyst	33.38
99310 - Mortician	39.85
99410 - Pest Controller	21.80
99510 - Photofinishing Worker	18.56
99710 - Recycling Laborer	22.71
99711 - Recycling Specialist	26.39
99730 - Refuse Collector	20.89
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	31.44
99831 - Surveying Aide	22.36
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	20.02
99841 - Vending Machine Repairer	23.71
99842 - Vending Machine Repairer	20.02

Helper

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

week or \$733.20 per month*

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1)

dated September 2015 unless otherwise indicated.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4055

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.: 2015-4055
Revision No.: 20
Date Of Last Revision: 12/27/2021

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

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

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

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

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

MIDDLESEX COUNTY: Ashland Framingham Holliston Hopkinton Hudson
Marlborough Natick Sudbury

WORCESTER COUNTY: Hopedale Mendon Milford Southborough

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37
01035 - Court Reporter		22.95

01041 - Customer Service Representative I	17.01
01042 - Customer Service Representative II	18.56
01043 - Customer Service Representative III	20.85
01051 - Data Entry Operator I	17.37
01052 - Data Entry Operator II	18.95
01060 - Dispatcher Motor Vehicle	21.84
01070 - Document Preparation Clerk	18.96
01090 - Duplicating Machine Operator	18.96
01111 - General Clerk I	16.07
01112 - General Clerk II	17.54
01113 - General Clerk III	19.70
01120 - Housing Referral Assistant	23.71
01141 - Messenger Courier	17.34
01191 - Order Clerk I	20.49
01192 - Order Clerk II	22.36
01261 - Personnel Assistant (Employment) I	18.50
01262 - Personnel Assistant (Employment) II	20.69
01263 - Personnel Assistant (Employment) III	23.06
01270 - Production Control Clerk	28.18
01290 - Rental Clerk	19.15
01300 - Scheduler Maintenance	19.02
01311 - Secretary I	19.02
01312 - Secretary II	21.27
01313 - Secretary III	23.71
01320 - Service Order Dispatcher	19.53
01410 - Supply Technician	32.37
01420 - Survey Worker	21.10
01460 - Switchboard Operator/Receptionist	16.97
01531 - Travel Clerk I	20.20
01532 - Travel Clerk II	21.85
01533 - Travel Clerk III	23.55
01611 - Word Processor I	20.33
01612 - Word Processor II	22.84
01613 - Word Processor III	25.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	26.16
Fiberglass	
05010 - Automotive Electrician	22.37
05040 - Automotive Glass Installer	21.40
05070 - Automotive Worker	21.40
05110 - Mobile Equipment Servicer	19.38
05130 - Motor Equipment Metal Mechanic	23.35

05160 - Motor Equipment Metal Worker	21.40
05190 - Motor Vehicle Mechanic	23.35
05220 - Motor Vehicle Mechanic	18.07
Helper	
05250 - Motor Vehicle Upholstery	20.34
Worker	
05280 - Motor Vehicle Wrecker	21.40
05310 - Painter Automotive	22.37
05340 - Radiator Repair Specialist	21.40
05370 - Tire Repairer	15.08
05400 - Transmission Repair	23.35
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.39
07041 - Cook I	19.40
07042 - Cook II	21.41
07070 - Dishwasher	14.85
07130 - Food Service Worker	14.82
07210 - Meat Cutter	22.10
07260 - Waiter/Waitress	14.25
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.18
09040 - Furniture Handler	13.71
09080 - Furniture Refinisher	19.56
09090 - Furniture Refinisher Helper	15.93
09110 - Furniture Repairer Minor	17.83
09130 - Upholsterer	21.88
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.73
11060 - Elevator Operator	14.73
11090 - Gardener	23.28
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
11210 - Laborer Grounds Maintenance	18.84
11240 - Maid or Houseman	15.13
11260 - Pruner	17.33
11270 - Tractor Operator	21.89
11330 - Trail Maintenance Worker	18.84
11360 - Window Cleaner	19.27
12000 - Health Occupations	
12010 - Ambulance Driver	24.07
12011 - Breath Alcohol Technician	26.13
12012 - Certified Occupational	30.96
Therapist Assistant	
12015 - Certified Physical Therapist	32.52
Assistant	
12020 - Dental Assistant	25.31

12025 - Dental Hygienist	45.42
12030 - EKG Technician	38.43
12035 - Electroneurodiagnostic Technologist	38.43
12040 - Emergency Medical Technician	24.07
12071 - Licensed Practical Nurse I	23.37
12072 - Licensed Practical Nurse II	26.13
12073 - Licensed Practical Nurse III	29.13
12100 - Medical Assistant	20.90
12130 - Medical Laboratory Technician	26.65
12160 - Medical Record Clerk	22.94
12190 - Medical Record Technician	26.20
12195 - Medical Transcriptionist	21.41
12210 - Nuclear Medicine Technologist	46.81
12221 - Nursing Assistant I	12.86
12222 - Nursing Assistant II	14.45
12223 - Nursing Assistant III	15.77
12224 - Nursing Assistant IV	17.71
12235 - Optical Dispenser	25.99
12236 - Optical Technician	20.54
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	19.98
12305 - Radiologic Technologist	37.20
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II Specialist	40.19
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III	48.63
Anesthetist	
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	32.36
12320 - Substance Abuse Treatment Counselor	22.54
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.35
13012 - Exhibits Specialist II	27.69
13013 - Exhibits Specialist III	33.87
13041 - Illustrator I	24.59
13042 - Illustrator II	30.46
13043 - Illustrator III	37.26
13047 - Librarian	35.45
13050 - Library Aide/Clerk	19.29
13054 - Library Information Technology Systems Administrator	30.83

13058 - Library Technician	23.73
13061 - Media Specialist I	23.11
13062 - Media Specialist II	25.84
13063 - Media Specialist III	28.80
13071 - Photographer I	19.47
13072 - Photographer II	21.78
13073 - Photographer III	26.98
13074 - Photographer IV	33.00
13075 - Photographer V	39.93
13090 - Technical Order Library Clerk	22.14
13110 - Video Teleconference Technician	27.67
14000 - Information Technology Occupations	
14041 - Computer Operator I	21.68
14042 - Computer Operator II	24.26
14043 - Computer Operator III	27.04
14044 - Computer Operator IV	30.05
14045 - Computer Operator V	33.28
14071 - Computer Programmer I (see 1)	26.60
14072 - Computer Programmer II (see 1)	
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	21.68
14160 - Personal Computer Support Technician	30.05
14170 - System Support Specialist	41.12
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.72
15020 - Aircrew Training Devices Instructor (Rated)	43.22
15030 - Air Crew Training Devices Instructor (Pilot)	51.80
15050 - Computer Based Training Specialist / Instructor	35.72
15060 - Educational Technologist	37.07
15070 - Flight Instructor (Pilot)	51.80
15080 - Graphic Artist	32.60
15085 - Maintenance Test Pilot Fixed Jet/Prop	48.48
15086 - Maintenance Test Pilot Rotary Wing	48.48
15088 - Non-Maintenance Test/Co-Pilot	48.48

15090 - Technical Instructor	33.77
15095 - Technical Instructor/Course Developer	41.28
15110 - Test Proctor	27.25
15120 - Tutor	27.25
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing Apparel Laundry	14.76
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.49
19040 - Tool And Die Maker	32.45
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.53
21030 - Material Coordinator	28.18
21040 - Material Expediter	28.18
21050 - Material Handling Laborer	16.65
21071 - Order Filler	17.06
21080 - Production Line Worker (Food Processing)	19.53
21110 - Shipping Packer	19.26
21130 - Shipping/Receiving Clerk	19.26
21140 - Store Worker I	14.81
21150 - Stock Clerk	19.00
21210 - Tools And Parts Attendant	19.53
21410 - Warehouse Specialist	19.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.40
23019 - Aircraft Logs and Records Technician	31.39
23021 - Aircraft Mechanic I	35.95
23022 - Aircraft Mechanic II	37.40
23023 - Aircraft Mechanic III	38.89
23040 - Aircraft Mechanic Helper	28.04
23050 - Aircraft Painter	34.43
23060 - Aircraft Servicer	31.39

23070 - Aircraft Survival Flight Equipment Technician	34.43
23080 - Aircraft Worker	32.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	32.92
I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	35.95
II	
23110 - Appliance Mechanic	28.01
23120 - Bicycle Repairer	18.92
23125 - Cable Splicer	45.96
23130 - Carpenter Maintenance	29.24
23140 - Carpet Layer	33.95
23160 - Electrician Maintenance	33.18
23181 - Electronics Technician	29.92
Maintenance I	
23182 - Electronics Technician	31.31
Maintenance II	
23183 - Electronics Technician	32.68
Maintenance III	
23260 - Fabric Worker	28.47
23290 - Fire Alarm System Mechanic	35.08
23310 - Fire Extinguisher Repairer	27.05
23311 - Fuel Distribution System Mechanic	39.95
23312 - Fuel Distribution System Operator	33.15
23370 - General Maintenance Worker	24.52
23380 - Ground Support Equipment Mechanic	35.95
23381 - Ground Support Equipment Servicer	31.39
23382 - Ground Support Equipment Worker	32.92
23391 - Gunsmith I	27.05
23392 - Gunsmith II	29.86
23393 - Gunsmith III	32.61
23410 - Heating Ventilation And Air- Conditioning Mechanic	30.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	32.18
23430 - Heavy Equipment Mechanic	31.10
23440 - Heavy Equipment Operator	33.25
23460 - Instrument Mechanic	30.60
23465 - Laboratory/Shelter Mechanic	31.23
23470 - Laborer	16.65
23510 - Locksmith	29.32

23530 - Machinery Maintenance	31.66
Mechanic	
23550 - Machinist Maintenance	25.81
23580 - Maintenance Trades Helper	23.68
23591 - Metrology Technician I	30.60
23592 - Metrology Technician II	32.76
23593 - Metrology Technician III	33.10
23640 - Millwright	30.60
23710 - Office Appliance Repairer	24.24
23760 - Painter Maintenance	26.92
23790 - Pipefitter Maintenance	37.10
23810 - Plumber Maintenance	35.54
23820 - Pneudraulic Systems Mechanic	32.61
23850 - Rigger	30.60
23870 - Scale Mechanic	29.86
23890 - Sheet-Metal Worker	30.93
Maintenance	
23910 - Small Engine Mechanic	28.05
23931 - Telecommunications Mechanic	37.51
I	
23932 - Telecommunications Mechanic	39.02
II	
23950 - Telephone Lineman	40.73
23960 - Welder Combination	26.04
Maintenance	
23965 - Well Driller	31.52
23970 - Woodcraft Worker	32.61
23980 - Woodworker	27.05
24000 - Personal Needs Occupations	
24550 - Case Manager	16.52
24570 - Child Care Attendant	15.04
24580 - Child Care Center Clerk	18.75
24610 - Chore Aide	15.29
24620 - Family Readiness And Support	16.52
Services	
Coordinator	
24630 - Homemaker	19.55
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	34.25
25040 - Sewage Plant Operator	29.77
25070 - Stationary Engineer	34.25
25190 - Ventilation Equipment Tender	26.72
25210 - Water Treatment Plant	29.77
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.46
27007 - Baggage Inspector	17.51
27008 - Corrections Officer	36.18
27010 - Court Security Officer	33.88

27030 - Detection Dog Handler	19.58
27040 - Detention Officer	36.18
27070 - Firefighter	31.57
27101 - Guard I	17.51
27102 - Guard II	19.58
27131 - Police Officer I	32.80
27132 - Police Officer II	36.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.68
28042 - Carnival Equipment Repairer	18.81
28043 - Carnival Worker	14.00
28210 - Gate Attendant/Gate Tender	18.47
28310 - Lifeguard	14.45
28350 - Park Attendant (Aide)	20.66
28510 - Recreation Aide/Health	15.07
Facility Attendant	
28515 - Recreation Specialist	25.59
28630 - Sports Official	16.45
28690 - Swimming Pool Operator	20.76
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.62
29020 - Hatch Tender	28.62
29030 - Line Handler	28.62
29041 - Stevedore I	27.29
29042 - Stevedore II	29.93
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	44.86
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	22.88
30022 - Archeological Technician II	25.60
30023 - Archeological Technician III	31.71
30030 - Cartographic Technician	31.71
30040 - Civil Engineering Technician	29.19
30051 - Cryogenic Technician I	35.11
30052 - Cryogenic Technician II	38.79
30061 - Drafter/CAD Operator I	22.88
30062 - Drafter/CAD Operator II	25.60
30063 - Drafter/CAD Operator III	28.54
30064 - Drafter/CAD Operator IV	35.11
30081 - Engineering Technician I	17.29
30082 - Engineering Technician II	19.42
30083 - Engineering Technician III	21.74
30084 - Engineering Technician IV	26.93
30085 - Engineering Technician V	32.93
30086 - Engineering Technician VI	39.69

30090 - Environmental Technician	31.34
30095 - Evidence Control Specialist	31.71
30210 - Laboratory Technician	28.31
30221 - Latent Fingerprint Technician I	38.36
30222 - Latent Fingerprint Technician II	42.38
30240 - Mathematical Technician	34.88
30361 - Paralegal/Legal Assistant I	20.44
30362 - Paralegal/Legal Assistant II	25.32
30363 - Paralegal/Legal Assistant III	30.97
30364 - Paralegal/Legal Assistant IV	37.46
30375 - Petroleum Supply Specialist	38.79
30390 - Photo-Optics Technician	31.71
30395 - Radiation Control Technician	38.79
30461 - Technical Writer I	30.02
30462 - Technical Writer II	36.72
30463 - Technical Writer III	44.44
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	35.11
30502 - Weather Forecaster II	42.71
30620 - Weather Observer Combined (see 2)	28.54
30621 - Weather Observer Senior (see 2)	31.71
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	18.45
31030 - Bus Driver	24.27
31043 - Driver Courier	19.61
31260 - Parking and Lot Attendant	15.55
31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	16.57
31361 - Truckdriver Light	20.86
31362 - Truckdriver Medium	21.96
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82

99030 - Cashier	13.60
99050 - Desk Clerk	14.70
99095 - Embalmer	39.85
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	18.67
I	
99252 - Laboratory Animal Caretaker	19.87
II	
99260 - Marketing Analyst	41.20
99310 - Mortician	39.85
99410 - Pest Controller	23.48
99510 - Photofinishing Worker	18.56
99710 - Recycling Laborer	22.71
99711 - Recycling Specialist	26.39
99730 - Refuse Collector	20.89
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	31.44
99831 - Surveying Aide	20.80
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	20.02
99841 - Vending Machine Repairer	23.71
99842 - Vending Machine Repairer	20.02
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

*This rate is to be used only when compensating employees for performance on an SCA-

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

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

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard**

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4061

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.: 2015-4061
Revision No.: 21
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following cities and towns in WORCESTER COUNTY: Ashburnham Fitchburg Gardner Leominster Lunenburg Phillipston Royalston Templeton Westminster Winchendon

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.36
01012 - Accounting Clerk II		19.50
01013 - Accounting Clerk III		21.80
01020 - Administrative Assistant		30.25
01035 - Court Reporter		20.51
01041 - Customer Service Representative I		15.21
01042 - Customer Service Representative II		16.60

01043 - Customer Service Representative III	18.65
01051 - Data Entry Operator I	14.96
01052 - Data Entry Operator II	16.33
01060 - Dispatcher Motor Vehicle	23.94
01070 - Document Preparation Clerk	16.33
01090 - Duplicating Machine Operator	16.33
01111 - General Clerk I	15.23
01112 - General Clerk II	16.62
01113 - General Clerk III	18.66
01120 - Housing Referral Assistant	22.87
01141 - Messenger Courier	13.31
01191 - Order Clerk I	15.42
01192 - Order Clerk II	16.89
01261 - Personnel Assistant (Employment) I	18.33
01262 - Personnel Assistant (Employment) II	20.51
01263 - Personnel Assistant (Employment) III	22.87
01270 - Production Control Clerk	23.27
01290 - Rental Clerk	20.93
01300 - Scheduler Maintenance	18.33
01311 - Secretary I	18.33
01312 - Secretary II	20.51
01313 - Secretary III	22.87
01320 - Service Order Dispatcher	21.39
01410 - Supply Technician	30.25
01420 - Survey Worker	19.86
01460 - Switchboard Operator/Receptionist	16.64
01531 - Travel Clerk I	14.38
01532 - Travel Clerk II	15.55
01533 - Travel Clerk III	16.71
01611 - Word Processor I	16.33
01612 - Word Processor II	18.33
01613 - Word Processor III	20.51
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.85
Fiberglass	
05010 - Automotive Electrician	19.58
05040 - Automotive Glass Installer	18.84
05070 - Automotive Worker	18.84
05110 - Mobile Equipment Servicer	17.24
05130 - Motor Equipment Metal	20.37
Mechanic	
05160 - Motor Equipment Metal Worker	18.84
05190 - Motor Vehicle Mechanic	20.37
05220 - Motor Vehicle Mechanic Helper	16.14

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	17.12
05400 - Transmission Repair Specialist	20.37
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.83
07041 - Cook I	18.21
07042 - Cook II	20.02
07070 - Dishwasher	13.62
07130 - Food Service Worker	14.50
07210 - Meat Cutter	22.03
07260 - Waiter/Waitress	13.82
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.83
09040 - Furniture Handler	13.59
09080 - Furniture Refinisher	18.96
09090 - Furniture Refinisher Helper	15.75
09110 - Furniture Repairer Minor	17.27
09130 - Upholsterer	19.83
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.37
11060 - Elevator Operator	14.37
11090 - Gardener	21.43
11122 - Housekeeping Aide	15.08
11150 - Janitor	15.08
11210 - Laborer Grounds Maintenance	17.34
11240 - Maid or Houseman	14.31
11260 - Pruner	15.98
11270 - Tractor Operator	20.06
11330 - Trail Maintenance Worker	17.34
11360 - Window Cleaner	16.36
12000 - Health Occupations	
12010 - Ambulance Driver	24.37
12011 - Breath Alcohol Technician	25.38
12012 - Certified Occupational Therapist Assistant	32.33
12015 - Certified Physical Therapist Assistant	33.45
12020 - Dental Assistant	23.45
12025 - Dental Hygienist	41.92
12030 - EKG Technician	38.46
12035 - Electroneurodiagnostic Technologist	38.46

12040 - Emergency Medical Technician	24.37
12071 - Licensed Practical Nurse I	22.70
12072 - Licensed Practical Nurse II	25.38
12073 - Licensed Practical Nurse III	28.29
12100 - Medical Assistant	18.37
12130 - Medical Laboratory Technician	23.84
Technician	
12160 - Medical Record Clerk	20.02
12190 - Medical Record Technician	24.66
12195 - Medical Transcriptionist	22.70
12210 - Nuclear Medicine	55.78
Technologist	
12221 - Nursing Assistant I	12.75
12222 - Nursing Assistant II	14.33
12223 - Nursing Assistant III	15.64
12224 - Nursing Assistant IV	17.57
12235 - Optical Dispenser	28.72
12236 - Optical Technician	22.70
12250 - Pharmacy Technician	16.60
12280 - Phlebotomist	19.26
12305 - Radiologic Technologist	38.46
12311 - Registered Nurse I	29.56
12312 - Registered Nurse II	36.16
12313 - Registered Nurse II	36.16
Specialist	
12314 - Registered Nurse III	45.75
12315 - Registered Nurse III	43.75
Anesthetist	
12316 - Registered Nurse IV	52.44
12317 - Scheduler (Drug and Alcohol Testing)	31.44
Testing)	
12320 - Substance Abuse Treatment	30.34
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	22.75
13012 - Exhibits Specialist II	28.19
13013 - Exhibits Specialist III	34.48
13041 - Illustrator I	22.75
13042 - Illustrator II	28.19
13043 - Illustrator III	34.48
13047 - Librarian	31.21
13050 - Library Aide/Clerk	15.68
13054 - Library Information	28.19
Technology Systems	
Administrator	
13058 - Library Technician	20.48
13061 - Media Specialist I	20.32
13062 - Media Specialist II	22.57
13063 - Media Specialist III	25.15

13071 - Photographer I	20.04
13072 - Photographer II	22.75
13073 - Photographer III	28.19
13074 - Photographer IV	34.48
13075 - Photographer V	42.03
13090 - Technical Order Library	20.49
Clerk	
13110 - Video Teleconference	20.49
Technician	
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) 23.40
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	14.66
Operator	
14160 - Personal Computer Support	21.25
Technician	
14170 - System Support Specialist	23.54
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	32.05
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	38.79
Instructor (Rated)	
15030 - Air Crew Training Devices	46.48
Instructor (Pilot)	
15050 - Computer Based Training	32.05
Specialist / Instructor	
15060 - Educational Technologist	40.58
15070 - Flight Instructor (Pilot)	46.48
15080 - Graphic Artist	26.57
15085 - Maintenance Test Pilot Fixed	46.48
Jet/Prop	
15086 - Maintenance Test Pilot	46.48
Rotary Wing	
15088 - Non-Maintenance Test/Co-	46.48
Pilot	
15090 - Technical Instructor	28.37
15095 - Technical Instructor/Course	34.71
Developer	
15110 - Test Proctor	22.91

15120 - Tutor	22.91
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing	14.76
Apparel Laundry	
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.59
19040 - Tool And Die Maker	23.72
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.99
21030 - Material Coordinator	23.27
21040 - Material Expediter	23.27
21050 - Material Handling Laborer	15.00
21071 - Order Filler	14.94
21080 - Production Line Worker (Food Processing)	18.99
21110 - Shipping Packer	17.29
21130 - Shipping/Receiving Clerk	17.29
21140 - Store Worker I	14.76
21150 - Stock Clerk	18.90
21210 - Tools And Parts Attendant	18.99
21410 - Warehouse Specialist	18.99
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.69
23019 - Aircraft Logs and Records Technician	26.35
23021 - Aircraft Mechanic I	29.62
23022 - Aircraft Mechanic II	30.69
23023 - Aircraft Mechanic III	31.77
23040 - Aircraft Mechanic Helper	23.34
23050 - Aircraft Painter	28.48
23060 - Aircraft Servicer	26.35
23070 - Aircraft Survival Flight Equipment Technician	28.48
23080 - Aircraft Worker	27.41

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.41
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.62
23110 - Appliance Mechanic	28.48
23120 - Bicycle Repairer	23.44
23125 - Cable Splicer	35.95
23130 - Carpenter Maintenance	23.85
23140 - Carpet Layer	27.41
23160 - Electrician Maintenance	33.62
23181 - Electronics Technician Maintenance I	27.41
23182 - Electronics Technician Maintenance II	28.48
23183 - Electronics Technician Maintenance III	29.62
23260 - Fabric Worker	26.35
23290 - Fire Alarm System Mechanic	29.62
23310 - Fire Extinguisher Repairer	24.93
23311 - Fuel Distribution System Mechanic	29.62
23312 - Fuel Distribution System Operator	24.93
23370 - General Maintenance Worker	20.77
23380 - Ground Support Equipment Mechanic	29.62
23381 - Ground Support Equipment Servicer	26.35
23382 - Ground Support Equipment Worker	27.41
23391 - Gunsmith I	24.93
23392 - Gunsmith II	27.41
23393 - Gunsmith III	29.62
23410 - Heating Ventilation And Air- Conditioning Mechanic	26.69
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.65
23430 - Heavy Equipment Mechanic	29.62
23440 - Heavy Equipment Operator	28.00
23460 - Instrument Mechanic	29.62
23465 - Laboratory/Shelter Mechanic	28.48
23470 - Laborer	15.00
23510 - Locksmith	28.48
23530 - Machinery Maintenance Mechanic	27.28
23550 - Machinist Maintenance	24.86

23580 - Maintenance Trades Helper	23.34
23591 - Metrology Technician I	29.62
23592 - Metrology Technician II	30.69
23593 - Metrology Technician III	31.77
23640 - Millwright	29.62
23710 - Office Appliance Repairer	27.74
23760 - Painter Maintenance	20.48
23790 - Pipefitter Maintenance	34.92
23810 - Plumber Maintenance	31.07
23820 - Pneudraulic Systems Mechanic	29.62
23850 - Rigger	29.62
23870 - Scale Mechanic	27.41
23890 - Sheet-Metal Worker	29.62
Maintenance	
23910 - Small Engine Mechanic	27.41
23931 - Telecommunications Mechanic	29.62
I	
23932 - Telecommunications Mechanic	30.69
II	
23950 - Telephone Lineman	29.62
23960 - Welder Combination	26.99
Maintenance	
23965 - Well Driller	29.62
23970 - Woodcraft Worker	29.62
23980 - Woodworker	24.93
24000 - Personal Needs Occupations	
24550 - Case Manager	16.94
24570 - Child Care Attendant	14.80
24580 - Child Care Center Clerk	18.45
24610 - Chore Aide	15.14
24620 - Family Readiness And Support	16.94
Services	
Coordinator	
24630 - Homemaker	18.54
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	29.62
25040 - Sewage Plant Operator	27.36
25070 - Stationary Engineer	29.62
25190 - Ventilation Equipment Tender	22.73
25210 - Water Treatment Plant	27.36
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.14
27007 - Baggage Inspector	14.74
27008 - Corrections Officer	29.24
27010 - Court Security Officer	29.03
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	29.24
27070 - Firefighter	27.81

27101 - Guard I	14.74
27102 - Guard II	18.61
27131 - Police Officer I	29.03
27132 - Police Officer II	31.65
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.82
28042 - Carnival Equipment Repairer	12.68
28043 - Carnival Worker	11.58
28210 - Gate Attendant/Gate Tender	17.46
28310 - Lifeguard	14.49
28350 - Park Attendant (Aide)	19.53
28510 - Recreation Aide/Health	14.25
Facility Attendant	
28515 - Recreation Specialist	24.47
28630 - Sports Official	15.54
28690 - Swimming Pool Operator	20.24
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	27.41
29020 - Hatch Tender	27.41
29030 - Line Handler	27.41
29041 - Stevedore I	26.35
29042 - Stevedore II	28.48
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	44.86
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	17.24
30022 - Archeological Technician II	18.98
30023 - Archeological Technician III	23.51
30030 - Cartographic Technician	23.51
30040 - Civil Engineering Technician	23.51
30051 - Cryogenic Technician I	25.26
30052 - Cryogenic Technician II	27.91
30061 - Drafter/CAD Operator I	16.92
30062 - Drafter/CAD Operator II	18.98
30063 - Drafter/CAD Operator III	20.75
30064 - Drafter/CAD Operator IV	25.54
30081 - Engineering Technician I	14.67
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	23.51
30095 - Evidence Control Specialist	23.10
30210 - Laboratory Technician	22.33

30221 - Latent Fingerprint Technician I	25.26
30222 - Latent Fingerprint Technician II	27.91
30240 - Mathematical Technician	23.51
30361 - Paralegal/Legal Assistant I	21.53
30362 - Paralegal/Legal Assistant II	26.66
30363 - Paralegal/Legal Assistant III	32.62
30364 - Paralegal/Legal Assistant IV	39.47
30375 - Petroleum Supply Specialist	28.26
30390 - Photo-Optics Technician	23.51
30395 - Radiation Control Technician	28.26
30461 - Technical Writer I	23.51
30462 - Technical Writer II	28.77
30463 - Technical Writer III	34.25
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	25.54
30502 - Weather Forecaster II	30.73
30620 - Weather Observer Combined (see 2)	20.75
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	23.51
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	16.62
31030 - Bus Driver	22.49
31043 - Driver Courier	16.64
31260 - Parking and Lot Attendant	15.32
31290 - Shuttle Bus Driver	18.30
31310 - Taxi Driver	18.29
31361 - Truckdriver Light	17.77
31362 - Truckdriver Medium	18.78
31363 - Truckdriver Heavy	23.39
31364 - Truckdriver Tractor-Trailer	23.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.74
99050 - Desk Clerk	14.32
99095 - Embalmer	29.67

99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	16.64
I	
99252 - Laboratory Animal Caretaker	17.17
II	
99260 - Marketing Analyst	27.86
99310 - Mortician	29.67
99410 - Pest Controller	23.00
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	21.83
99711 - Recycling Specialist	25.26
99730 - Refuse Collector	20.12
99810 - Sales Clerk	14.19
99820 - School Crossing Guard	15.58
99830 - Survey Party Chief	20.98
99831 - Surveying Aide	13.74
99832 - Surveying Technician	18.82
99840 - Vending Machine Attendant	20.25
99841 - Vending Machine Repairer	23.78
99842 - Vending Machine Repairer	20.25
Helper	

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4063

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.: 2015-4063
Revision No.: 19
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following cities and towns in the following counties in MASSACHUSETTS:

BRISTOL COUNTY: Acushnet Dartmouth Fairhaven New Bedford

PLYMOUTH COUNTY: Mattapoisett

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.81
01012 - Accounting Clerk II		17.76
01013 - Accounting Clerk III		19.86
01020 - Administrative Assistant		26.38
01035 - Court Reporter		20.86
01041 - Customer Service Representative I		14.94

01042 - Customer Service Representative II	16.79
01043 - Customer Service Representative III	18.32
01051 - Data Entry Operator I	19.78
01052 - Data Entry Operator II	21.58
01060 - Dispatcher Motor Vehicle	22.44
01070 - Document Preparation Clerk	17.10
01090 - Duplicating Machine Operator	17.10
01111 - General Clerk I	15.24
01112 - General Clerk II	16.63
01113 - General Clerk III	18.67
01120 - Housing Referral Assistant	23.44
01141 - Messenger Courier	16.13
01191 - Order Clerk I	17.16
01192 - Order Clerk II	18.73
01261 - Personnel Assistant (Employment) I	19.25
01262 - Personnel Assistant (Employment) II	21.54
01263 - Personnel Assistant (Employment) III	24.01
01270 - Production Control Clerk	26.17
01290 - Rental Clerk	17.19
01300 - Scheduler Maintenance	18.80
01311 - Secretary I	18.80
01312 - Secretary II	21.03
01313 - Secretary III	23.44
01320 - Service Order Dispatcher	20.06
01410 - Supply Technician	26.38
01420 - Survey Worker	19.66
01460 - Switchboard Operator/Receptionist	15.94
01531 - Travel Clerk I	15.02
01532 - Travel Clerk II	15.65
01533 - Travel Clerk III	16.28
01611 - Word Processor I	16.11
01612 - Word Processor II	18.80
01613 - Word Processor III	21.03
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	24.65
Fiberglass	
05010 - Automotive Electrician	21.99
05040 - Automotive Glass Installer	21.02
05070 - Automotive Worker	21.02
05110 - Mobile Equipment Servicer	19.02
05130 - Motor Equipment Metal	22.95
Mechanic	
05160 - Motor Equipment Metal Worker	21.02
05190 - Motor Vehicle Mechanic	22.95

05220 - Motor Vehicle Mechanic Helper	17.94
05250 - Motor Vehicle Upholstery Worker	19.98
05280 - Motor Vehicle Wrecker	21.02
05310 - Painter Automotive	21.99
05340 - Radiator Repair Specialist	21.02
05370 - Tire Repairer	16.20
05400 - Transmission Repair Specialist	22.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.60
07041 - Cook I	16.99
07042 - Cook II	18.52
07070 - Dishwasher	13.90
07130 - Food Service Worker	13.83
07210 - Meat Cutter	24.20
07260 - Waiter/Waitress	13.89
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.91
09040 - Furniture Handler	18.99
09080 - Furniture Refinisher	25.27
09090 - Furniture Refinisher Helper	22.26
09110 - Furniture Repairer Minor	24.38
09130 - Upholsterer	25.82
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.65
11060 - Elevator Operator	15.37
11090 - Gardener	21.20
11122 - Housekeeping Aide	15.37
11150 - Janitor	15.37
11210 - Laborer Grounds Maintenance	17.22
11240 - Maid or Houseman	14.29
11260 - Pruner	15.77
11270 - Tractor Operator	20.19
11330 - Trail Maintenance Worker	17.22
11360 - Window Cleaner	16.77
12000 - Health Occupations	
12010 - Ambulance Driver	24.94
12011 - Breath Alcohol Technician	24.94
12012 - Certified Occupational Therapist Assistant	33.66
12015 - Certified Physical Therapist Assistant	33.02
12020 - Dental Assistant	22.64
12025 - Dental Hygienist	42.35
12030 - EKG Technician	37.80

12035 - Electroneurodiagnostic Technologist	37.80
12040 - Emergency Medical Technician	24.94
12071 - Licensed Practical Nurse I	22.31
12072 - Licensed Practical Nurse II	24.94
12073 - Licensed Practical Nurse III	27.80
12100 - Medical Assistant	17.63
12130 - Medical Laboratory Technician	22.31
12160 - Medical Record Clerk	21.94
12190 - Medical Record Technician	26.10
12195 - Medical Transcriptionist	22.31
12210 - Nuclear Medicine Technologist	54.81
12221 - Nursing Assistant I	13.01
12222 - Nursing Assistant II	14.62
12223 - Nursing Assistant III	15.95
12224 - Nursing Assistant IV	17.92
12235 - Optical Dispenser	27.10
12236 - Optical Technician	22.31
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	21.80
12305 - Radiologic Technologist	37.80
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II	40.19
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III	48.63
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	30.89
12320 - Substance Abuse Treatment Counselor	22.08
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.15
13012 - Exhibits Specialist II	31.16
13013 - Exhibits Specialist III	38.11
13041 - Illustrator I	25.15
13042 - Illustrator II	31.16
13043 - Illustrator III	38.11
13047 - Librarian	34.75
13050 - Library Aide/Clerk	18.56
13054 - Library Information Technology Systems Administrator	29.69
13058 - Library Technician	23.97
13061 - Media Specialist I	22.10

13062 - Media Specialist II	24.12
13063 - Media Specialist III	26.91
13071 - Photographer I	22.48
13072 - Photographer II	25.15
13073 - Photographer III	31.16
13074 - Photographer IV	38.11
13075 - Photographer V	46.11
13090 - Technical Order Library	20.52
Clerk	
13110 - Video Teleconference	22.48
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	21.68
14042 - Computer Operator II	24.26
14043 - Computer Operator III	27.04
14044 - Computer Operator IV	30.05
14045 - Computer Operator V	33.28
14071 - Computer Programmer I	(see 1) 24.68
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	21.68
Operator	
14160 - Personal Computer Support	30.05
Technician	
14170 - System Support Specialist	33.28
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	35.72
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	43.22
Instructor (Rated)	
15030 - Air Crew Training Devices	48.81
Instructor (Pilot)	
15050 - Computer Based Training	35.72
Specialist / Instructor	
15060 - Educational Technologist	40.95
15070 - Flight Instructor (Pilot)	48.81
15080 - Graphic Artist	31.54
15085 - Maintenance Test Pilot Fixed	47.78
Jet/Prop	
15086 - Maintenance Test Pilot	47.78
Rotary Wing	
15088 - Non-Maintenance Test/Co-	47.78
Pilot	
15090 - Technical Instructor	26.66

15095 - Technical Instructor/Course Developer	32.62
15110 - Test Proctor	21.52
15120 - Tutor	21.52
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing Apparel Laundry	14.76
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.54
19040 - Tool And Die Maker	30.91
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.26
21030 - Material Coordinator	26.17
21040 - Material Expediter	26.17
21050 - Material Handling Laborer	15.16
21071 - Order Filler	16.53
21080 - Production Line Worker (Food Processing)	19.26
21110 - Shipping Packer	18.63
21130 - Shipping/Receiving Clerk	18.63
21140 - Store Worker I	14.06
21150 - Stock Clerk	18.10
21210 - Tools And Parts Attendant	19.26
21410 - Warehouse Specialist	19.26
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.32
23019 - Aircraft Logs and Records Technician	24.38
23021 - Aircraft Mechanic I	28.22
23022 - Aircraft Mechanic II	30.32
23023 - Aircraft Mechanic III	30.61
23040 - Aircraft Mechanic Helper	22.26
23050 - Aircraft Painter	26.54
23060 - Aircraft Servicer	24.38

23070 - Aircraft Survival Flight Equipment Technician	26.54
23080 - Aircraft Worker	25.48
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	25.48
I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	28.22
II	
23110 - Appliance Mechanic	26.54
23120 - Bicycle Repairer	22.74
23125 - Cable Splicer	30.77
23130 - Carpenter Maintenance	28.56
23140 - Carpet Layer	26.29
23160 - Electrician Maintenance	33.27
23181 - Electronics Technician	26.39
Maintenance I	
23182 - Electronics Technician	27.59
Maintenance II	
23183 - Electronics Technician	28.80
Maintenance III	
23260 - Fabric Worker	24.38
23290 - Fire Alarm System Mechanic	27.62
23310 - Fire Extinguisher Repairer	23.37
23311 - Fuel Distribution System Mechanic	28.28
23312 - Fuel Distribution System Operator	23.37
23370 - General Maintenance Worker	23.18
23380 - Ground Support Equipment Mechanic	28.22
23381 - Ground Support Equipment Servicer	24.38
23382 - Ground Support Equipment Worker	25.48
23391 - Gunsmith I	23.37
23392 - Gunsmith II	25.48
23393 - Gunsmith III	27.62
23410 - Heating Ventilation And Air- Conditioning Mechanic	25.02
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.02
23430 - Heavy Equipment Mechanic	27.62
23440 - Heavy Equipment Operator	31.67
23460 - Instrument Mechanic	27.62
23465 - Laboratory/Shelter Mechanic	26.54
23470 - Laborer	15.16
23510 - Locksmith	26.54

23530 - Machinery Maintenance	25.30
Mechanic	
23550 - Machinist Maintenance	29.87
23580 - Maintenance Trades Helper	22.26
23591 - Metrology Technician I	27.62
23592 - Metrology Technician II	28.67
23593 - Metrology Technician III	29.78
23640 - Millwright	27.62
23710 - Office Appliance Repairer	26.54
23760 - Painter Maintenance	24.24
23790 - Pipefitter Maintenance	36.28
23810 - Plumber Maintenance	34.81
23820 - Pneudraulic Systems Mechanic	27.62
23850 - Rigger	27.62
23870 - Scale Mechanic	25.48
23890 - Sheet-Metal Worker	27.62
Maintenance	
23910 - Small Engine Mechanic	25.48
23931 - Telecommunications Mechanic	33.63
I	
23932 - Telecommunications Mechanic	33.63
II	
23950 - Telephone Lineman	28.74
23960 - Welder Combination	25.30
Maintenance	
23965 - Well Driller	27.62
23970 - Woodcraft Worker	27.62
23980 - Woodworker	23.37
24000 - Personal Needs Occupations	
24550 - Case Manager	16.56
24570 - Child Care Attendant	14.77
24580 - Child Care Center Clerk	18.41
24610 - Chore Aide	15.28
24620 - Family Readiness And Support	16.56
Services	
Coordinator	
24630 - Homemaker	19.55
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.62
25040 - Sewage Plant Operator	26.54
25070 - Stationary Engineer	27.62
25190 - Ventilation Equipment Tender	22.26
25210 - Water Treatment Plant	26.54
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.02
27007 - Baggage Inspector	15.85
27008 - Corrections Officer	28.63
27010 - Court Security Officer	28.63

27030 - Detection Dog Handler	18.95
27040 - Detention Officer	28.63
27070 - Firefighter	27.95
27101 - Guard I	15.85
27102 - Guard II	18.95
27131 - Police Officer I	34.41
27132 - Police Officer II	38.25
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.33
28042 - Carnival Equipment Repairer	18.20
28043 - Carnival Worker	13.55
28210 - Gate Attendant/Gate Tender	16.24
28310 - Lifeguard	14.28
28350 - Park Attendant (Aide)	17.94
28510 - Recreation Aide/Health	13.58
Facility Attendant	
28515 - Recreation Specialist	22.62
28630 - Sports Official	14.47
28690 - Swimming Pool Operator	19.84
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	25.48
29020 - Hatch Tender	25.48
29030 - Line Handler	25.48
29041 - Stevedore I	24.38
29042 - Stevedore II	26.54
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	44.86
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57
30023 - Archeological Technician III	29.20
30030 - Cartographic Technician	29.20
30040 - Civil Engineering Technician	26.54
30051 - Cryogenic Technician I	25.59
30052 - Cryogenic Technician II	28.26
30061 - Drafter/CAD Operator I	21.07
30062 - Drafter/CAD Operator II	23.57
30063 - Drafter/CAD Operator III	26.27
30064 - Drafter/CAD Operator IV	32.34
30081 - Engineering Technician I	17.29
30082 - Engineering Technician II	19.42
30083 - Engineering Technician III	21.74
30084 - Engineering Technician IV	26.93
30085 - Engineering Technician V	32.93
30086 - Engineering Technician VI	39.07

30090 - Environmental Technician	29.41
30095 - Evidence Control Specialist	23.10
30210 - Laboratory Technician	23.40
30221 - Latent Fingerprint	25.59
Technician I	
30222 - Latent Fingerprint	28.26
Technician II	
30240 - Mathematical Technician	29.20
30361 - Paralegal/Legal Assistant I	22.51
30362 - Paralegal/Legal Assistant II	27.89
30363 - Paralegal/Legal Assistant	34.12
III	
30364 - Paralegal/Legal Assistant IV	41.29
30375 - Petroleum Supply Specialist	28.26
30390 - Photo-Optics Technician	29.20
30395 - Radiation Control Technician	28.26
30461 - Technical Writer I	26.44
30462 - Technical Writer II	32.34
30463 - Technical Writer III	39.13
30491 - Unexploded Ordnance (UXO)	28.51
Technician I	
30492 - Unexploded Ordnance (UXO)	34.49
Technician II	
30493 - Unexploded Ordnance (UXO)	41.34
Technician III	
30494 - Unexploded (UXO) Safety	28.51
Escort	
30495 - Unexploded (UXO) Sweep	28.51
Personnel	
30501 - Weather Forecaster I	32.34
30502 - Weather Forecaster II	39.33
30620 - Weather Observer Combined (see 2)	26.27
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	29.20
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	15.51
31030 - Bus Driver	21.30
31043 - Driver Courier	16.88
31260 - Parking and Lot Attendant	14.03
31290 - Shuttle Bus Driver	19.47
31310 - Taxi Driver	15.68
31361 - Truckdriver Light	17.73
31362 - Truckdriver Medium	18.70
31363 - Truckdriver Heavy	22.27
31364 - Truckdriver Tractor-Trailer	22.27
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82

99030 - Cashier	13.74
99050 - Desk Clerk	15.32
99095 - Embalmer	36.23
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	19.53
I	
99252 - Laboratory Animal Caretaker	20.51
II	
99260 - Marketing Analyst	33.57
99310 - Mortician	36.23
99410 - Pest Controller	21.42
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	23.58
99711 - Recycling Specialist	27.65
99730 - Refuse Collector	21.61
99810 - Sales Clerk	14.15
99820 - School Crossing Guard	15.27
99830 - Survey Party Chief	24.28
99831 - Surveying Aide	17.27
99832 - Surveying Technician	22.08
99840 - Vending Machine Attendant	19.53
99841 - Vending Machine Repairer	22.36
99842 - Vending Machine Repairer	19.53
Helper	

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard**

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4065

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.: 2015-4065
Revision No.: 19
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Massachusetts

This wage determination is applicable to the following cities and towns in ESSEX COUNTY: Lynn Nahant Saugus

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37
01035 - Court Reporter		22.95
01041 - Customer Service Representative I		17.01
01042 - Customer Service Representative II		18.56

01043 - Customer Service Representative III	20.85
01051 - Data Entry Operator I	17.37
01052 - Data Entry Operator II	18.95
01060 - Dispatcher Motor Vehicle	21.84
01070 - Document Preparation Clerk	18.96
01090 - Duplicating Machine Operator	18.96
01111 - General Clerk I	16.07
01112 - General Clerk II	17.54
01113 - General Clerk III	19.70
01120 - Housing Referral Assistant	23.71
01141 - Messenger Courier	17.34
01191 - Order Clerk I	20.49
01192 - Order Clerk II	22.36
01261 - Personnel Assistant (Employment) I	18.50
01262 - Personnel Assistant (Employment) II	20.69
01263 - Personnel Assistant (Employment) III	23.06
01270 - Production Control Clerk	27.47
01290 - Rental Clerk	19.15
01300 - Scheduler Maintenance	19.02
01311 - Secretary I	19.02
01312 - Secretary II	21.27
01313 - Secretary III	23.71
01320 - Service Order Dispatcher	19.53
01410 - Supply Technician	32.37
01420 - Survey Worker	21.10
01460 - Switchboard Operator/Receptionist	16.97
01531 - Travel Clerk I	18.36
01532 - Travel Clerk II	19.86
01533 - Travel Clerk III	21.41
01611 - Word Processor I	20.33
01612 - Word Processor II	22.84
01613 - Word Processor III	25.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.21
Fiberglass	
05010 - Automotive Electrician	22.08
05040 - Automotive Glass Installer	21.11
05070 - Automotive Worker	21.11
05110 - Mobile Equipment Servicer	19.12
05130 - Motor Equipment Metal	23.05
Mechanic	
05160 - Motor Equipment Metal Worker	21.11
05190 - Motor Vehicle Mechanic	23.05
05220 - Motor Vehicle Mechanic Helper	17.98

05250 - Motor Vehicle Upholstery Worker	20.13
05280 - Motor Vehicle Wrecker	21.11
05310 - Painter Automotive	22.08
05340 - Radiator Repair Specialist	21.11
05370 - Tire Repairer	15.64
05400 - Transmission Repair Specialist	23.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.65
07041 - Cook I	19.26
07042 - Cook II	21.27
07070 - Dishwasher	14.85
07130 - Food Service Worker	14.82
07210 - Meat Cutter	22.10
07260 - Waiter/Waitress	14.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.59
09040 - Furniture Handler	17.49
09080 - Furniture Refinisher	20.88
09090 - Furniture Refinisher Helper	18.55
09110 - Furniture Repairer Minor	20.88
09130 - Upholsterer	21.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.73
11060 - Elevator Operator	14.73
11090 - Gardener	23.28
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
11210 - Laborer Grounds Maintenance	18.84
11240 - Maid or Houseman	15.13
11260 - Pruner	17.33
11270 - Tractor Operator	21.89
11330 - Trail Maintenance Worker	18.84
11360 - Window Cleaner	19.27
12000 - Health Occupations	
12010 - Ambulance Driver	25.57
12011 - Breath Alcohol Technician	26.13
12012 - Certified Occupational Therapist Assistant	30.96
12015 - Certified Physical Therapist Assistant	32.52
12020 - Dental Assistant	25.31
12025 - Dental Hygienist	45.89
12030 - EKG Technician	38.43
12035 - Electroneurodiagnostic Technologist	38.43

12040 - Emergency Medical Technician	25.57
12071 - Licensed Practical Nurse I	23.37
12072 - Licensed Practical Nurse II	26.13
12073 - Licensed Practical Nurse III	29.13
12100 - Medical Assistant	20.90
12130 - Medical Laboratory Technician	27.47
Technician	
12160 - Medical Record Clerk	20.53
12190 - Medical Record Technician	25.27
12195 - Medical Transcriptionist	22.46
12210 - Nuclear Medicine Technologist	46.81
Technologist	
12221 - Nursing Assistant I	12.86
12222 - Nursing Assistant II	14.45
12223 - Nursing Assistant III	15.77
12224 - Nursing Assistant IV	17.71
12235 - Optical Dispenser	28.67
12236 - Optical Technician	22.70
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	19.61
12305 - Radiologic Technologist	38.48
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II	40.19
Specialist	
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III	48.63
Anesthetist	
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	32.36
Testing)	
12320 - Substance Abuse Treatment Counselor	31.46
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	24.09
13042 - Illustrator II	29.83
13043 - Illustrator III	36.49
13047 - Librarian	35.45
13050 - Library Aide/Clerk	17.29
13054 - Library Information Technology Systems Administrator	30.83
Technology Systems Administrator	
13058 - Library Technician	23.73
13061 - Media Specialist I	20.68
13062 - Media Specialist II	22.21
13063 - Media Specialist III	24.76

13071 - Photographer I	19.21
13072 - Photographer II	21.48
13073 - Photographer III	26.61
13074 - Photographer IV	32.55
13075 - Photographer V	39.39
13090 - Technical Order Library	21.10
Clerk	
13110 - Video Teleconference	25.65
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	21.68
14042 - Computer Operator II	24.26
14043 - Computer Operator III	27.04
14044 - Computer Operator IV	30.05
14045 - Computer Operator V	33.28
14071 - Computer Programmer I	(see 1) 26.60
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	21.68
Operator	
14160 - Personal Computer Support	30.05
Technician	
14170 - System Support Specialist	34.07
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	35.72
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	43.22
Instructor (Rated)	
15030 - Air Crew Training Devices	51.80
Instructor (Pilot)	
15050 - Computer Based Training	35.72
Specialist / Instructor	
15060 - Educational Technologist	37.07
15070 - Flight Instructor (Pilot)	51.80
15080 - Graphic Artist	32.60
15085 - Maintenance Test Pilot Fixed	51.80
Jet/Prop	
15086 - Maintenance Test Pilot	51.80
Rotary Wing	
15088 - Non-Maintenance Test/Co-	51.80
Pilot	
15090 - Technical Instructor	28.79
15095 - Technical Instructor/Course	35.22
Developer	
15110 - Test Proctor	23.24

15120 - Tutor	23.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing	14.76
Apparel Laundry	
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.99
19040 - Tool And Die Maker	32.55
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.70
21030 - Material Coordinator	28.50
21040 - Material Expediter	28.50
21050 - Material Handling Laborer	17.64
21071 - Order Filler	17.06
21080 - Production Line Worker (Food Processing)	21.70
21110 - Shipping Packer	19.26
21130 - Shipping/Receiving Clerk	19.26
21140 - Store Worker I	14.81
21150 - Stock Clerk	19.00
21210 - Tools And Parts Attendant	21.70
21410 - Warehouse Specialist	21.70
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.40
23019 - Aircraft Logs and Records Technician	31.39
23021 - Aircraft Mechanic I	35.95
23022 - Aircraft Mechanic II	37.40
23023 - Aircraft Mechanic III	38.89
23040 - Aircraft Mechanic Helper	28.04
23050 - Aircraft Painter	34.43
23060 - Aircraft Servicer	31.39
23070 - Aircraft Survival Flight Equipment Technician	34.43
23080 - Aircraft Worker	32.92

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.95
23110 - Appliance Mechanic	27.99
23120 - Bicycle Repairer	18.92
23125 - Cable Splicer	40.96
23130 - Carpenter Maintenance	29.24
23140 - Carpet Layer	32.40
23160 - Electrician Maintenance	33.18
23181 - Electronics Technician Maintenance I	29.92
23182 - Electronics Technician Maintenance II	31.31
23183 - Electronics Technician Maintenance III	32.68
23260 - Fabric Worker	28.47
23290 - Fire Alarm System Mechanic	35.08
23310 - Fire Extinguisher Repairer	27.05
23311 - Fuel Distribution System Mechanic	38.87
23312 - Fuel Distribution System Operator	32.26
23370 - General Maintenance Worker	24.52
23380 - Ground Support Equipment Mechanic	35.95
23381 - Ground Support Equipment Servicer	31.39
23382 - Ground Support Equipment Worker	32.92
23391 - Gunsmith I	27.05
23392 - Gunsmith II	29.86
23393 - Gunsmith III	32.61
23410 - Heating Ventilation And Air- Conditioning Mechanic	30.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	32.18
23430 - Heavy Equipment Mechanic	31.10
23440 - Heavy Equipment Operator	32.19
23460 - Instrument Mechanic	29.55
23465 - Laboratory/Shelter Mechanic	31.23
23470 - Laborer	17.64
23510 - Locksmith	28.03
23530 - Machinery Maintenance Mechanic	30.38
23550 - Machinist Maintenance	29.21

23580 - Maintenance Trades Helper	22.61
23591 - Metrology Technician I	29.55
23592 - Metrology Technician II	31.27
23593 - Metrology Technician III	31.97
23640 - Millwright	29.76
23710 - Office Appliance Repairer	27.99
23760 - Painter Maintenance	26.92
23790 - Pipefitter Maintenance	37.10
23810 - Plumber Maintenance	35.54
23820 - Pneudraulic Systems Mechanic	32.61
23850 - Rigger	29.21
23870 - Scale Mechanic	29.86
23890 - Sheet-Metal Worker	29.57
Maintenance	
23910 - Small Engine Mechanic	26.77
23931 - Telecommunications Mechanic	35.50
I	
23932 - Telecommunications Mechanic	36.93
II	
23950 - Telephone Lineman	38.87
23960 - Welder Combination	30.38
Maintenance	
23965 - Well Driller	31.52
23970 - Woodcraft Worker	32.61
23980 - Woodworker	27.05
24000 - Personal Needs Occupations	
24550 - Case Manager	16.52
24570 - Child Care Attendant	15.04
24580 - Child Care Center Clerk	18.75
24610 - Chore Aide	15.29
24620 - Family Readiness And Support	16.52
Services	
Coordinator	
24630 - Homemaker	19.55
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	34.25
25040 - Sewage Plant Operator	29.77
25070 - Stationary Engineer	34.25
25190 - Ventilation Equipment Tender	26.72
25210 - Water Treatment Plant	29.77
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.46
27007 - Baggage Inspector	17.51
27008 - Corrections Officer	36.18
27010 - Court Security Officer	33.88
27030 - Detection Dog Handler	19.58
27040 - Detention Officer	36.18
27070 - Firefighter	31.57

27101 - Guard I	17.51
27102 - Guard II	19.58
27131 - Police Officer I	32.80
27132 - Police Officer II	36.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.57
28042 - Carnival Equipment Repairer	18.61
28043 - Carnival Worker	14.00
28210 - Gate Attendant/Gate Tender	18.47
28310 - Lifeguard	14.45
28350 - Park Attendant (Aide)	20.66
28510 - Recreation Aide/Health	15.07
Facility Attendant	
28515 - Recreation Specialist	25.59
28630 - Sports Official	16.45
28690 - Swimming Pool Operator	23.71
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.62
29020 - Hatch Tender	28.62
29030 - Line Handler	28.62
29041 - Stevedore I	27.29
29042 - Stevedore II	29.93
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	44.86
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57
30023 - Archeological Technician III	29.20
30030 - Cartographic Technician	29.20
30040 - Civil Engineering Technician	26.54
30051 - Cryogenic Technician I	29.34
30052 - Cryogenic Technician II	32.41
30061 - Drafter/CAD Operator I	21.07
30062 - Drafter/CAD Operator II	23.57
30063 - Drafter/CAD Operator III	26.27
30064 - Drafter/CAD Operator IV	32.34
30081 - Engineering Technician I	17.29
30082 - Engineering Technician II	19.42
30083 - Engineering Technician III	21.74
30084 - Engineering Technician IV	26.93
30085 - Engineering Technician V	32.93
30086 - Engineering Technician VI	39.69
30090 - Environmental Technician	29.02
30095 - Evidence Control Specialist	26.49
30210 - Laboratory Technician	26.82

30221 - Latent Fingerprint Technician I	30.96
30222 - Latent Fingerprint Technician II	34.20
30240 - Mathematical Technician	32.12
30361 - Paralegal/Legal Assistant I	20.44
30362 - Paralegal/Legal Assistant II	25.32
30363 - Paralegal/Legal Assistant III	30.97
30364 - Paralegal/Legal Assistant IV	37.46
30375 - Petroleum Supply Specialist	32.41
30390 - Photo-Optics Technician	29.20
30395 - Radiation Control Technician	32.41
30461 - Technical Writer I	28.70
30462 - Technical Writer II	35.11
30463 - Technical Writer III	42.49
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	32.34
30502 - Weather Forecaster II	39.33
30620 - Weather Observer Combined (see 2)	26.27
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	18.45
31030 - Bus Driver	23.99
31043 - Driver Courier	19.61
31260 - Parking and Lot Attendant	15.55
31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	17.28
31361 - Truckdriver Light	20.86
31362 - Truckdriver Medium	21.96
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.60
99050 - Desk Clerk	15.80
99095 - Embalmer	39.85

99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	19.44
I	
99252 - Laboratory Animal Caretaker	20.85
II	
99260 - Marketing Analyst	33.38
99310 - Mortician	39.85
99410 - Pest Controller	23.48
99510 - Photofinishing Worker	18.56
99710 - Recycling Laborer	22.71
99711 - Recycling Specialist	26.39
99730 - Refuse Collector	20.89
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	31.44
99831 - Surveying Aide	20.80
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	20.02
99841 - Vending Machine Repairer	23.71
99842 - Vending Machine Repairer	20.02
Helper	

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4067

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.: 2015-4067
Revision No.: 20
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Massachusetts

This wage determination is applicable to the following cities and towns in ESSEX COUNTY: Beverly Danvers Peabody Salem

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37
01035 - Court Reporter		22.95
01041 - Customer Service Representative I		17.01
01042 - Customer Service Representative II		18.56

01043 - Customer Service Representative III	20.85
01051 - Data Entry Operator I	17.37
01052 - Data Entry Operator II	18.95
01060 - Dispatcher Motor Vehicle	21.84
01070 - Document Preparation Clerk	18.96
01090 - Duplicating Machine Operator	18.96
01111 - General Clerk I	16.07
01112 - General Clerk II	17.54
01113 - General Clerk III	19.70
01120 - Housing Referral Assistant	23.71
01141 - Messenger Courier	17.34
01191 - Order Clerk I	20.49
01192 - Order Clerk II	22.36
01261 - Personnel Assistant (Employment) I	18.50
01262 - Personnel Assistant (Employment) II	20.69
01263 - Personnel Assistant (Employment) III	23.06
01270 - Production Control Clerk	27.47
01290 - Rental Clerk	19.15
01300 - Scheduler Maintenance	19.02
01311 - Secretary I	19.02
01312 - Secretary II	21.27
01313 - Secretary III	23.71
01320 - Service Order Dispatcher	19.53
01410 - Supply Technician	32.37
01420 - Survey Worker	21.10
01460 - Switchboard Operator/Receptionist	16.97
01531 - Travel Clerk I	20.20
01532 - Travel Clerk II	21.85
01533 - Travel Clerk III	23.55
01611 - Word Processor I	20.33
01612 - Word Processor II	22.84
01613 - Word Processor III	25.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.21
Fiberglass	
05010 - Automotive Electrician	22.08
05040 - Automotive Glass Installer	21.11
05070 - Automotive Worker	21.11
05110 - Mobile Equipment Servicer	19.12
05130 - Motor Equipment Metal	23.05
Mechanic	
05160 - Motor Equipment Metal Worker	21.11
05190 - Motor Vehicle Mechanic	23.05
05220 - Motor Vehicle Mechanic Helper	17.98

05250 - Motor Vehicle Upholstery Worker	20.13
05280 - Motor Vehicle Wrecker	21.11
05310 - Painter Automotive	22.08
05340 - Radiator Repair Specialist	21.11
05370 - Tire Repairer	15.08
05400 - Transmission Repair Specialist	23.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.39
07041 - Cook I	19.40
07042 - Cook II	21.41
07070 - Dishwasher	14.85
07130 - Food Service Worker	14.82
07210 - Meat Cutter	22.10
07260 - Waiter/Waitress	14.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.02
09040 - Furniture Handler	16.61
09080 - Furniture Refinisher	21.02
09090 - Furniture Refinisher Helper	18.78
09110 - Furniture Repairer Minor	20.94
09130 - Upholsterer	21.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.73
11060 - Elevator Operator	14.73
11090 - Gardener	23.28
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
11210 - Laborer Grounds Maintenance	18.84
11240 - Maid or Houseman	15.13
11260 - Pruner	17.33
11270 - Tractor Operator	21.89
11330 - Trail Maintenance Worker	18.84
11360 - Window Cleaner	19.27
12000 - Health Occupations	
12010 - Ambulance Driver	25.57
12011 - Breath Alcohol Technician	26.13
12012 - Certified Occupational Therapist Assistant	30.96
12015 - Certified Physical Therapist Assistant	32.37
12020 - Dental Assistant	25.31
12025 - Dental Hygienist	45.42
12030 - EKG Technician	37.63
12035 - Electroneurodiagnostic Technologist	37.63

12040 - Emergency Medical Technician	25.57
12071 - Licensed Practical Nurse I	23.37
12072 - Licensed Practical Nurse II	26.13
12073 - Licensed Practical Nurse III	29.13
12100 - Medical Assistant	20.90
12130 - Medical Laboratory Technician	26.65
Technician	
12160 - Medical Record Clerk	22.40
12190 - Medical Record Technician	25.65
12195 - Medical Transcriptionist	21.41
12210 - Nuclear Medicine Technologist	40.69
Technologist	
12221 - Nursing Assistant I	12.86
12222 - Nursing Assistant II	14.45
12223 - Nursing Assistant III	15.77
12224 - Nursing Assistant IV	17.71
12235 - Optical Dispenser	28.67
12236 - Optical Technician	22.87
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	19.61
12305 - Radiologic Technologist	37.20
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II	40.19
Specialist	
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III	48.63
Anesthetist	
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	32.36
Testing)	
12320 - Substance Abuse Treatment Counselor	22.54
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	22.81
13012 - Exhibits Specialist II	28.25
13013 - Exhibits Specialist III	34.56
13041 - Illustrator I	24.72
13042 - Illustrator II	30.62
13043 - Illustrator III	37.46
13047 - Librarian	35.45
13050 - Library Aide/Clerk	17.29
13054 - Library Information Technology Systems Administrator	30.83
Technology Systems Administrator	
13058 - Library Technician	23.73
13061 - Media Specialist I	23.11
13062 - Media Specialist II	25.84
13063 - Media Specialist III	28.80

13071 - Photographer I	19.85
13072 - Photographer II	22.21
13073 - Photographer III	27.52
13074 - Photographer IV	33.66
13075 - Photographer V	40.73
13090 - Technical Order Library	21.10
Clerk	
13110 - Video Teleconference	27.67
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	21.68
14042 - Computer Operator II	24.26
14043 - Computer Operator III	27.04
14044 - Computer Operator IV	30.05
14045 - Computer Operator V	33.28
14071 - Computer Programmer I	(see 1) 26.60
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	21.68
Operator	
14160 - Personal Computer Support	30.05
Technician	
14170 - System Support Specialist	34.07
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	35.72
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	43.22
Instructor (Rated)	
15030 - Air Crew Training Devices	50.97
Instructor (Pilot)	
15050 - Computer Based Training	35.72
Specialist / Instructor	
15060 - Educational Technologist	36.37
15070 - Flight Instructor (Pilot)	50.97
15080 - Graphic Artist	32.60
15085 - Maintenance Test Pilot Fixed	48.48
Jet/Prop	
15086 - Maintenance Test Pilot	48.48
Rotary Wing	
15088 - Non-Maintenance Test/Co-	48.48
Pilot	
15090 - Technical Instructor	29.36
15095 - Technical Instructor/Course	35.92
Developer	
15110 - Test Proctor	23.71

15120 - Tutor	23.71
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing	14.76
Apparel Laundry	
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.49
19040 - Tool And Die Maker	32.45
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.51
21030 - Material Coordinator	27.47
21040 - Material Expediter	27.47
21050 - Material Handling Laborer	16.65
21071 - Order Filler	16.53
21080 - Production Line Worker (Food Processing)	22.51
21110 - Shipping Packer	19.26
21130 - Shipping/Receiving Clerk	19.26
21140 - Store Worker I	14.81
21150 - Stock Clerk	19.00
21210 - Tools And Parts Attendant	22.51
21410 - Warehouse Specialist	22.51
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.40
23019 - Aircraft Logs and Records Technician	31.39
23021 - Aircraft Mechanic I	35.95
23022 - Aircraft Mechanic II	37.40
23023 - Aircraft Mechanic III	38.89
23040 - Aircraft Mechanic Helper	28.04
23050 - Aircraft Painter	34.43
23060 - Aircraft Servicer	31.39
23070 - Aircraft Survival Flight Equipment Technician	34.43
23080 - Aircraft Worker	32.92

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.95
23110 - Appliance Mechanic	28.51
23120 - Bicycle Repairer	19.32
23125 - Cable Splicer	45.96
23130 - Carpenter Maintenance	29.24
23140 - Carpet Layer	33.00
23160 - Electrician Maintenance	34.72
23181 - Electronics Technician Maintenance I	31.87
23182 - Electronics Technician Maintenance II	33.33
23183 - Electronics Technician Maintenance III	34.78
23260 - Fabric Worker	28.47
23290 - Fire Alarm System Mechanic	35.08
23310 - Fire Extinguisher Repairer	27.05
23311 - Fuel Distribution System Mechanic	39.61
23312 - Fuel Distribution System Operator	32.81
23370 - General Maintenance Worker	24.52
23380 - Ground Support Equipment Mechanic	35.95
23381 - Ground Support Equipment Servicer	31.39
23382 - Ground Support Equipment Worker	32.92
23391 - Gunsmith I	27.05
23392 - Gunsmith II	29.86
23393 - Gunsmith III	32.61
23410 - Heating Ventilation And Air- Conditioning Mechanic	30.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	32.18
23430 - Heavy Equipment Mechanic	31.10
23440 - Heavy Equipment Operator	32.19
23460 - Instrument Mechanic	29.59
23465 - Laboratory/Shelter Mechanic	31.23
23470 - Laborer	16.65
23510 - Locksmith	28.03
23530 - Machinery Maintenance Mechanic	29.38
23550 - Machinist Maintenance	25.81

23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	29.59
23592 - Metrology Technician II	31.68
23593 - Metrology Technician III	32.14
23640 - Millwright	29.76
23710 - Office Appliance Repairer	27.08
23760 - Painter Maintenance	26.92
23790 - Pipefitter Maintenance	37.30
23810 - Plumber Maintenance	35.76
23820 - Pneudraulic Systems Mechanic	32.61
23850 - Rigger	29.76
23870 - Scale Mechanic	29.86
23890 - Sheet-Metal Worker	29.57
Maintenance	
23910 - Small Engine Mechanic	27.27
23931 - Telecommunications Mechanic	35.50
I	
23932 - Telecommunications Mechanic	36.93
II	
23950 - Telephone Lineman	39.61
23960 - Welder Combination	26.04
Maintenance	
23965 - Well Driller	31.52
23970 - Woodcraft Worker	32.61
23980 - Woodworker	27.05
24000 - Personal Needs Occupations	
24550 - Case Manager	16.52
24570 - Child Care Attendant	15.04
24580 - Child Care Center Clerk	18.75
24610 - Chore Aide	15.29
24620 - Family Readiness And Support	16.52
Services	
Coordinator	
24630 - Homemaker	19.55
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	34.25
25040 - Sewage Plant Operator	29.77
25070 - Stationary Engineer	34.25
25190 - Ventilation Equipment Tender	26.72
25210 - Water Treatment Plant	29.77
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.46
27007 - Baggage Inspector	17.51
27008 - Corrections Officer	36.18
27010 - Court Security Officer	33.88
27030 - Detection Dog Handler	19.58
27040 - Detention Officer	36.18
27070 - Firefighter	31.57

27101 - Guard I	17.51
27102 - Guard II	19.58
27131 - Police Officer I	32.80
27132 - Police Officer II	36.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.68
28042 - Carnival Equipment Repairer	18.81
28043 - Carnival Worker	14.00
28210 - Gate Attendant/Gate Tender	18.47
28310 - Lifeguard	14.45
28350 - Park Attendant (Aide)	20.66
28510 - Recreation Aide/Health	15.07
Facility Attendant	
28515 - Recreation Specialist	25.59
28630 - Sports Official	16.45
28690 - Swimming Pool Operator	20.76
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.62
29020 - Hatch Tender	28.62
29030 - Line Handler	28.62
29041 - Stevedore I	27.29
29042 - Stevedore II	29.93
30000 - Technical Occupations	
30010 - Air Traffic Control	(see 2) 44.86
Specialist Center (HFO)	
30011 - Air Traffic Control	(see 2) 30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57
30023 - Archeological Technician III	29.20
30030 - Cartographic Technician	29.20
30040 - Civil Engineering Technician	26.93
30051 - Cryogenic Technician I	29.93
30052 - Cryogenic Technician II	33.06
30061 - Drafter/CAD Operator I	21.07
30062 - Drafter/CAD Operator II	23.57
30063 - Drafter/CAD Operator III	26.27
30064 - Drafter/CAD Operator IV	32.34
30081 - Engineering Technician I	17.23
30082 - Engineering Technician II	19.42
30083 - Engineering Technician III	21.74
30084 - Engineering Technician IV	26.93
30085 - Engineering Technician V	32.93
30086 - Engineering Technician VI	39.85
30090 - Environmental Technician	29.02
30095 - Evidence Control Specialist	27.03
30210 - Laboratory Technician	26.82

30221 - Latent Fingerprint Technician I	37.06
30222 - Latent Fingerprint Technician II	40.94
30240 - Mathematical Technician	32.12
30361 - Paralegal/Legal Assistant I	20.44
30362 - Paralegal/Legal Assistant II	25.32
30363 - Paralegal/Legal Assistant III	30.97
30364 - Paralegal/Legal Assistant IV	37.46
30375 - Petroleum Supply Specialist	33.06
30390 - Photo-Optics Technician	29.20
30395 - Radiation Control Technician	33.06
30461 - Technical Writer I	28.70
30462 - Technical Writer II	35.11
30463 - Technical Writer III	42.49
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	32.34
30502 - Weather Forecaster II	39.33
30620 - Weather Observer Combined (see 2)	26.27
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	17.57
31030 - Bus Driver	23.32
31043 - Driver Courier	19.61
31260 - Parking and Lot Attendant	15.55
31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	16.57
31361 - Truckdriver Light	20.86
31362 - Truckdriver Medium	21.96
31363 - Truckdriver Heavy	24.29
31364 - Truckdriver Tractor-Trailer	24.29
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.60
99050 - Desk Clerk	14.70
99095 - Embalmer	39.85

99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	19.08
I	
99252 - Laboratory Animal Caretaker	20.29
II	
99260 - Marketing Analyst	33.38
99310 - Mortician	39.85
99410 - Pest Controller	23.48
99510 - Photofinishing Worker	18.56
99710 - Recycling Laborer	22.71
99711 - Recycling Specialist	26.39
99730 - Refuse Collector	20.89
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	31.44
99831 - Surveying Aide	20.80
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	20.02
99841 - Vending Machine Repairer	23.71
99842 - Vending Machine Repairer	20.02
Helper	

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4069

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.: 2015-4069
Revision No.: 18
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

This wage determination 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		16.14
01012 - Accounting Clerk II		18.13
01013 - Accounting Clerk III		20.27
01020 - Administrative Assistant		27.54
01035 - Court Reporter		20.63

01041 - Customer Service Representative I	14.58
01042 - Customer Service Representative II	16.38
01043 - Customer Service Representative III	17.88
01051 - Data Entry Operator I	15.05
01052 - Data Entry Operator II	16.29
01060 - Dispatcher Motor Vehicle	20.63
01070 - Document Preparation Clerk	16.42
01090 - Duplicating Machine Operator	16.42
01111 - General Clerk I	14.51
01112 - General Clerk II	15.90
01113 - General Clerk III	17.86
01120 - Housing Referral Assistant	22.99
01141 - Messenger Courier	13.39
01191 - Order Clerk I	16.96
01192 - Order Clerk II	18.58
01261 - Personnel Assistant (Employment) I	18.45
01262 - Personnel Assistant (Employment) II	20.63
01263 - Personnel Assistant (Employment) III	22.99
01270 - Production Control Clerk	29.12
01290 - Rental Clerk	20.46
01300 - Scheduler Maintenance	18.45
01311 - Secretary I	18.45
01312 - Secretary II	20.63
01313 - Secretary III	22.99
01320 - Service Order Dispatcher	18.45
01410 - Supply Technician	27.54
01420 - Survey Worker	20.63
01460 - Switchboard Operator/Receptionist	15.45
01531 - Travel Clerk I	14.38
01532 - Travel Clerk II	15.55
01533 - Travel Clerk III	16.71
01611 - Word Processor I	16.42
01612 - Word Processor II	18.45
01613 - Word Processor III	20.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.98
Fiberglass	
05010 - Automotive Electrician	20.40
05040 - Automotive Glass Installer	19.60
05070 - Automotive Worker	19.60
05110 - Mobile Equipment Servicer	17.53
05130 - Motor Equipment Metal Mechanic	21.30

05160 - Motor Equipment Metal Worker	19.60
05190 - Motor Vehicle Mechanic	21.30
05220 - Motor Vehicle Mechanic	16.53
Helper	
05250 - Motor Vehicle Upholstery	18.55
Worker	
05280 - Motor Vehicle Wrecker	19.60
05310 - Painter Automotive	20.40
05340 - Radiator Repair Specialist	19.60
05370 - Tire Repairer	17.53
05400 - Transmission Repair	21.30
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.29
07041 - Cook I	18.00
07042 - Cook II	20.13
07070 - Dishwasher	13.66
07130 - Food Service Worker	13.82
07210 - Meat Cutter	20.86
07260 - Waiter/Waitress	13.88
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	25.25
09040 - Furniture Handler	19.91
09080 - Furniture Refinisher	24.85
09090 - Furniture Refinisher Helper	23.07
09110 - Furniture Repairer Minor	25.29
09130 - Upholsterer	22.59
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.90
11060 - Elevator Operator	15.01
11090 - Gardener	21.76
11122 - Housekeeping Aide	15.01
11150 - Janitor	15.01
11210 - Laborer Grounds Maintenance	17.56
11240 - Maid or Houseman	15.09
11260 - Pruner	16.15
11270 - Tractor Operator	20.25
11330 - Trail Maintenance Worker	17.56
11360 - Window Cleaner	16.32
12000 - Health Occupations	
12010 - Ambulance Driver	22.01
12011 - Breath Alcohol Technician	23.94
12012 - Certified Occupational	32.84
Therapist Assistant	
12015 - Certified Physical Therapist	31.72
Assistant	
12020 - Dental Assistant	21.73

12025 - Dental Hygienist	40.93
12030 - EKG Technician	36.27
12035 - Electroneurodiagnostic Technologist	36.27
12040 - Emergency Medical Technician	22.01
12071 - Licensed Practical Nurse I	21.41
12072 - Licensed Practical Nurse II	23.94
12073 - Licensed Practical Nurse III	26.68
12100 - Medical Assistant	22.91
12130 - Medical Laboratory Technician	21.41
12160 - Medical Record Clerk	19.71
12190 - Medical Record Technician	27.41
12195 - Medical Transcriptionist	21.41
12210 - Nuclear Medicine Technologist	52.60
12221 - Nursing Assistant I	12.43
12222 - Nursing Assistant II	13.97
12223 - Nursing Assistant III	15.24
12224 - Nursing Assistant IV	17.11
12235 - Optical Dispenser	23.94
12236 - Optical Technician	21.41
12250 - Pharmacy Technician	18.32
12280 - Phlebotomist	21.19
12305 - Radiologic Technologist	36.27
12311 - Registered Nurse I	29.65
12312 - Registered Nurse II	36.27
12313 - Registered Nurse II	36.27
Specialist	
12314 - Registered Nurse III	45.75
12315 - Registered Nurse III	43.90
Anesthetist	
12316 - Registered Nurse IV	52.60
12317 - Scheduler (Drug and Alcohol Testing)	29.66
12320 - Substance Abuse Treatment Counselor	25.51
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.61
13012 - Exhibits Specialist II	24.22
13013 - Exhibits Specialist III	29.65
13041 - Illustrator I	19.57
13042 - Illustrator II	24.22
13043 - Illustrator III	29.65
13047 - Librarian	26.84
13050 - Library Aide/Clerk	15.68
13054 - Library Information Technology Systems Administrator	24.22

13058 - Library Technician	16.93
13061 - Media Specialist I	16.79
13062 - Media Specialist II	18.64
13063 - Media Specialist III	20.78
13071 - Photographer I	16.72
13072 - Photographer II	20.21
13073 - Photographer III	24.61
13074 - Photographer IV	30.49
13075 - Photographer V	37.95
13090 - Technical Order Library Clerk	18.14
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) 25.50
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	14.66
14160 - Personal Computer Support Technician	21.25
14170 - System Support Specialist	23.54
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	32.41
15020 - Aircrew Training Devices Instructor (Rated)	39.24
15030 - Air Crew Training Devices Instructor (Pilot)	47.00
15050 - Computer Based Training Specialist / Instructor	32.41
15060 - Educational Technologist	29.66
15070 - Flight Instructor (Pilot)	47.00
15080 - Graphic Artist	23.96
15085 - Maintenance Test Pilot Fixed Jet/Prop	43.82
15086 - Maintenance Test Pilot Rotary Wing	43.82
15088 - Non-Maintenance Test/Co-Pilot	43.82

15090 - Technical Instructor	25.19
15095 - Technical Instructor/Course Developer	30.82
15110 - Test Proctor	20.35
15120 - Tutor	20.35
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.61
16030 - Counter Attendant	14.61
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.61
16090 - Presser Hand	14.61
16110 - Presser Machine Drycleaning	14.61
16130 - Presser Machine Shirts	14.61
16160 - Presser Machine Wearing Apparel Laundry	14.61
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.39
19040 - Tool And Die Maker	29.39
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.92
21030 - Material Coordinator	29.12
21040 - Material Expediter	29.12
21050 - Material Handling Laborer	14.73
21071 - Order Filler	14.59
21080 - Production Line Worker (Food Processing)	20.92
21110 - Shipping Packer	16.79
21130 - Shipping/Receiving Clerk	16.79
21140 - Store Worker I	14.24
21150 - Stock Clerk	18.20
21210 - Tools And Parts Attendant	20.92
21410 - Warehouse Specialist	20.92
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.18
23019 - Aircraft Logs and Records Technician	27.03
23021 - Aircraft Mechanic I	31.04
23022 - Aircraft Mechanic II	32.18
23023 - Aircraft Mechanic III	33.30
23040 - Aircraft Mechanic Helper	23.76
23050 - Aircraft Painter	29.73
23060 - Aircraft Servicer	27.03

23070 - Aircraft Survival Flight Equipment Technician	29.73
23080 - Aircraft Worker	28.56
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	28.56
I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	31.04
II	
23110 - Appliance Mechanic	29.23
23120 - Bicycle Repairer	23.44
23125 - Cable Splicer	31.04
23130 - Carpenter Maintenance	27.34
23140 - Carpet Layer	28.56
23160 - Electrician Maintenance	32.06
23181 - Electronics Technician	28.56
Maintenance I	
23182 - Electronics Technician	29.73
Maintenance II	
23183 - Electronics Technician	31.04
Maintenance III	
23260 - Fabric Worker	27.03
23290 - Fire Alarm System Mechanic	29.17
23310 - Fire Extinguisher Repairer	25.53
23311 - Fuel Distribution System Mechanic	31.04
23312 - Fuel Distribution System Operator	25.53
23370 - General Maintenance Worker	19.33
23380 - Ground Support Equipment Mechanic	31.04
23381 - Ground Support Equipment Servicer	27.03
23382 - Ground Support Equipment Worker	28.56
23391 - Gunsmith I	25.53
23392 - Gunsmith II	28.56
23393 - Gunsmith III	31.04
23410 - Heating Ventilation And Air- Conditioning Mechanic	28.56
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.62
23430 - Heavy Equipment Mechanic	30.62
23440 - Heavy Equipment Operator	29.71
23460 - Instrument Mechanic	31.04
23465 - Laboratory/Shelter Mechanic	29.73
23470 - Laborer	14.73
23510 - Locksmith	29.73

23530 - Machinery Maintenance	23.12
Mechanic	
23550 - Machinist Maintenance	27.09
23580 - Maintenance Trades Helper	23.36
23591 - Metrology Technician I	31.04
23592 - Metrology Technician II	32.18
23593 - Metrology Technician III	33.30
23640 - Millwright	30.51
23710 - Office Appliance Repairer	29.73
23760 - Painter Maintenance	24.23
23790 - Pipefitter Maintenance	41.76
23810 - Plumber Maintenance	37.45
23820 - Pneudraulic Systems Mechanic	31.04
23850 - Rigger	31.04
23870 - Scale Mechanic	28.56
23890 - Sheet-Metal Worker	33.85
Maintenance	
23910 - Small Engine Mechanic	28.08
23931 - Telecommunications Mechanic	31.04
I	
23932 - Telecommunications Mechanic	32.18
II	
23950 - Telephone Lineman	33.43
23960 - Welder Combination	26.36
Maintenance	
23965 - Well Driller	31.04
23970 - Woodcraft Worker	31.04
23980 - Woodworker	25.10
24000 - Personal Needs Occupations	
24550 - Case Manager	20.85
24570 - Child Care Attendant	14.16
24580 - Child Care Center Clerk	17.65
24610 - Chore Aide	15.27
24620 - Family Readiness And Support	20.85
Services	
Coordinator	
24630 - Homemaker	20.85
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	31.04
25040 - Sewage Plant Operator	25.58
25070 - Stationary Engineer	31.04
25190 - Ventilation Equipment Tender	23.76
25210 - Water Treatment Plant	25.58
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.61
27007 - Baggage Inspector	17.50
27008 - Corrections Officer	21.96
27010 - Court Security Officer	21.81

27030 - Detection Dog Handler	19.62
27040 - Detention Officer	21.96
27070 - Firefighter	22.35
27101 - Guard I	17.50
27102 - Guard II	19.62
27131 - Police Officer I	26.88
27132 - Police Officer II	29.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.32
28042 - Carnival Equipment Repairer	16.46
28043 - Carnival Worker	12.21
28210 - Gate Attendant/Gate Tender	17.70
28310 - Lifeguard	12.96
28350 - Park Attendant (Aide)	19.79
28510 - Recreation Aide/Health	14.44
Facility Attendant	
28515 - Recreation Specialist	24.52
28630 - Sports Official	15.76
28690 - Swimming Pool Operator	18.41
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.56
29020 - Hatch Tender	28.56
29030 - Line Handler	28.56
29041 - Stevedore I	27.03
29042 - Stevedore II	29.34
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	44.61
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	30.76
Specialist Station (HFO)	
30012 - Air Traffic Control	33.88
Specialist Terminal (HFO) (see 2)	
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	25.16
30052 - Cryogenic Technician II	27.80
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	22.71
30210 - Laboratory Technician	24.56
30221 - Latent Fingerprint	25.17
Technician I	
30222 - Latent Fingerprint	27.80
Technician II	
30240 - Mathematical Technician	23.06
30361 - Paralegal/Legal Assistant I	20.56
30362 - Paralegal/Legal Assistant II	25.47
30363 - Paralegal/Legal Assistant	31.15
III	
30364 - Paralegal/Legal Assistant IV	37.69
30375 - Petroleum Supply Specialist	27.80
30390 - Photo-Optics Technician	23.06
30395 - Radiation Control Technician	27.80
30461 - Technical Writer I	24.20
30462 - Technical Writer II	29.60
30463 - Technical Writer III	35.81
30491 - Unexploded Ordnance (UXO)	28.35
Technician I	
30492 - Unexploded Ordnance (UXO)	34.30
Technician II	
30493 - Unexploded Ordnance (UXO)	41.11
Technician III	
30494 - Unexploded (UXO) Safety	28.35
Escort	
30495 - Unexploded (UXO) Sweep	28.35
Personnel	
30501 - Weather Forecaster I	25.54
30502 - Weather Forecaster II	30.61
30620 - Weather Observer Combined (see 2)	20.75
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	22.78
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	34.30
31020 - Bus Aide	16.27
31030 - Bus Driver	21.85
31043 - Driver Courier	18.22
31260 - Parking and Lot Attendant	14.76
31290 - Shuttle Bus Driver	17.81
31310 - Taxi Driver	14.89
31361 - Truckdriver Light	19.59
31362 - Truckdriver Medium	20.74
31363 - Truckdriver Heavy	23.08
31364 - Truckdriver Tractor-Trailer	23.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.72

99030 - Cashier	13.53
99050 - Desk Clerk	15.29
99095 - Embalmer	29.67
99130 - Flight Follower	28.35
99251 - Laboratory Animal Caretaker	19.48
I	
99252 - Laboratory Animal Caretaker	20.93
II	
99260 - Marketing Analyst	28.86
99310 - Mortician	29.67
99410 - Pest Controller	22.16
99510 - Photofinishing Worker	14.89
99710 - Recycling Laborer	16.89
99711 - Recycling Specialist	19.48
99730 - Refuse Collector	15.53
99810 - Sales Clerk	14.15
99820 - School Crossing Guard	15.53
99830 - Survey Party Chief	21.03
99831 - Surveying Aide	13.78
99832 - Surveying Technician	18.87
99840 - Vending Machine Attendant	19.48
99841 - Vending Machine Repairer	23.41
99842 - Vending Machine Repairer	19.48
Helper	

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard**

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4071

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.: 2015-4071
Revision No.: 19
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Massachusetts

This wage determination is applicable to the following towns in the following counties:

BRISTOL COUNTY: Norton Raynham

PLYMOUTH COUNTY: Lakeville Middleborough

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37
01035 - Court Reporter		22.95

01041 - Customer Service Representative I	17.01
01042 - Customer Service Representative II	18.56
01043 - Customer Service Representative III	20.85
01051 - Data Entry Operator I	17.37
01052 - Data Entry Operator II	18.95
01060 - Dispatcher Motor Vehicle	21.84
01070 - Document Preparation Clerk	18.96
01090 - Duplicating Machine Operator	18.96
01111 - General Clerk I	16.07
01112 - General Clerk II	17.54
01113 - General Clerk III	19.70
01120 - Housing Referral Assistant	23.71
01141 - Messenger Courier	17.34
01191 - Order Clerk I	20.49
01192 - Order Clerk II	22.36
01261 - Personnel Assistant (Employment) I	18.50
01262 - Personnel Assistant (Employment) II	20.69
01263 - Personnel Assistant (Employment) III	23.06
01270 - Production Control Clerk	27.47
01290 - Rental Clerk	19.15
01300 - Scheduler Maintenance	19.02
01311 - Secretary I	19.02
01312 - Secretary II	21.27
01313 - Secretary III	23.71
01320 - Service Order Dispatcher	19.53
01410 - Supply Technician	32.37
01420 - Survey Worker	21.10
01460 - Switchboard Operator/Receptionist	16.97
01531 - Travel Clerk I	18.36
01532 - Travel Clerk II	19.86
01533 - Travel Clerk III	21.41
01611 - Word Processor I	20.33
01612 - Word Processor II	22.84
01613 - Word Processor III	25.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.21
Fiberglass	
05010 - Automotive Electrician	22.08
05040 - Automotive Glass Installer	21.11
05070 - Automotive Worker	21.11
05110 - Mobile Equipment Servicer	19.12
05130 - Motor Equipment Metal Mechanic	23.05

05160 - Motor Equipment Metal Worker	21.11
05190 - Motor Vehicle Mechanic	23.05
05220 - Motor Vehicle Mechanic	17.98
Helper	
05250 - Motor Vehicle Upholstery	20.13
Worker	
05280 - Motor Vehicle Wrecker	21.11
05310 - Painter Automotive	22.08
05340 - Radiator Repair Specialist	21.11
05370 - Tire Repairer	16.34
05400 - Transmission Repair	23.05
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	16.55
07041 - Cook I	19.40
07042 - Cook II	21.41
07070 - Dishwasher	14.85
07130 - Food Service Worker	14.82
07210 - Meat Cutter	23.75
07260 - Waiter/Waitress	14.25
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.18
09040 - Furniture Handler	14.45
09080 - Furniture Refinisher	19.56
09090 - Furniture Refinisher Helper	15.93
09110 - Furniture Repairer Minor	17.83
09130 - Upholsterer	21.88
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.73
11060 - Elevator Operator	14.73
11090 - Gardener	23.28
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
11210 - Laborer Grounds Maintenance	18.84
11240 - Maid or Houseman	15.13
11260 - Pruner	17.33
11270 - Tractor Operator	21.89
11330 - Trail Maintenance Worker	18.84
11360 - Window Cleaner	19.27
12000 - Health Occupations	
12010 - Ambulance Driver	25.57
12011 - Breath Alcohol Technician	26.13
12012 - Certified Occupational	30.96
Therapist Assistant	
12015 - Certified Physical Therapist	32.37
Assistant	
12020 - Dental Assistant	25.31

12025 - Dental Hygienist	45.42
12030 - EKG Technician	38.43
12035 - Electroneurodiagnostic Technologist	38.43
12040 - Emergency Medical Technician	25.57
12071 - Licensed Practical Nurse I	23.37
12072 - Licensed Practical Nurse II	26.13
12073 - Licensed Practical Nurse III	29.13
12100 - Medical Assistant	20.90
12130 - Medical Laboratory Technician	26.70
12160 - Medical Record Clerk	22.94
12190 - Medical Record Technician	26.20
12195 - Medical Transcriptionist	21.92
12210 - Nuclear Medicine Technologist	46.81
12221 - Nursing Assistant I	12.86
12222 - Nursing Assistant II	14.45
12223 - Nursing Assistant III	15.77
12224 - Nursing Assistant IV	17.71
12235 - Optical Dispenser	27.16
12236 - Optical Technician	22.06
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	19.61
12305 - Radiologic Technologist	37.41
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II Specialist	40.19
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III	48.63
Anesthetist	
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	32.36
12320 - Substance Abuse Treatment Counselor	21.65
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	24.23
13042 - Illustrator II	30.02
13043 - Illustrator III	36.72
13047 - Librarian	35.45
13050 - Library Aide/Clerk	17.29
13054 - Library Information Technology Systems Administrator	30.83

13058 - Library Technician	23.73
13061 - Media Specialist I	22.75
13062 - Media Specialist II	25.32
13063 - Media Specialist III	28.24
13071 - Photographer I	19.47
13072 - Photographer II	21.78
13073 - Photographer III	26.98
13074 - Photographer IV	33.00
13075 - Photographer V	39.93
13090 - Technical Order Library Clerk	21.10
13110 - Video Teleconference Technician	26.21
14000 - Information Technology Occupations	
14041 - Computer Operator I	21.68
14042 - Computer Operator II	24.26
14043 - Computer Operator III	27.04
14044 - Computer Operator IV	30.05
14045 - Computer Operator V	33.28
14071 - Computer Programmer I (see 1)	26.60
14072 - Computer Programmer II (see 1)	
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	21.68
14160 - Personal Computer Support Technician	30.05
14170 - System Support Specialist	34.07
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.84
15020 - Aircrew Training Devices Instructor (Rated)	43.38
15030 - Air Crew Training Devices Instructor (Pilot)	51.99
15050 - Computer Based Training Specialist / Instructor	35.84
15060 - Educational Technologist	37.07
15070 - Flight Instructor (Pilot)	51.99
15080 - Graphic Artist	32.60
15085 - Maintenance Test Pilot Fixed Jet/Prop	48.52
15086 - Maintenance Test Pilot Rotary Wing	48.52
15088 - Non-Maintenance Test/Co-Pilot	48.52

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	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing	14.76
Apparel Laundry	
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.85
19040 - Tool And Die Maker	28.89
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.53
21030 - Material Coordinator	27.47
21040 - Material Expediter	27.47
21050 - Material Handling Laborer	16.65
21071 - Order Filler	17.06
21080 - Production Line Worker (Food Processing)	19.53
21110 - Shipping Packer	19.26
21130 - Shipping/Receiving Clerk	19.26
21140 - Store Worker I	14.81
21150 - Stock Clerk	19.00
21210 - Tools And Parts Attendant	19.53
21410 - Warehouse Specialist	19.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.40
23019 - Aircraft Logs and Records	31.39
Technician	
23021 - Aircraft Mechanic I	35.95
23022 - Aircraft Mechanic II	37.40
23023 - Aircraft Mechanic III	38.89
23040 - Aircraft Mechanic Helper	28.04
23050 - Aircraft Painter	34.43
23060 - Aircraft Servicer	31.39

23070 - Aircraft Survival Flight Equipment Technician	34.43
23080 - Aircraft Worker	32.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	32.92
I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	35.95
II	
23110 - Appliance Mechanic	24.93
23120 - Bicycle Repairer	18.92
23125 - Cable Splicer	40.96
23130 - Carpenter Maintenance	29.24
23140 - Carpet Layer	31.81
23160 - Electrician Maintenance	33.18
23181 - Electronics Technician	29.92
Maintenance I	
23182 - Electronics Technician	31.31
Maintenance II	
23183 - Electronics Technician	32.68
Maintenance III	
23260 - Fabric Worker	27.34
23290 - Fire Alarm System Mechanic	34.51
23310 - Fire Extinguisher Repairer	27.05
23311 - Fuel Distribution System Mechanic	34.51
23312 - Fuel Distribution System Operator	28.64
23370 - General Maintenance Worker	24.52
23380 - Ground Support Equipment Mechanic	35.95
23381 - Ground Support Equipment Servicer	31.39
23382 - Ground Support Equipment Worker	32.92
23391 - Gunsmith I	27.05
23392 - Gunsmith II	29.86
23393 - Gunsmith III	32.61
23410 - Heating Ventilation And Air- Conditioning Mechanic	30.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	32.18
23430 - Heavy Equipment Mechanic	31.06
23440 - Heavy Equipment Operator	32.19
23460 - Instrument Mechanic	29.55
23465 - Laboratory/Shelter Mechanic	31.23
23470 - Laborer	16.65
23510 - Locksmith	28.03

23530 - Machinery Maintenance	29.38
Mechanic	
23550 - Machinist Maintenance	25.81
23580 - Maintenance Trades Helper	20.01
23591 - Metrology Technician I	29.55
23592 - Metrology Technician II	30.74
23593 - Metrology Technician III	31.97
23640 - Millwright	28.52
23710 - Office Appliance Repairer	24.85
23760 - Painter Maintenance	26.92
23790 - Pipefitter Maintenance	37.10
23810 - Plumber Maintenance	35.54
23820 - Pneudraulic Systems Mechanic	32.61
23850 - Rigger	28.52
23870 - Scale Mechanic	29.86
23890 - Sheet-Metal Worker	29.20
Maintenance	
23910 - Small Engine Mechanic	23.76
23931 - Telecommunications Mechanic	35.50
I	
23932 - Telecommunications Mechanic	36.93
II	
23950 - Telephone Lineman	38.25
23960 - Welder Combination	26.04
Maintenance	
23965 - Well Driller	30.04
23970 - Woodcraft Worker	32.61
23980 - Woodworker	27.05
24000 - Personal Needs Occupations	
24550 - Case Manager	16.52
24570 - Child Care Attendant	15.04
24580 - Child Care Center Clerk	18.75
24610 - Chore Aide	15.29
24620 - Family Readiness And Support	16.52
Services	
Coordinator	
24630 - Homemaker	19.55
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	34.25
25040 - Sewage Plant Operator	29.77
25070 - Stationary Engineer	34.25
25190 - Ventilation Equipment Tender	26.72
25210 - Water Treatment Plant	29.77
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.46
27007 - Baggage Inspector	17.51
27008 - Corrections Officer	36.18
27010 - Court Security Officer	33.88

27030 - Detection Dog Handler	19.58
27040 - Detention Officer	36.18
27070 - Firefighter	31.57
27101 - Guard I	17.51
27102 - Guard II	19.58
27131 - Police Officer I	32.80
27132 - Police Officer II	36.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.68
28042 - Carnival Equipment Repairer	18.81
28043 - Carnival Worker	14.00
28210 - Gate Attendant/Gate Tender	18.47
28310 - Lifeguard	15.70
28350 - Park Attendant (Aide)	20.66
28510 - Recreation Aide/Health	15.07
Facility Attendant	
28515 - Recreation Specialist	25.59
28630 - Sports Official	16.45
28690 - Swimming Pool Operator	21.38
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.62
29020 - Hatch Tender	28.62
29030 - Line Handler	28.62
29041 - Stevedore I	27.29
29042 - Stevedore II	29.93
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	44.86
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57
30023 - Archeological Technician III	29.20
30030 - Cartographic Technician	29.20
30040 - Civil Engineering Technician	26.54
30051 - Cryogenic Technician I	29.93
30052 - Cryogenic Technician II	33.06
30061 - Drafter/CAD Operator I	21.07
30062 - Drafter/CAD Operator II	23.57
30063 - Drafter/CAD Operator III	26.27
30064 - Drafter/CAD Operator IV	32.34
30081 - Engineering Technician I	17.29
30082 - Engineering Technician II	19.42
30083 - Engineering Technician III	21.74
30084 - Engineering Technician IV	26.93
30085 - Engineering Technician V	32.93
30086 - Engineering Technician VI	39.69

30090 - Environmental Technician	29.02
30095 - Evidence Control Specialist	27.03
30210 - Laboratory Technician	26.82
30221 - Latent Fingerprint	37.06
Technician I	
30222 - Latent Fingerprint	40.94
Technician II	
30240 - Mathematical Technician	32.12
30361 - Paralegal/Legal Assistant I	20.44
30362 - Paralegal/Legal Assistant II	25.32
30363 - Paralegal/Legal Assistant	30.97
III	
30364 - Paralegal/Legal Assistant IV	37.46
30375 - Petroleum Supply Specialist	33.06
30390 - Photo-Optics Technician	29.20
30395 - Radiation Control Technician	33.06
30461 - Technical Writer I	28.70
30462 - Technical Writer II	35.11
30463 - Technical Writer III	42.49
30491 - Unexploded Ordnance (UXO)	28.51
Technician I	
30492 - Unexploded Ordnance (UXO)	34.49
Technician II	
30493 - Unexploded Ordnance (UXO)	41.34
Technician III	
30494 - Unexploded (UXO) Safety	28.51
Escort	
30495 - Unexploded (UXO) Sweep	28.51
Personnel	
30501 - Weather Forecaster I	32.34
30502 - Weather Forecaster II	39.33
30620 - Weather Observer Combined (see 2)	26.27
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	29.20
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	18.45
31030 - Bus Driver	23.99
31043 - Driver Courier	19.61
31260 - Parking and Lot Attendant	15.55
31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	16.57
31361 - Truckdriver Light	20.86
31362 - Truckdriver Medium	21.96
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82

99030 - Cashier	13.60
99050 - Desk Clerk	15.07
99095 - Embalmer	39.85
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	19.08
I	
99252 - Laboratory Animal Caretaker	20.29
II	
99260 - Marketing Analyst	41.35
99310 - Mortician	39.85
99410 - Pest Controller	23.48
99510 - Photofinishing Worker	18.56
99710 - Recycling Laborer	22.71
99711 - Recycling Specialist	26.39
99730 - Refuse Collector	20.89
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	31.44
99831 - Surveying Aide	20.80
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	20.02
99841 - Vending Machine Repairer	23.71
99842 - Vending Machine Repairer	20.02
Helper	

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard**

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4073

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.: 2015-4073
Revision No.: 19
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following MASSACHUSETTS cities and towns in the following counties:

BRISTOL COUNTY: Berkley Dighton Freetown Taunton

PLYMOUTH COUNTY: Rochester

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37
01035 - Court Reporter		22.95
01041 - Customer Service Representative I		17.01

01042 - Customer Service Representative II	18.56
01043 - Customer Service Representative III	20.85
01051 - Data Entry Operator I	17.37
01052 - Data Entry Operator II	18.95
01060 - Dispatcher Motor Vehicle	21.84
01070 - Document Preparation Clerk	18.96
01090 - Duplicating Machine Operator	18.96
01111 - General Clerk I	16.07
01112 - General Clerk II	17.54
01113 - General Clerk III	19.70
01120 - Housing Referral Assistant	23.71
01141 - Messenger Courier	17.34
01191 - Order Clerk I	20.49
01192 - Order Clerk II	22.36
01261 - Personnel Assistant (Employment) I	18.50
01262 - Personnel Assistant (Employment) II	20.69
01263 - Personnel Assistant (Employment) III	23.06
01270 - Production Control Clerk	27.47
01290 - Rental Clerk	19.15
01300 - Scheduler Maintenance	19.02
01311 - Secretary I	19.02
01312 - Secretary II	21.27
01313 - Secretary III	23.71
01320 - Service Order Dispatcher	19.53
01410 - Supply Technician	32.37
01420 - Survey Worker	21.10
01460 - Switchboard Operator/Receptionist	16.97
01531 - Travel Clerk I	18.36
01532 - Travel Clerk II	19.86
01533 - Travel Clerk III	21.41
01611 - Word Processor I	20.33
01612 - Word Processor II	22.84
01613 - Word Processor III	25.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.21
Fiberglass	
05010 - Automotive Electrician	22.08
05040 - Automotive Glass Installer	21.11
05070 - Automotive Worker	21.11
05110 - Mobile Equipment Servicer	19.12
05130 - Motor Equipment Metal	23.05
Mechanic	
05160 - Motor Equipment Metal Worker	21.11
05190 - Motor Vehicle Mechanic	23.05

05220 - Motor Vehicle Mechanic Helper	17.98
05250 - Motor Vehicle Upholstery Worker	20.13
05280 - Motor Vehicle Wrecker	21.11
05310 - Painter Automotive	22.08
05340 - Radiator Repair Specialist	21.11
05370 - Tire Repairer	16.20
05400 - Transmission Repair Specialist	23.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.55
07041 - Cook I	19.40
07042 - Cook II	21.41
07070 - Dishwasher	14.85
07130 - Food Service Worker	14.82
07210 - Meat Cutter	23.75
07260 - Waiter/Waitress	14.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.18
09040 - Furniture Handler	13.71
09080 - Furniture Refinisher	19.56
09090 - Furniture Refinisher Helper	15.93
09110 - Furniture Repairer Minor	17.83
09130 - Upholsterer	21.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.73
11060 - Elevator Operator	14.73
11090 - Gardener	23.28
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
11210 - Laborer Grounds Maintenance	18.84
11240 - Maid or Houseman	15.13
11260 - Pruner	17.33
11270 - Tractor Operator	21.89
11330 - Trail Maintenance Worker	18.84
11360 - Window Cleaner	19.27
12000 - Health Occupations	
12010 - Ambulance Driver	25.57
12011 - Breath Alcohol Technician	26.13
12012 - Certified Occupational Therapist Assistant	30.96
12015 - Certified Physical Therapist Assistant	32.37
12020 - Dental Assistant	25.31
12025 - Dental Hygienist	45.42
12030 - EKG Technician	38.43

12035 - Electroneurodiagnostic Technologist	38.43
12040 - Emergency Medical Technician	25.57
12071 - Licensed Practical Nurse I	23.37
12072 - Licensed Practical Nurse II	26.13
12073 - Licensed Practical Nurse III	29.13
12100 - Medical Assistant	20.90
12130 - Medical Laboratory Technician	26.70
12160 - Medical Record Clerk	22.94
12190 - Medical Record Technician	26.20
12195 - Medical Transcriptionist	21.92
12210 - Nuclear Medicine Technologist	46.81
12221 - Nursing Assistant I	12.86
12222 - Nursing Assistant II	14.45
12223 - Nursing Assistant III	15.77
12224 - Nursing Assistant IV	17.71
12235 - Optical Dispenser	27.16
12236 - Optical Technician	22.06
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	19.61
12305 - Radiologic Technologist	37.41
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II	40.19
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III	48.63
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	32.36
12320 - Substance Abuse Treatment Counselor	21.65
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	24.23
13042 - Illustrator II	30.02
13043 - Illustrator III	36.72
13047 - Librarian	35.45
13050 - Library Aide/Clerk	17.29
13054 - Library Information Technology Systems Administrator	30.83
13058 - Library Technician	23.73
13061 - Media Specialist I	22.64

13062 - Media Specialist II	25.32
13063 - Media Specialist III	28.24
13071 - Photographer I	19.47
13072 - Photographer II	21.78
13073 - Photographer III	26.98
13074 - Photographer IV	33.00
13075 - Photographer V	39.93
13090 - Technical Order Library	21.10
Clerk	
13110 - Video Teleconference	26.21
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	21.68
14042 - Computer Operator II	24.26
14043 - Computer Operator III	27.04
14044 - Computer Operator IV	30.05
14045 - Computer Operator V	33.28
14071 - Computer Programmer I	(see 1) 26.60
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	21.68
Operator	
14160 - Personal Computer Support	30.05
Technician	
14170 - System Support Specialist	34.07
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	35.84
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	43.38
Instructor (Rated)	
15030 - Air Crew Training Devices	51.99
Instructor (Pilot)	
15050 - Computer Based Training	35.84
Specialist / Instructor	
15060 - Educational Technologist	37.07
15070 - Flight Instructor (Pilot)	51.99
15080 - Graphic Artist	32.60
15085 - Maintenance Test Pilot Fixed	48.52
Jet/Prop	
15086 - Maintenance Test Pilot	48.52
Rotary Wing	
15088 - Non-Maintenance Test/Co-	48.52
Pilot	
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	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing Apparel Laundry	14.76
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.85
19040 - Tool And Die Maker	28.89
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.53
21030 - Material Coordinator	27.47
21040 - Material Expediter	27.47
21050 - Material Handling Laborer	16.65
21071 - Order Filler	16.53
21080 - Production Line Worker (Food Processing)	19.53
21110 - Shipping Packer	19.26
21130 - Shipping/Receiving Clerk	19.26
21140 - Store Worker I	14.81
21150 - Stock Clerk	19.00
21210 - Tools And Parts Attendant	19.53
21410 - Warehouse Specialist	19.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.40
23019 - Aircraft Logs and Records Technician	31.39
23021 - Aircraft Mechanic I	35.95
23022 - Aircraft Mechanic II	37.40
23023 - Aircraft Mechanic III	38.89
23040 - Aircraft Mechanic Helper	28.04
23050 - Aircraft Painter	34.43
23060 - Aircraft Servicer	31.39

23070 - Aircraft Survival Flight Equipment Technician	34.43
23080 - Aircraft Worker	32.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.95
23110 - Appliance Mechanic	24.93
23120 - Bicycle Repairer	18.79
23125 - Cable Splicer	40.96
23130 - Carpenter Maintenance	29.24
23140 - Carpet Layer	31.81
23160 - Electrician Maintenance	33.18
23181 - Electronics Technician	29.92
Maintenance I	
23182 - Electronics Technician	31.31
Maintenance II	
23183 - Electronics Technician	32.68
Maintenance III	
23260 - Fabric Worker	27.34
23290 - Fire Alarm System Mechanic	34.51
23310 - Fire Extinguisher Repairer	27.05
23311 - Fuel Distribution System Mechanic	34.51
23312 - Fuel Distribution System Operator	28.64
23370 - General Maintenance Worker	24.52
23380 - Ground Support Equipment Mechanic	35.95
23381 - Ground Support Equipment Servicer	31.39
23382 - Ground Support Equipment Worker	32.92
23391 - Gunsmith I	27.05
23392 - Gunsmith II	29.86
23393 - Gunsmith III	32.61
23410 - Heating Ventilation And Air- Conditioning Mechanic	30.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	32.18
23430 - Heavy Equipment Mechanic	31.06
23440 - Heavy Equipment Operator	32.19
23460 - Instrument Mechanic	29.55
23465 - Laboratory/Shelter Mechanic	31.23
23470 - Laborer	16.65
23510 - Locksmith	28.03

23530 - Machinery Maintenance	29.38
Mechanic	
23550 - Machinist Maintenance	25.81
23580 - Maintenance Trades Helper	20.01
23591 - Metrology Technician I	29.55
23592 - Metrology Technician II	30.74
23593 - Metrology Technician III	31.97
23640 - Millwright	28.52
23710 - Office Appliance Repairer	24.85
23760 - Painter Maintenance	26.92
23790 - Pipefitter Maintenance	37.10
23810 - Plumber Maintenance	35.54
23820 - Pneudraulic Systems Mechanic	32.61
23850 - Rigger	28.52
23870 - Scale Mechanic	29.86
23890 - Sheet-Metal Worker	29.20
Maintenance	
23910 - Small Engine Mechanic	23.76
23931 - Telecommunications Mechanic	35.50
I	
23932 - Telecommunications Mechanic	36.93
II	
23950 - Telephone Lineman	38.25
23960 - Welder Combination	26.04
Maintenance	
23965 - Well Driller	30.04
23970 - Woodcraft Worker	32.61
23980 - Woodworker	27.05
24000 - Personal Needs Occupations	
24550 - Case Manager	16.52
24570 - Child Care Attendant	15.04
24580 - Child Care Center Clerk	18.75
24610 - Chore Aide	15.29
24620 - Family Readiness And Support	16.52
Services	
Coordinator	
24630 - Homemaker	19.55
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	34.25
25040 - Sewage Plant Operator	29.77
25070 - Stationary Engineer	34.25
25190 - Ventilation Equipment Tender	26.72
25210 - Water Treatment Plant	29.77
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.46
27007 - Baggage Inspector	17.51
27008 - Corrections Officer	36.18
27010 - Court Security Officer	33.88

27030 - Detection Dog Handler	19.58
27040 - Detention Officer	36.18
27070 - Firefighter	31.57
27101 - Guard I	17.51
27102 - Guard II	19.58
27131 - Police Officer I	32.80
27132 - Police Officer II	36.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.68
28042 - Carnival Equipment Repairer	18.81
28043 - Carnival Worker	14.00
28210 - Gate Attendant/Gate Tender	18.47
28310 - Lifeguard	15.70
28350 - Park Attendant (Aide)	20.66
28510 - Recreation Aide/Health	15.07
Facility Attendant	
28515 - Recreation Specialist	25.59
28630 - Sports Official	16.45
28690 - Swimming Pool Operator	21.38
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.62
29020 - Hatch Tender	28.62
29030 - Line Handler	28.62
29041 - Stevedore I	27.29
29042 - Stevedore II	29.93
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	44.86
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57
30023 - Archeological Technician III	29.20
30030 - Cartographic Technician	29.20
30040 - Civil Engineering Technician	26.54
30051 - Cryogenic Technician I	29.93
30052 - Cryogenic Technician II	33.06
30061 - Drafter/CAD Operator I	21.07
30062 - Drafter/CAD Operator II	23.57
30063 - Drafter/CAD Operator III	26.27
30064 - Drafter/CAD Operator IV	32.34
30081 - Engineering Technician I	17.29
30082 - Engineering Technician II	19.42
30083 - Engineering Technician III	21.74
30084 - Engineering Technician IV	26.93
30085 - Engineering Technician V	32.93
30086 - Engineering Technician VI	39.69

30090 - Environmental Technician	29.02
30095 - Evidence Control Specialist	27.03
30210 - Laboratory Technician	26.82
30221 - Latent Fingerprint	37.06
Technician I	
30222 - Latent Fingerprint	40.94
Technician II	
30240 - Mathematical Technician	32.12
30361 - Paralegal/Legal Assistant I	20.13
30362 - Paralegal/Legal Assistant II	25.32
30363 - Paralegal/Legal Assistant	30.97
III	
30364 - Paralegal/Legal Assistant IV	37.46
30375 - Petroleum Supply Specialist	33.06
30390 - Photo-Optics Technician	29.20
30395 - Radiation Control Technician	33.06
30461 - Technical Writer I	28.70
30462 - Technical Writer II	35.11
30463 - Technical Writer III	42.49
30491 - Unexploded Ordnance (UXO)	28.51
Technician I	
30492 - Unexploded Ordnance (UXO)	34.49
Technician II	
30493 - Unexploded Ordnance (UXO)	41.34
Technician III	
30494 - Unexploded (UXO) Safety	28.51
Escort	
30495 - Unexploded (UXO) Sweep	28.51
Personnel	
30501 - Weather Forecaster I	32.34
30502 - Weather Forecaster II	39.33
30620 - Weather Observer Combined (see 2)	26.27
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	29.20
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	18.45
31030 - Bus Driver	23.99
31043 - Driver Courier	19.61
31260 - Parking and Lot Attendant	15.55
31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	16.57
31361 - Truckdriver Light	20.86
31362 - Truckdriver Medium	21.96
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82

99030 - Cashier	13.60
99050 - Desk Clerk	14.70
99095 - Embalmer	39.85
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	19.08
I	
99252 - Laboratory Animal Caretaker	20.29
II	
99260 - Marketing Analyst	41.35
99310 - Mortician	39.85
99410 - Pest Controller	23.48
99510 - Photofinishing Worker	18.56
99710 - Recycling Laborer	22.71
99711 - Recycling Specialist	26.39
99730 - Refuse Collector	20.89
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	31.44
99831 - Surveying Aide	22.36
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	20.02
99841 - Vending Machine Repairer	23.71
99842 - Vending Machine Repairer	20.02
Helper	

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard**

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4075

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.: 2015-4075
Revision No.: 18
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following towns in the following counties in MASSACHUSETTS:

BARNSTABLE COUNTY: Provincetown Truro

DUKES COUNTY: Chilmark Edgartown Gay Head Gosnold Oak Bluffs Tisbury West Tisbury

NANTUCKET COUNTY: Nantucket

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.27
01012 - Accounting Clerk II		22.76
01013 - Accounting Clerk III		25.48
01020 - Administrative Assistant		29.79
01035 - Court Reporter		21.27

01041 - Customer Service Representative I	15.55
01042 - Customer Service Representative II	16.97
01043 - Customer Service Representative III	19.06
01051 - Data Entry Operator I	15.64
01052 - Data Entry Operator II	16.79
01060 - Dispatcher Motor Vehicle	24.66
01070 - Document Preparation Clerk	16.94
01090 - Duplicating Machine Operator	16.94
01111 - General Clerk I	15.22
01112 - General Clerk II	16.61
01113 - General Clerk III	18.65
01120 - Housing Referral Assistant	23.71
01141 - Messenger Courier	13.80
01191 - Order Clerk I	17.50
01192 - Order Clerk II	19.10
01261 - Personnel Assistant (Employment) I	20.20
01262 - Personnel Assistant (Employment) II	22.61
01263 - Personnel Assistant (Employment) III	25.20
01270 - Production Control Clerk	26.08
01290 - Rental Clerk	18.37
01300 - Scheduler Maintenance	19.01
01311 - Secretary I	19.01
01312 - Secretary II	21.27
01313 - Secretary III	23.71
01320 - Service Order Dispatcher	22.05
01410 - Supply Technician	29.79
01420 - Survey Worker	21.00
01460 - Switchboard Operator/Receptionist	16.30
01531 - Travel Clerk I	14.38
01532 - Travel Clerk II	15.55
01533 - Travel Clerk III	16.71
01611 - Word Processor I	16.94
01612 - Word Processor II	19.01
01613 - Word Processor III	21.27
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	24.65
Fiberglass	
05010 - Automotive Electrician	22.40
05040 - Automotive Glass Installer	21.41
05070 - Automotive Worker	21.41
05110 - Mobile Equipment Servicer	19.27
05130 - Motor Equipment Metal Mechanic	23.37

05160 - Motor Equipment Metal Worker	21.41
05190 - Motor Vehicle Mechanic	23.37
05220 - Motor Vehicle Mechanic	17.94
Helper	
05250 - Motor Vehicle Upholstery	20.33
Worker	
05280 - Motor Vehicle Wrecker	21.41
05310 - Painter Automotive	22.40
05340 - Radiator Repair Specialist	21.41
05370 - Tire Repairer	17.82
05400 - Transmission Repair	23.37
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	17.18
07041 - Cook I	18.23
07042 - Cook II	20.20
07070 - Dishwasher	14.56
07130 - Food Service Worker	14.62
07210 - Meat Cutter	22.00
07260 - Waiter/Waitress	14.18
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	26.30
09040 - Furniture Handler	19.70
09080 - Furniture Refinisher	27.80
09090 - Furniture Refinisher Helper	23.10
09110 - Furniture Repairer Minor	26.16
09130 - Upholsterer	28.40
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	16.01
11060 - Elevator Operator	17.72
11090 - Gardener	27.67
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
11210 - Laborer Grounds Maintenance	22.14
11240 - Maid or Houseman	15.58
11260 - Pruner	20.09
11270 - Tractor Operator	25.77
11330 - Trail Maintenance Worker	22.14
11360 - Window Cleaner	19.41
12000 - Health Occupations	
12010 - Ambulance Driver	26.13
12011 - Breath Alcohol Technician	24.28
12012 - Certified Occupational	32.65
Therapist Assistant	
12015 - Certified Physical Therapist	33.10
Assistant	
12020 - Dental Assistant	22.44

12025 - Dental Hygienist	45.33
12030 - EKG Technician	36.79
12035 - Electroneurodiagnostic Technologist	36.79
12040 - Emergency Medical Technician	26.13
12071 - Licensed Practical Nurse I	21.71
12072 - Licensed Practical Nurse II	24.28
12073 - Licensed Practical Nurse III	27.06
12100 - Medical Assistant	20.53
12130 - Medical Laboratory Technician	28.42
12160 - Medical Record Clerk	19.82
12190 - Medical Record Technician	22.49
12195 - Medical Transcriptionist	21.71
12210 - Nuclear Medicine Technologist	51.49
12221 - Nursing Assistant I	13.19
12222 - Nursing Assistant II	14.83
12223 - Nursing Assistant III	16.19
12224 - Nursing Assistant IV	18.17
12235 - Optical Dispenser	24.81
12236 - Optical Technician	21.71
12250 - Pharmacy Technician	22.88
12280 - Phlebotomist	21.22
12305 - Radiologic Technologist	37.14
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II Specialist	40.19
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III	48.63
Anesthetist	
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	30.07
12320 - Substance Abuse Treatment Counselor	23.10
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.10
13012 - Exhibits Specialist II	28.62
13013 - Exhibits Specialist III	35.01
13041 - Illustrator I	23.10
13042 - Illustrator II	28.62
13043 - Illustrator III	35.01
13047 - Librarian	34.75
13050 - Library Aide/Clerk	18.40
13054 - Library Information Technology Systems Administrator	28.62

13058 - Library Technician	22.11
13061 - Media Specialist I	20.65
13062 - Media Specialist II	23.10
13063 - Media Specialist III	25.76
13071 - Photographer I	20.65
13072 - Photographer II	23.10
13073 - Photographer III	28.62
13074 - Photographer IV	35.01
13075 - Photographer V	42.35
13090 - Technical Order Library	20.61
Clerk	
13110 - Video Teleconference	24.99
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	19.71
14042 - Computer Operator II	22.05
14043 - Computer Operator III	24.58
14044 - Computer Operator IV	27.32
14045 - Computer Operator V	30.25
14071 - Computer Programmer I	(see 1) 24.68
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	19.71
Operator	
14160 - Personal Computer Support	27.32
Technician	
14170 - System Support Specialist	30.25
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	35.72
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	43.22
Instructor (Rated)	
15030 - Air Crew Training Devices	48.81
Instructor (Pilot)	
15050 - Computer Based Training	35.72
Specialist / Instructor	
15060 - Educational Technologist	32.16
15070 - Flight Instructor (Pilot)	48.81
15080 - Graphic Artist	31.54
15085 - Maintenance Test Pilot Fixed	48.81
Jet/Prop	
15086 - Maintenance Test Pilot	48.81
Rotary Wing	
15088 - Non-Maintenance Test/Co-	48.81
Pilot	

15090 - Technical Instructor	25.37
15095 - Technical Instructor/Course Developer	31.02
15110 - Test Proctor	20.47
15120 - Tutor	20.47
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing Apparel Laundry	14.76
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	28.69
19040 - Tool And Die Maker	33.26
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.79
21030 - Material Coordinator	25.54
21040 - Material Expediter	25.54
21050 - Material Handling Laborer	16.21
21071 - Order Filler	16.53
21080 - Production Line Worker (Food Processing)	20.79
21110 - Shipping Packer	18.63
21130 - Shipping/Receiving Clerk	18.63
21140 - Store Worker I	14.40
21150 - Stock Clerk	18.96
21210 - Tools And Parts Attendant	20.79
21410 - Warehouse Specialist	20.79
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.40
23019 - Aircraft Logs and Records Technician	28.02
23021 - Aircraft Mechanic I	32.18
23022 - Aircraft Mechanic II	33.40
23023 - Aircraft Mechanic III	34.79
23040 - Aircraft Mechanic Helper	24.74
23050 - Aircraft Painter	29.50
23060 - Aircraft Servicer	28.02

23070 - Aircraft Survival Flight	29.50
Equipment Technician	
23080 - Aircraft Worker	29.08
23091 - Aircrew Life Support	29.08
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	32.18
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	29.33
23120 - Bicycle Repairer	24.80
23125 - Cable Splicer	42.83
23130 - Carpenter Maintenance	32.21
23140 - Carpet Layer	29.48
23160 - Electrician Maintenance	32.18
23181 - Electronics Technician	29.48
Maintenance I	
23182 - Electronics Technician	30.84
Maintenance II	
23183 - Electronics Technician	32.18
Maintenance III	
23260 - Fabric Worker	26.65
23290 - Fire Alarm System Mechanic	29.91
23310 - Fire Extinguisher Repairer	25.42
23311 - Fuel Distribution System	31.11
Mechanic	
23312 - Fuel Distribution System	24.80
Operator	
23370 - General Maintenance Worker	23.18
23380 - Ground Support Equipment	32.18
Mechanic	
23381 - Ground Support Equipment	28.02
Servicer	
23382 - Ground Support Equipment	29.08
Worker	
23391 - Gunsmith I	25.42
23392 - Gunsmith II	27.48
23393 - Gunsmith III	29.91
23410 - Heating Ventilation And Air-	30.75
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	31.90
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29.80
23440 - Heavy Equipment Operator	34.96
23460 - Instrument Mechanic	29.91
23465 - Laboratory/Shelter Mechanic	29.33
23470 - Laborer	17.83
23510 - Locksmith	29.33

23530 - Machinery Maintenance	30.61
Mechanic	
23550 - Machinist Maintenance	30.61
23580 - Maintenance Trades Helper	23.71
23591 - Metrology Technician I	29.91
23592 - Metrology Technician II	31.03
23593 - Metrology Technician III	32.22
23640 - Millwright	31.20
23710 - Office Appliance Repairer	29.33
23760 - Painter Maintenance	26.07
23790 - Pipefitter Maintenance	35.11
23810 - Plumber Maintenance	33.66
23820 - Pneudraulic Systems Mechanic	30.61
23850 - Rigger	30.61
23870 - Scale Mechanic	28.05
23890 - Sheet-Metal Worker	30.93
Maintenance	
23910 - Small Engine Mechanic	28.05
23931 - Telecommunications Mechanic	30.57
I	
23932 - Telecommunications Mechanic	32.67
II	
23950 - Telephone Lineman	32.85
23960 - Welder Combination	30.61
Maintenance	
23965 - Well Driller	30.61
23970 - Woodcraft Worker	30.61
23980 - Woodworker	25.42
24000 - Personal Needs Occupations	
24550 - Case Manager	18.64
24570 - Child Care Attendant	15.52
24580 - Child Care Center Clerk	19.36
24610 - Chore Aide	15.70
24620 - Family Readiness And Support	18.64
Services	
Coordinator	
24630 - Homemaker	19.55
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	29.99
25040 - Sewage Plant Operator	28.07
25070 - Stationary Engineer	29.99
25190 - Ventilation Equipment Tender	23.06
25210 - Water Treatment Plant	28.07
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.62
27007 - Baggage Inspector	16.81
27008 - Corrections Officer	26.87
27010 - Court Security Officer	25.91

27030 - Detection Dog Handler	18.95
27040 - Detention Officer	26.87
27070 - Firefighter	24.48
27101 - Guard I	16.81
27102 - Guard II	18.95
27131 - Police Officer I	28.38
27132 - Police Officer II	31.54
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.57
28042 - Carnival Equipment Repairer	18.85
28043 - Carnival Worker	13.80
28210 - Gate Attendant/Gate Tender	18.85
28310 - Lifeguard	15.27
28350 - Park Attendant (Aide)	21.10
28510 - Recreation Aide/Health	15.40
Facility Attendant	
28515 - Recreation Specialist	26.14
28630 - Sports Official	16.80
28690 - Swimming Pool Operator	21.38
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.63
29020 - Hatch Tender	28.63
29030 - Line Handler	28.63
29041 - Stevedore I	26.58
29042 - Stevedore II	29.24
30000 - Technical Occupations	
30010 - Air Traffic Control	(see 2) 44.86
Specialist Center (HFO)	
30011 - Air Traffic Control	(see 2) 30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	22.42
30022 - Archeological Technician II	25.09
30023 - Archeological Technician III	31.08
30030 - Cartographic Technician	31.08
30040 - Civil Engineering Technician	31.08
30051 - Cryogenic Technician I	34.41
30052 - Cryogenic Technician II	38.01
30061 - Drafter/CAD Operator I	22.42
30062 - Drafter/CAD Operator II	25.09
30063 - Drafter/CAD Operator III	27.97
30064 - Drafter/CAD Operator IV	34.41
30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.42
30083 - Engineering Technician III	25.09
30084 - Engineering Technician IV	31.08
30085 - Engineering Technician V	38.01
30086 - Engineering Technician VI	45.99

30090 - Environmental Technician	31.08
30095 - Evidence Control Specialist	31.08
30210 - Laboratory Technician	27.97
30221 - Latent Fingerprint Technician I	34.41
30222 - Latent Fingerprint Technician II	38.01
30240 - Mathematical Technician	31.08
30361 - Paralegal/Legal Assistant I	22.22
30362 - Paralegal/Legal Assistant II	27.85
30363 - Paralegal/Legal Assistant III	34.07
30364 - Paralegal/Legal Assistant IV	41.21
30375 - Petroleum Supply Specialist	38.01
30390 - Photo-Optics Technician	31.08
30395 - Radiation Control Technician	38.01
30461 - Technical Writer I	31.08
30462 - Technical Writer II	38.01
30463 - Technical Writer III	45.99
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	34.41
30502 - Weather Forecaster II	41.86
30620 - Weather Observer Combined (see 2)	27.97
30621 - Weather Observer Senior (see 2)	31.08
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	17.36
31030 - Bus Driver	24.10
31043 - Driver Courier	19.11
31260 - Parking and Lot Attendant	15.61
31290 - Shuttle Bus Driver	21.08
31310 - Taxi Driver	19.59
31361 - Truckdriver Light	20.48
31362 - Truckdriver Medium	22.63
31363 - Truckdriver Heavy	27.53
31364 - Truckdriver Tractor-Trailer	27.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82

99030 - Cashier	13.76
99050 - Desk Clerk	15.87
99095 - Embalmer	36.23
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	19.44
I	
99252 - Laboratory Animal Caretaker	20.85
II	
99260 - Marketing Analyst	26.64
99310 - Mortician	36.23
99410 - Pest Controller	23.19
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	21.76
99711 - Recycling Specialist	25.82
99730 - Refuse Collector	19.69
99810 - Sales Clerk	15.30
99820 - School Crossing Guard	15.62
99830 - Survey Party Chief	24.28
99831 - Surveying Aide	17.27
99832 - Surveying Technician	22.08
99840 - Vending Machine Attendant	20.48
99841 - Vending Machine Repairer	24.36
99842 - Vending Machine Repairer	20.48
Helper	

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard**

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4077

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.: 2015-4077
Revision No.: 19
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

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		17.58
01012 - Accounting Clerk II		19.75
01013 - Accounting Clerk III		22.08
01020 - Administrative Assistant		29.79
01035 - Court Reporter		20.28
01041 - Customer Service Representative I		15.55
01042 - Customer Service Representative II		16.97

01043 - Customer Service Representative III	19.06
01051 - Data Entry Operator I	14.79
01052 - Data Entry Operator II	16.14
01060 - Dispatcher Motor Vehicle	23.42
01070 - Document Preparation Clerk	16.14
01090 - Duplicating Machine Operator	16.14
01111 - General Clerk I	15.22
01112 - General Clerk II	16.61
01113 - General Clerk III	18.65
01120 - Housing Referral Assistant	22.61
01141 - Messenger Courier	13.16
01191 - Order Clerk I	16.27
01192 - Order Clerk II	17.75
01261 - Personnel Assistant (Employment) I	19.03
01262 - Personnel Assistant (Employment) II	21.29
01263 - Personnel Assistant (Employment) III	23.73
01270 - Production Control Clerk	25.54
01290 - Rental Clerk	17.44
01300 - Scheduler Maintenance	18.12
01311 - Secretary I	18.12
01312 - Secretary II	20.28
01313 - Secretary III	22.61
01320 - Service Order Dispatcher	21.53
01410 - Supply Technician	29.79
01420 - Survey Worker	20.28
01460 - Switchboard Operator/Receptionist	16.17
01531 - Travel Clerk I	14.38
01532 - Travel Clerk II	15.55
01533 - Travel Clerk III	16.71
01611 - Word Processor I	16.14
01612 - Word Processor II	18.12
01613 - Word Processor III	20.28
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.08
Fiberglass	
05010 - Automotive Electrician	20.45
05040 - Automotive Glass Installer	19.64
05070 - Automotive Worker	19.64
05110 - Mobile Equipment Servicer	17.57
05130 - Motor Equipment Metal	21.35
Mechanic	
05160 - Motor Equipment Metal Worker	19.64
05190 - Motor Vehicle Mechanic	21.35
05220 - Motor Vehicle Mechanic Helper	16.53

05250 - Motor Vehicle Upholstery Worker	18.60
05280 - Motor Vehicle Wrecker	19.64
05310 - Painter Automotive	20.45
05340 - Radiator Repair Specialist	19.64
05370 - Tire Repairer	16.30
05400 - Transmission Repair Specialist	21.35
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.83
07041 - Cook I	18.23
07042 - Cook II	20.20
07070 - Dishwasher	14.56
07130 - Food Service Worker	14.62
07210 - Meat Cutter	20.23
07260 - Waiter/Waitress	14.30
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	27.78
09040 - Furniture Handler	19.70
09080 - Furniture Refinisher	27.34
09090 - Furniture Refinisher Helper	23.10
09110 - Furniture Repairer Minor	26.16
09130 - Upholsterer	27.34
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	16.15
11060 - Elevator Operator	17.72
11090 - Gardener	27.66
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
11210 - Laborer Grounds Maintenance	21.98
11240 - Maid or Houseman	15.58
11260 - Pruner	20.07
11270 - Tractor Operator	25.73
11330 - Trail Maintenance Worker	21.98
11360 - Window Cleaner	19.41
12000 - Health Occupations	
12010 - Ambulance Driver	24.48
12011 - Breath Alcohol Technician	24.28
12012 - Certified Occupational Therapist Assistant	33.31
12015 - Certified Physical Therapist Assistant	33.31
12020 - Dental Assistant	22.44
12025 - Dental Hygienist	45.93
12030 - EKG Technician	36.79
12035 - Electroneurodiagnostic Technologist	36.79

12040 - Emergency Medical Technician	24.48
12071 - Licensed Practical Nurse I	21.71
12072 - Licensed Practical Nurse II	24.28
12073 - Licensed Practical Nurse III	27.06
12100 - Medical Assistant	23.13
12130 - Medical Laboratory Technician	26.22
Technician	
12160 - Medical Record Clerk	19.82
12190 - Medical Record Technician	27.76
12195 - Medical Transcriptionist	21.71
12210 - Nuclear Medicine	53.35
Technologist	
12221 - Nursing Assistant I	12.56
12222 - Nursing Assistant II	14.11
12223 - Nursing Assistant III	15.40
12224 - Nursing Assistant IV	17.30
12235 - Optical Dispenser	24.28
12236 - Optical Technician	21.71
12250 - Pharmacy Technician	28.86
12280 - Phlebotomist	20.60
12305 - Radiologic Technologist	37.14
12311 - Registered Nurse I	29.56
12312 - Registered Nurse II	36.16
12313 - Registered Nurse II	36.16
Specialist	
12314 - Registered Nurse III	45.75
12315 - Registered Nurse III	43.75
Anesthetist	
12316 - Registered Nurse IV	52.44
12317 - Scheduler (Drug and Alcohol Testing)	30.07
Testing)	
12320 - Substance Abuse Treatment	25.70
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	20.74
13012 - Exhibits Specialist II	25.69
13013 - Exhibits Specialist III	31.42
13041 - Illustrator I	20.74
13042 - Illustrator II	25.69
13043 - Illustrator III	31.42
13047 - Librarian	28.45
13050 - Library Aide/Clerk	16.41
13054 - Library Information	25.69
Technology Systems	
Administrator	
13058 - Library Technician	20.48
13061 - Media Specialist I	18.47
13062 - Media Specialist II	20.52
13063 - Media Specialist III	22.86

13071 - Photographer I	18.32
13072 - Photographer II	20.74
13073 - Photographer III	25.69
13074 - Photographer IV	31.42
13075 - Photographer V	38.03
13090 - Technical Order Library	20.61
Clerk	
13110 - Video Teleconference	22.46
Technician	
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	14.66
Operator	
14160 - Personal Computer Support	21.25
Technician	
14170 - System Support Specialist	23.54
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	31.76
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	38.44
Instructor (Rated)	
15030 - Air Crew Training Devices	46.06
Instructor (Pilot)	
15050 - Computer Based Training	31.76
Specialist / Instructor	
15060 - Educational Technologist	29.66
15070 - Flight Instructor (Pilot)	46.06
15080 - Graphic Artist	25.39
15085 - Maintenance Test Pilot Fixed	46.06
Jet/Prop	
15086 - Maintenance Test Pilot	46.06
Rotary Wing	
15088 - Non-Maintenance Test/Co-	46.06
Pilot	
15090 - Technical Instructor	23.87
15095 - Technical Instructor/Course	29.20
Developer	
15110 - Test Proctor	19.27

15120 - Tutor	19.27
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing	14.76
Apparel Laundry	
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	28.69
19040 - Tool And Die Maker	33.26
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.79
21030 - Material Coordinator	25.45
21040 - Material Expediter	25.45
21050 - Material Handling Laborer	16.23
21071 - Order Filler	14.80
21080 - Production Line Worker (Food Processing)	20.79
21110 - Shipping Packer	17.66
21130 - Shipping/Receiving Clerk	17.66
21140 - Store Worker I	14.40
21150 - Stock Clerk	18.96
21210 - Tools And Parts Attendant	20.79
21410 - Warehouse Specialist	20.79
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.03
23019 - Aircraft Logs and Records Technician	26.16
23021 - Aircraft Mechanic I	29.91
23022 - Aircraft Mechanic II	31.03
23023 - Aircraft Mechanic III	32.22
23040 - Aircraft Mechanic Helper	23.10
23050 - Aircraft Painter	28.69
23060 - Aircraft Servicer	26.16
23070 - Aircraft Survival Flight Equipment Technician	28.69
23080 - Aircraft Worker	27.48

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.48
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.91
23110 - Appliance Mechanic	28.69
23120 - Bicycle Repairer	23.44
23125 - Cable Splicer	39.53
23130 - Carpenter Maintenance	28.97
23140 - Carpet Layer	27.48
23160 - Electrician Maintenance	31.36
23181 - Electronics Technician Maintenance I	27.48
23182 - Electronics Technician Maintenance II	28.69
23183 - Electronics Technician Maintenance III	29.91
23260 - Fabric Worker	26.16
23290 - Fire Alarm System Mechanic	29.91
23310 - Fire Extinguisher Repairer	24.80
23311 - Fuel Distribution System Mechanic	29.91
23312 - Fuel Distribution System Operator	24.80
23370 - General Maintenance Worker	21.39
23380 - Ground Support Equipment Mechanic	29.91
23381 - Ground Support Equipment Servicer	26.16
23382 - Ground Support Equipment Worker	27.48
23391 - Gunsmith I	24.80
23392 - Gunsmith II	27.48
23393 - Gunsmith III	29.91
23410 - Heating Ventilation And Air- Conditioning Mechanic	30.75
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.74
23430 - Heavy Equipment Mechanic	28.72
23440 - Heavy Equipment Operator	30.31
23460 - Instrument Mechanic	29.91
23465 - Laboratory/Shelter Mechanic	28.69
23470 - Laborer	16.83
23510 - Locksmith	28.69
23530 - Machinery Maintenance Mechanic	27.49
23550 - Machinist Maintenance	25.53

23580 - Maintenance Trades Helper	20.97
23591 - Metrology Technician I	29.91
23592 - Metrology Technician II	31.03
23593 - Metrology Technician III	32.22
23640 - Millwright	29.91
23710 - Office Appliance Repairer	28.69
23760 - Painter Maintenance	23.91
23790 - Pipefitter Maintenance	33.28
23810 - Plumber Maintenance	31.87
23820 - Pneudraulic Systems Mechanic	29.91
23850 - Rigger	29.91
23870 - Scale Mechanic	27.48
23890 - Sheet-Metal Worker	29.91
Maintenance	
23910 - Small Engine Mechanic	27.43
23931 - Telecommunications Mechanic	29.91
I	
23932 - Telecommunications Mechanic	31.03
II	
23950 - Telephone Lineman	27.89
23960 - Welder Combination	26.99
Maintenance	
23965 - Well Driller	29.91
23970 - Woodcraft Worker	29.91
23980 - Woodworker	24.80
24000 - Personal Needs Occupations	
24550 - Case Manager	18.64
24570 - Child Care Attendant	14.31
24580 - Child Care Center Clerk	17.84
24610 - Chore Aide	15.27
24620 - Family Readiness And Support	18.64
Services	
Coordinator	
24630 - Homemaker	18.64
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	29.91
25040 - Sewage Plant Operator	28.07
25070 - Stationary Engineer	29.91
25190 - Ventilation Equipment Tender	22.60
25210 - Water Treatment Plant	28.07
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.62
27007 - Baggage Inspector	16.81
27008 - Corrections Officer	24.48
27010 - Court Security Officer	24.48
27030 - Detection Dog Handler	18.80
27040 - Detention Officer	24.48
27070 - Firefighter	25.28

27101 - Guard I	16.81
27102 - Guard II	18.80
27131 - Police Officer I	28.38
27132 - Police Officer II	31.54
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.40
28042 - Carnival Equipment Repairer	13.95
28043 - Carnival Worker	12.74
28210 - Gate Attendant/Gate Tender	18.74
28310 - Lifeguard	14.78
28350 - Park Attendant (Aide)	20.98
28510 - Recreation Aide/Health	15.30
Facility Attendant	
28515 - Recreation Specialist	23.87
28630 - Sports Official	16.70
28690 - Swimming Pool Operator	21.08
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	27.48
29020 - Hatch Tender	27.48
29030 - Line Handler	27.48
29041 - Stevedore I	26.16
29042 - Stevedore II	28.69
30000 - Technical Occupations	
30010 - Air Traffic Control	(see 2) 44.86
Specialist Center (HFO)	
30011 - Air Traffic Control	(see 2) 30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	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	21.78
30362 - Paralegal/Legal Assistant II	26.99
30363 - Paralegal/Legal Assistant III	33.02
30364 - Paralegal/Legal Assistant IV	39.93
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	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	25.54
30502 - Weather Forecaster II	31.07
30620 - Weather Observer Combined (see 2)	20.75
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	22.78
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	17.10
31030 - Bus Driver	24.10
31043 - Driver Courier	17.51
31260 - Parking and Lot Attendant	15.61
31290 - Shuttle Bus Driver	20.03
31310 - Taxi Driver	19.37
31361 - Truckdriver Light	18.80
31362 - Truckdriver Medium	19.83
31363 - Truckdriver Heavy	25.31
31364 - Truckdriver Tractor-Trailer	25.31
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.76
99050 - Desk Clerk	15.87
99095 - Embalmer	29.67

99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	18.11
I	
99252 - Laboratory Animal Caretaker	18.89
II	
99260 - Marketing Analyst	26.64
99310 - Mortician	29.67
99410 - Pest Controller	23.19
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	17.47
99711 - Recycling Specialist	20.48
99730 - Refuse Collector	16.02
99810 - Sales Clerk	15.29
99820 - School Crossing Guard	15.62
99830 - Survey Party Chief	20.98
99831 - Surveying Aide	13.74
99832 - Surveying Technician	18.82
99840 - Vending Machine Attendant	20.48
99841 - Vending Machine Repairer	24.36
99842 - Vending Machine Repairer	20.48
Helper	

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4079

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.: 18
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

This wage determination 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		18.03
01012 - Accounting Clerk II		20.24
01013 - Accounting Clerk III		22.65
01020 - Administrative Assistant		29.01

01035 - Court Reporter	20.28
01041 - Customer Service Representative I	15.55
01042 - Customer Service Representative II	16.97
01043 - Customer Service Representative III	19.06
01051 - Data Entry Operator I	14.79
01052 - Data Entry Operator II	16.14
01060 - Dispatcher Motor Vehicle	23.42
01070 - Document Preparation Clerk	16.14
01090 - Duplicating Machine Operator	16.14
01111 - General Clerk I	15.22
01112 - General Clerk II	16.61
01113 - General Clerk III	18.65
01120 - Housing Referral Assistant	22.61
01141 - Messenger Courier	13.16
01191 - Order Clerk I	16.27
01192 - Order Clerk II	17.75
01261 - Personnel Assistant (Employment) I	19.03
01262 - Personnel Assistant (Employment) II	21.29
01263 - Personnel Assistant (Employment) III	23.73
01270 - Production Control Clerk	24.84
01290 - Rental Clerk	17.44
01300 - Scheduler Maintenance	18.12
01311 - Secretary I	18.12
01312 - Secretary II	20.28
01313 - Secretary III	22.61
01320 - Service Order Dispatcher	21.53
01410 - Supply Technician	29.01
01420 - Survey Worker	20.28
01460 - Switchboard Operator/Receptionist	16.17
01531 - Travel Clerk I	14.38
01532 - Travel Clerk II	15.55
01533 - Travel Clerk III	16.71
01611 - Word Processor I	16.47
01612 - Word Processor II	18.12
01613 - Word Processor III	20.28
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.26
Fiberglass	
05010 - Automotive Electrician	18.85
05040 - Automotive Glass Installer	18.05
05070 - Automotive Worker	18.05
05110 - Mobile Equipment Servicer	16.30

05130 - Motor Equipment Metal Mechanic	19.65
05160 - Motor Equipment Metal Worker	18.05
05190 - Motor Vehicle Mechanic	19.65
05220 - Motor Vehicle Mechanic Helper	15.18
05250 - Motor Vehicle Upholstery Worker	17.19
05280 - Motor Vehicle Wrecker	18.05
05310 - Painter Automotive	18.85
05340 - Radiator Repair Specialist	18.05
05370 - Tire Repairer	16.30
05400 - Transmission Repair Specialist	19.65
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.22
07041 - Cook I	18.23
07042 - Cook II	20.20
07070 - Dishwasher	14.56
07130 - Food Service Worker	14.62
07210 - Meat Cutter	19.73
07260 - Waiter/Waitress	14.18
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	27.78
09040 - Furniture Handler	19.70
09080 - Furniture Refinisher	27.34
09090 - Furniture Refinisher Helper	23.10
09110 - Furniture Repairer Minor	26.16
09130 - Upholsterer	27.34
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	16.01
11060 - Elevator Operator	17.72
11090 - Gardener	26.47
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
11210 - Laborer Grounds Maintenance	21.33
11240 - Maid or Houseman	14.77
11260 - Pruner	19.64
11270 - Tractor Operator	24.61
11330 - Trail Maintenance Worker	21.33
11360 - Window Cleaner	19.41
12000 - Health Occupations	
12010 - Ambulance Driver	22.97
12011 - Breath Alcohol Technician	24.28
12012 - Certified Occupational Therapist Assistant	33.31

12015 - Certified Physical Therapist Assistant	33.31
12020 - Dental Assistant	22.44
12025 - Dental Hygienist	42.79
12030 - EKG Technician	36.79
12035 - Electroneurodiagnostic Technologist	36.79
12040 - Emergency Medical Technician	22.97
12071 - Licensed Practical Nurse I	21.71
12072 - Licensed Practical Nurse II	24.28
12073 - Licensed Practical Nurse III	27.06
12100 - Medical Assistant	20.53
12130 - Medical Laboratory Technician	25.00
12160 - Medical Record Clerk	19.82
12190 - Medical Record Technician	24.40
12195 - Medical Transcriptionist	21.71
12210 - Nuclear Medicine Technologist	53.35
12221 - Nursing Assistant I	12.56
12222 - Nursing Assistant II	14.11
12223 - Nursing Assistant III	15.40
12224 - Nursing Assistant IV	17.30
12235 - Optical Dispenser	24.28
12236 - Optical Technician	21.71
12250 - Pharmacy Technician	17.50
12280 - Phlebotomist	21.22
12305 - Radiologic Technologist	37.14
12311 - Registered Nurse I	29.56
12312 - Registered Nurse II	36.16
12313 - Registered Nurse II	36.16
12314 - Registered Nurse III	45.75
12315 - Registered Nurse III	43.75
12316 - Registered Nurse IV	52.44
12317 - Scheduler (Drug and Alcohol Testing)	30.07
12320 - Substance Abuse Treatment Counselor	26.01
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.74
13012 - Exhibits Specialist II	25.69
13013 - Exhibits Specialist III	31.42
13041 - Illustrator I	20.74
13042 - Illustrator II	25.69
13043 - Illustrator III	31.42
13047 - Librarian	28.45
13050 - Library Aide/Clerk	16.41

13054 - Library Information	25.69
Technology Systems	
Administrator	
13058 - Library Technician	22.11
13061 - Media Specialist I	18.54
13062 - Media Specialist II	20.74
13063 - Media Specialist III	23.11
13071 - Photographer I	18.54
13072 - Photographer II	20.74
13073 - Photographer III	25.69
13074 - Photographer IV	31.42
13075 - Photographer V	38.03
13090 - Technical Order Library	20.61
Clerk	
13110 - Video Teleconference	22.46
Technician	
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	14.66
Operator	
14160 - Personal Computer Support	21.25
Technician	
14170 - System Support Specialist	23.54
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	31.76
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	38.44
Instructor (Rated)	
15030 - Air Crew Training Devices	46.06
Instructor (Pilot)	
15050 - Computer Based Training	31.76
Specialist / Instructor	
15060 - Educational Technologist	30.91
15070 - Flight Instructor (Pilot)	46.06
15080 - Graphic Artist	25.39
15085 - Maintenance Test Pilot Fixed	46.06
Jet/Prop	

15086 - Maintenance Test Pilot	46.06
Rotary Wing	
15088 - Non-Maintenance Test/Co-Pilot	46.06
15090 - Technical Instructor	23.87
15095 - Technical Instructor/Course Developer	29.20
15110 - Test Proctor	19.27
15120 - Tutor	19.27
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing	14.76
Apparel Laundry	
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	28.69
19040 - Tool And Die Maker	33.26
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.79
21030 - Material Coordinator	25.45
21040 - Material Expediter	25.45
21050 - Material Handling Laborer	15.77
21071 - Order Filler	14.80
21080 - Production Line Worker (Food Processing)	20.79
21110 - Shipping Packer	17.66
21130 - Shipping/Receiving Clerk	17.66
21140 - Store Worker I	14.40
21150 - Stock Clerk	18.96
21210 - Tools And Parts Attendant	20.79
21410 - Warehouse Specialist	20.79
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.03
23019 - Aircraft Logs and Records	26.16
Technician	
23021 - Aircraft Mechanic I	29.91
23022 - Aircraft Mechanic II	31.03

23023 - Aircraft Mechanic III	32.22
23040 - Aircraft Mechanic Helper	23.10
23050 - Aircraft Painter	28.69
23060 - Aircraft Servicer	26.16
23070 - Aircraft Survival Flight	28.69
Equipment Technician	
23080 - Aircraft Worker	27.48
23091 - Aircrew Life Support	27.48
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	29.91
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	28.69
23120 - Bicycle Repairer	23.44
23125 - Cable Splicer	35.95
23130 - Carpenter Maintenance	27.69
23140 - Carpet Layer	27.48
23160 - Electrician Maintenance	31.36
23181 - Electronics Technician	27.48
Maintenance I	
23182 - Electronics Technician	28.69
Maintenance II	
23183 - Electronics Technician	29.91
Maintenance III	
23260 - Fabric Worker	26.16
23290 - Fire Alarm System Mechanic	29.91
23310 - Fire Extinguisher Repairer	24.80
23311 - Fuel Distribution System	29.91
Mechanic	
23312 - Fuel Distribution System	24.80
Operator	
23370 - General Maintenance Worker	21.39
23380 - Ground Support Equipment	29.91
Mechanic	
23381 - Ground Support Equipment	26.16
Servicer	
23382 - Ground Support Equipment	27.48
Worker	
23391 - Gunsmith I	24.80
23392 - Gunsmith II	27.48
23393 - Gunsmith III	29.91
23410 - Heating Ventilation And Air-	30.60
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	31.74
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	28.72
23440 - Heavy Equipment Operator	28.60

23460 - Instrument Mechanic	29.91
23465 - Laboratory/Shelter Mechanic	28.69
23470 - Laborer	15.77
23510 - Locksmith	28.69
23530 - Machinery Maintenance	25.70
Mechanic	
23550 - Machinist Maintenance	22.09
23580 - Maintenance Trades Helper	20.53
23591 - Metrology Technician I	29.91
23592 - Metrology Technician II	31.03
23593 - Metrology Technician III	32.22
23640 - Millwright	29.91
23710 - Office Appliance Repairer	28.69
23760 - Painter Maintenance	22.78
23790 - Pipefitter Maintenance	34.93
23810 - Plumber Maintenance	31.60
23820 - Pneudraulic Systems Mechanic	29.91
23850 - Rigger	29.91
23870 - Scale Mechanic	27.48
23890 - Sheet-Metal Worker	26.47
Maintenance	
23910 - Small Engine Mechanic	27.43
23931 - Telecommunications Mechanic	29.91
I	
23932 - Telecommunications Mechanic	31.03
II	
23950 - Telephone Lineman	27.89
23960 - Welder Combination	24.06
Maintenance	
23965 - Well Driller	29.91
23970 - Woodcraft Worker	29.91
23980 - Woodworker	24.80
24000 - Personal Needs Occupations	
24550 - Case Manager	18.64
24570 - Child Care Attendant	14.08
24580 - Child Care Center Clerk	17.57
24610 - Chore Aide	15.27
24620 - Family Readiness And Support	18.64
Services	
Coordinator	
24630 - Homemaker	18.64
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	29.91
25040 - Sewage Plant Operator	28.07
25070 - Stationary Engineer	29.91
25190 - Ventilation Equipment Tender	22.60
25210 - Water Treatment Plant	28.07
Operator	
27000 - Protective Service Occupations	

27004 - Alarm Monitor	23.62
27007 - Baggage Inspector	16.81
27008 - Corrections Officer	24.47
27010 - Court Security Officer	24.47
27030 - Detection Dog Handler	18.80
27040 - Detention Officer	24.47
27070 - Firefighter	24.47
27101 - Guard I	16.81
27102 - Guard II	18.80
27131 - Police Officer I	28.38
27132 - Police Officer II	31.54
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.56
28042 - Carnival Equipment Repairer	18.58
28043 - Carnival Worker	13.66
28210 - Gate Attendant/Gate Tender	18.74
28310 - Lifeguard	14.64
28350 - Park Attendant (Aide)	20.98
28510 - Recreation Aide/Health	15.30
Facility Attendant	
28515 - Recreation Specialist	25.98
28630 - Sports Official	16.70
28690 - Swimming Pool Operator	20.88
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	27.48
29020 - Hatch Tender	27.48
29030 - Line Handler	27.48
29041 - Stevedore I	26.16
29042 - Stevedore II	28.69
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	44.86
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	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	22.22
30362 - Paralegal/Legal Assistant II	27.53
30363 - Paralegal/Legal Assistant III	33.67
30364 - Paralegal/Legal Assistant IV	40.73
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	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	25.54
30502 - Weather Forecaster II	31.07
30620 - Weather Observer Combined (see 2)	20.75
30621 - Weather Observer Senior (see 2)	22.78
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	17.10
31030 - Bus Driver	24.10
31043 - Driver Courier	17.51
31260 - Parking and Lot Attendant	15.61
31290 - Shuttle Bus Driver	20.03
31310 - Taxi Driver	16.97
31361 - Truckdriver Light	18.80
31362 - Truckdriver Medium	19.83

31363 - Truckdriver Heavy	25.31
31364 - Truckdriver Tractor-Trailer	25.31
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.76
99050 - Desk Clerk	15.87
99095 - Embalmer	29.67
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	18.30
I	
99252 - Laboratory Animal Caretaker	18.89
II	
99260 - Marketing Analyst	26.64
99310 - Mortician	29.67
99410 - Pest Controller	23.19
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	17.60
99711 - Recycling Specialist	20.48
99730 - Refuse Collector	16.21
99810 - Sales Clerk	15.29
99820 - School Crossing Guard	15.62
99830 - Survey Party Chief	20.98
99831 - Surveying Aide	13.74
99832 - Surveying Technician	18.82
99840 - Vending Machine Attendant	20.48
99841 - Vending Machine Repairer	24.36
99842 - Vending Machine Repairer	20.48

Helper

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per

week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1)

dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b) (2) (i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b) (2) (ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b) (2) (v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b) (2) (ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b) (2) (iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4081

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.: 2015-4081
Revision No.: 18
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following towns in the following counties in MASSACHUSETTS:

FRANKLIN COUNTY: New Salem Orange Warwick

WORCESTER COUNTY: Athol Hardwick Petersham

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.58
01012 - Accounting Clerk II		19.75
01013 - Accounting Clerk III		22.08
01020 - Administrative Assistant		29.01
01035 - Court Reporter		20.28
01041 - Customer Service Representative I		15.38

01042 - Customer Service Representative II	16.97
01043 - Customer Service Representative III	18.86
01051 - Data Entry Operator I	14.79
01052 - Data Entry Operator II	16.14
01060 - Dispatcher Motor Vehicle	23.42
01070 - Document Preparation Clerk	16.14
01090 - Duplicating Machine Operator	16.14
01111 - General Clerk I	15.22
01112 - General Clerk II	16.61
01113 - General Clerk III	18.65
01120 - Housing Referral Assistant	22.61
01141 - Messenger Courier	13.16
01191 - Order Clerk I	16.27
01192 - Order Clerk II	17.75
01261 - Personnel Assistant (Employment) I	19.03
01262 - Personnel Assistant (Employment) II	21.29
01263 - Personnel Assistant (Employment) III	23.73
01270 - Production Control Clerk	25.54
01290 - Rental Clerk	17.44
01300 - Scheduler Maintenance	18.12
01311 - Secretary I	18.12
01312 - Secretary II	20.28
01313 - Secretary III	22.61
01320 - Service Order Dispatcher	21.53
01410 - Supply Technician	29.01
01420 - Survey Worker	20.28
01460 - Switchboard Operator/Receptionist	16.17
01531 - Travel Clerk I	14.38
01532 - Travel Clerk II	15.55
01533 - Travel Clerk III	16.71
01611 - Word Processor I	16.14
01612 - Word Processor II	18.12
01613 - Word Processor III	20.28
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.62
Fiberglass	
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	20.37
Mechanic	
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	16.01
05400 - Transmission Repair Specialist	20.37
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.22
07041 - Cook I	18.23
07042 - Cook II	20.20
07070 - Dishwasher	13.81
07130 - Food Service Worker	14.62
07210 - Meat Cutter	19.73
07260 - Waiter/Waitress	14.18
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	27.59
09040 - Furniture Handler	19.51
09080 - Furniture Refinisher	27.34
09090 - Furniture Refinisher Helper	22.59
09110 - Furniture Repairer Minor	25.51
09130 - Upholsterer	27.34
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	16.69
11060 - Elevator Operator	17.72
11090 - Gardener	26.39
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
11210 - Laborer Grounds Maintenance	21.33
11240 - Maid or Houseman	15.07
11260 - Pruner	19.68
11270 - Tractor Operator	24.71
11330 - Trail Maintenance Worker	21.33
11360 - Window Cleaner	19.41
12000 - Health Occupations	
12010 - Ambulance Driver	22.97
12011 - Breath Alcohol Technician	24.28
12012 - Certified Occupational Therapist Assistant	29.47
12015 - Certified Physical Therapist Assistant	31.72
12020 - Dental Assistant	21.42
12025 - Dental Hygienist	39.76
12030 - EKG Technician	36.77

12035 - Electroneurodiagnostic Technologist	36.77
12040 - Emergency Medical Technician	22.97
12071 - Licensed Practical Nurse I	21.71
12072 - Licensed Practical Nurse II	24.28
12073 - Licensed Practical Nurse III	27.06
12100 - Medical Assistant	20.15
12130 - Medical Laboratory Technician	23.84
12160 - Medical Record Clerk	19.71
12190 - Medical Record Technician	22.49
12195 - Medical Transcriptionist	21.71
12210 - Nuclear Medicine Technologist	47.48
12221 - Nursing Assistant I	12.56
12222 - Nursing Assistant II	14.11
12223 - Nursing Assistant III	15.40
12224 - Nursing Assistant IV	17.30
12235 - Optical Dispenser	24.28
12236 - Optical Technician	21.71
12250 - Pharmacy Technician	17.31
12280 - Phlebotomist	19.03
12305 - Radiologic Technologist	36.78
12311 - Registered Nurse I	29.56
12312 - Registered Nurse II	36.16
12313 - Registered Nurse II	36.16
12314 - Registered Nurse III	45.75
12315 - Registered Nurse III	43.75
12316 - Registered Nurse IV	52.44
12317 - Scheduler (Drug and Alcohol Testing)	30.07
12320 - Substance Abuse Treatment Counselor	23.01
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.74
13012 - Exhibits Specialist II	25.69
13013 - Exhibits Specialist III	31.42
13041 - Illustrator I	20.74
13042 - Illustrator II	25.69
13043 - Illustrator III	31.42
13047 - Librarian	28.45
13050 - Library Aide/Clerk	16.41
13054 - Library Information Technology Systems Administrator	25.69
13058 - Library Technician	20.48
13061 - Media Specialist I	18.47

13062 - Media Specialist II	20.52
13063 - Media Specialist III	22.86
13071 - Photographer I	18.32
13072 - Photographer II	20.74
13073 - Photographer III	25.69
13074 - Photographer IV	31.42
13075 - Photographer V	38.03
13090 - Technical Order Library	20.61
Clerk	
13110 - Video Teleconference	22.46
Technician	
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	14.66
Operator	
14160 - Personal Computer Support	21.25
Technician	
14170 - System Support Specialist	23.54
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	31.76
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	38.44
Instructor (Rated)	
15030 - Air Crew Training Devices	46.06
Instructor (Pilot)	
15050 - Computer Based Training	31.76
Specialist / Instructor	
15060 - Educational Technologist	29.66
15070 - Flight Instructor (Pilot)	46.06
15080 - Graphic Artist	25.39
15085 - Maintenance Test Pilot Fixed	46.06
Jet/Prop	
15086 - Maintenance Test Pilot	46.06
Rotary Wing	
15088 - Non-Maintenance Test/Co-	46.06
Pilot	
15090 - Technical Instructor	23.87

15095 - Technical Instructor/Course Developer	29.20
15110 - Test Proctor	19.27
15120 - Tutor	19.27
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing Apparel Laundry	14.76
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.59
19040 - Tool And Die Maker	31.80
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.79
21030 - Material Coordinator	25.45
21040 - Material Expediter	25.45
21050 - Material Handling Laborer	15.77
21071 - Order Filler	14.80
21080 - Production Line Worker (Food Processing)	20.79
21110 - Shipping Packer	17.66
21130 - Shipping/Receiving Clerk	17.66
21140 - Store Worker I	14.40
21150 - Stock Clerk	18.96
21210 - Tools And Parts Attendant	20.79
21410 - Warehouse Specialist	20.79
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.03
23019 - Aircraft Logs and Records Technician	26.16
23021 - Aircraft Mechanic I	29.91
23022 - Aircraft Mechanic II	31.03
23023 - Aircraft Mechanic III	32.22
23040 - Aircraft Mechanic Helper	23.10
23050 - Aircraft Painter	28.69
23060 - Aircraft Servicer	26.16

23070 - Aircraft Survival Flight Equipment Technician	28.69
23080 - Aircraft Worker	27.48
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.48
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.91
23110 - Appliance Mechanic	27.59
23120 - Bicycle Repairer	23.44
23125 - Cable Splicer	35.95
23130 - Carpenter Maintenance	27.69
23140 - Carpet Layer	27.48
23160 - Electrician Maintenance	30.56
23181 - Electronics Technician	26.87
Maintenance I	
23182 - Electronics Technician	27.96
Maintenance II	
23183 - Electronics Technician	29.47
Maintenance III	
23260 - Fabric Worker	25.80
23290 - Fire Alarm System Mechanic	28.71
23310 - Fire Extinguisher Repairer	24.34
23311 - Fuel Distribution System Mechanic	28.71
23312 - Fuel Distribution System Operator	24.27
23370 - General Maintenance Worker	21.39
23380 - Ground Support Equipment Mechanic	29.91
23381 - Ground Support Equipment Servicer	26.16
23382 - Ground Support Equipment Worker	27.48
23391 - Gunsmith I	24.34
23392 - Gunsmith II	27.09
23393 - Gunsmith III	29.44
23410 - Heating Ventilation And Air- Conditioning Mechanic	30.60
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.74
23430 - Heavy Equipment Mechanic	28.71
23440 - Heavy Equipment Operator	28.60
23460 - Instrument Mechanic	29.91
23465 - Laboratory/Shelter Mechanic	28.20
23470 - Laborer	15.77
23510 - Locksmith	28.69

23530 - Machinery Maintenance	26.10
Mechanic	
23550 - Machinist Maintenance	22.09
23580 - Maintenance Trades Helper	18.67
23591 - Metrology Technician I	29.91
23592 - Metrology Technician II	31.03
23593 - Metrology Technician III	32.22
23640 - Millwright	28.71
23710 - Office Appliance Repairer	27.59
23760 - Painter Maintenance	22.81
23790 - Pipefitter Maintenance	31.75
23810 - Plumber Maintenance	28.14
23820 - Pneudraulic Systems Mechanic	29.44
23850 - Rigger	29.44
23870 - Scale Mechanic	27.09
23890 - Sheet-Metal Worker	23.73
Maintenance	
23910 - Small Engine Mechanic	26.51
23931 - Telecommunications Mechanic	29.91
I	
23932 - Telecommunications Mechanic	31.03
II	
23950 - Telephone Lineman	27.89
23960 - Welder Combination	23.96
Maintenance	
23965 - Well Driller	28.71
23970 - Woodcraft Worker	29.44
23980 - Woodworker	24.12
24000 - Personal Needs Occupations	
24550 - Case Manager	18.64
24570 - Child Care Attendant	14.08
24580 - Child Care Center Clerk	17.57
24610 - Chore Aide	15.27
24620 - Family Readiness And Support	18.64
Services	
Coordinator	
24630 - Homemaker	18.64
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	28.71
25040 - Sewage Plant Operator	27.91
25070 - Stationary Engineer	28.71
25190 - Ventilation Equipment Tender	22.59
25210 - Water Treatment Plant	27.91
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.62
27007 - Baggage Inspector	16.81
27008 - Corrections Officer	24.47
27010 - Court Security Officer	24.47

27030 - Detection Dog Handler	18.80
27040 - Detention Officer	24.47
27070 - Firefighter	24.47
27101 - Guard I	16.81
27102 - Guard II	18.80
27131 - Police Officer I	28.38
27132 - Police Officer II	31.54
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.40
28042 - Carnival Equipment Repairer	13.95
28043 - Carnival Worker	12.74
28210 - Gate Attendant/Gate Tender	18.36
28310 - Lifeguard	14.78
28350 - Park Attendant (Aide)	20.94
28510 - Recreation Aide/Health	15.28
Facility Attendant	
28515 - Recreation Specialist	21.70
28630 - Sports Official	16.68
28690 - Swimming Pool Operator	21.08
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	27.48
29020 - Hatch Tender	27.48
29030 - Line Handler	27.48
29041 - Stevedore I	26.16
29042 - Stevedore II	28.69
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	44.86
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	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	21.78
30362 - Paralegal/Legal Assistant II	26.99
30363 - Paralegal/Legal Assistant III	33.02
30364 - Paralegal/Legal Assistant IV	39.93
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	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	25.54
30502 - Weather Forecaster II	31.07
30620 - Weather Observer Combined (see 2)	20.75
30621 - Weather Observer Senior (see 2)	22.78
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	16.74
31030 - Bus Driver	24.10
31043 - Driver Courier	17.51
31260 - Parking and Lot Attendant	15.41
31290 - Shuttle Bus Driver	20.03
31310 - Taxi Driver	19.37
31361 - Truckdriver Light	18.80
31362 - Truckdriver Medium	19.83
31363 - Truckdriver Heavy	25.31
31364 - Truckdriver Tractor-Trailer	25.31
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82

99030 - Cashier	13.76
99050 - Desk Clerk	15.87
99095 - Embalmer	29.67
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	18.30
I	
99252 - Laboratory Animal Caretaker	18.89
II	
99260 - Marketing Analyst	26.64
99310 - Mortician	29.67
99410 - Pest Controller	23.19
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	17.91
99711 - Recycling Specialist	20.74
99730 - Refuse Collector	16.51
99810 - Sales Clerk	15.29
99820 - School Crossing Guard	15.62
99830 - Survey Party Chief	20.98
99831 - Surveying Aide	13.74
99832 - Surveying Technician	18.82
99840 - Vending Machine Attendant	20.48
99841 - Vending Machine Repairer	24.36
99842 - Vending Machine Repairer	20.48
Helper	

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard**

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4083

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.: 2015-4083
Revision No.: 18
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable in the following cities and towns in MASSACHUSETTS and RHODE ISLAND:

Massachusetts:

BRISTOL COUNTY: Attleboro North Attleborough Rehoboth Seekonk

NORFOLK COUNTY: Plainville

WORCESTER COUNTY: Blackstone Millville

Rhode Island:

PROVIDENCE COUNTY: Burrillville Central Falls Cumberland Lincoln North Smithfield Pawtucket Providence Smithfield Woonsocket

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		

01011 - Accounting Clerk I	17.59
01012 - Accounting Clerk II	19.76
01013 - Accounting Clerk III	22.09
01020 - Administrative Assistant	31.21
01035 - Court Reporter	24.96
01041 - Customer Service Representative I	14.78
01042 - Customer Service Representative II	16.29
01043 - Customer Service Representative III	18.12
01051 - Data Entry Operator I	16.65
01052 - Data Entry Operator II	18.17
01060 - Dispatcher Motor Vehicle	21.54
01070 - Document Preparation Clerk	18.06
01090 - Duplicating Machine Operator	18.06
01111 - General Clerk I	15.24
01112 - General Clerk II	16.63
01113 - General Clerk III	18.68
01120 - Housing Referral Assistant	21.99
01141 - Messenger Courier	16.59
01191 - Order Clerk I	16.74
01192 - Order Clerk II	18.27
01261 - Personnel Assistant (Employment) I	18.15
01262 - Personnel Assistant (Employment) II	20.30
01263 - Personnel Assistant (Employment) III	22.63
01270 - Production Control Clerk	25.56
01290 - Rental Clerk	15.69
01300 - Scheduler Maintenance	17.64
01311 - Secretary I	17.64
01312 - Secretary II	19.73
01313 - Secretary III	21.99
01320 - Service Order Dispatcher	19.26
01410 - Supply Technician	31.21
01420 - Survey Worker	20.73
01460 - Switchboard Operator/Receptionist	16.45
01531 - Travel Clerk I	16.66
01532 - Travel Clerk II	17.68
01533 - Travel Clerk III	18.53
01611 - Word Processor I	17.15
01612 - Word Processor II	19.26
01613 - Word Processor III	21.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.98
Fiberglass	
05010 - Automotive Electrician	19.96

05040 - Automotive Glass Installer	19.16
05070 - Automotive Worker	19.16
05110 - Mobile Equipment Servicer	17.57
05130 - Motor Equipment Metal	20.77
Mechanic	
05160 - Motor Equipment Metal Worker	19.16
05190 - Motor Vehicle Mechanic	20.77
05220 - Motor Vehicle Mechanic	16.73
Helper	
05250 - Motor Vehicle Upholstery	18.33
Worker	
05280 - Motor Vehicle Wrecker	19.16
05310 - Painter Automotive	19.96
05340 - Radiator Repair Specialist	19.16
05370 - Tire Repairer	17.60
05400 - Transmission Repair	20.77
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.88
07041 - Cook I	17.69
07042 - Cook II	19.29
07070 - Dishwasher	12.77
07130 - Food Service Worker	14.42
07210 - Meat Cutter	20.73
07260 - Waiter/Waitress	12.77
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	18.10
09040 - Furniture Handler	13.41
09080 - Furniture Refinisher	18.74
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer Minor	17.21
09130 - Upholsterer	18.78
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.09
11060 - Elevator Operator	14.48
11090 - Gardener	21.14
11122 - Housekeeping Aide	14.48
11150 - Janitor	14.48
11210 - Laborer Grounds Maintenance	17.17
11240 - Maid or Houseman	14.58
11260 - Pruner	15.74
11270 - Tractor Operator	20.13
11330 - Trail Maintenance Worker	17.17
11360 - Window Cleaner	15.80
12000 - Health Occupations	
12010 - Ambulance Driver	20.05
12011 - Breath Alcohol Technician	25.38

12012 - Certified Occupational Therapist Assistant	29.63
12015 - Certified Physical Therapist Assistant	31.81
12020 - Dental Assistant	23.21
12025 - Dental Hygienist	39.68
12030 - EKG Technician	40.78
12035 - Electroneurodiagnostic Technologist	40.78
12040 - Emergency Medical Technician	20.05
12071 - Licensed Practical Nurse I	22.70
12072 - Licensed Practical Nurse II	25.38
12073 - Licensed Practical Nurse III	28.29
12100 - Medical Assistant	18.10
12130 - Medical Laboratory Technician	30.81
12160 - Medical Record Clerk	20.57
12190 - Medical Record Technician	24.13
12195 - Medical Transcriptionist	21.46
12210 - Nuclear Medicine Technologist	49.59
12221 - Nursing Assistant I	13.09
12222 - Nursing Assistant II	14.71
12223 - Nursing Assistant III	16.05
12224 - Nursing Assistant IV	18.03
12235 - Optical Dispenser	24.95
12236 - Optical Technician	16.74
12250 - Pharmacy Technician	18.26
12280 - Phlebotomist	18.60
12305 - Radiologic Technologist	34.82
12311 - Registered Nurse I	29.78
12312 - Registered Nurse II	34.81
12313 - Registered Nurse II	34.81
Specialist	
12314 - Registered Nurse III	40.02
12315 - Registered Nurse III	40.02
Anesthetist	
12316 - Registered Nurse IV	47.94
12317 - Scheduler (Drug and Alcohol Testing)	31.44
12320 - Substance Abuse Treatment Counselor	25.72
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.84
13012 - Exhibits Specialist II	29.52
13013 - Exhibits Specialist III	36.12
13041 - Illustrator I	23.84
13042 - Illustrator II	29.52
13043 - Illustrator III	36.12

13047 - Librarian	32.71
13050 - Library Aide/Clerk	15.46
13054 - Library Information	29.52
Technology Systems	
Administrator	
13058 - Library Technician	23.73
13061 - Media Specialist I	21.30
13062 - Media Specialist II	23.84
13063 - Media Specialist III	26.58
13071 - Photographer I	20.21
13072 - Photographer II	22.61
13073 - Photographer III	28.01
13074 - Photographer IV	34.26
13075 - Photographer V	41.44
13090 - Technical Order Library	19.42
Clerk	
13110 - Video Teleconference	22.33
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.08
14042 - Computer Operator II	20.22
14043 - Computer Operator III	22.54
14044 - Computer Operator IV	25.05
14045 - Computer Operator V	27.74
14071 - Computer Programmer I	(see 1) 22.53
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	18.08
Operator	
14160 - Personal Computer Support	25.50
Technician	
14170 - System Support Specialist	27.74
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	32.55
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	39.40
Instructor (Rated)	
15030 - Air Crew Training Devices	47.21
Instructor (Pilot)	
15050 - Computer Based Training	32.55
Specialist / Instructor	
15060 - Educational Technologist	28.92
15070 - Flight Instructor (Pilot)	47.21
15080 - Graphic Artist	28.99

15085 - Maintenance Test Pilot Fixed Jet/Prop	47.21
15086 - Maintenance Test Pilot Rotary Wing	47.21
15088 - Non-Maintenance Test/Co-Pilot	47.21
15090 - Technical Instructor	28.80
15095 - Technical Instructor/Course Developer	35.23
15110 - Test Proctor	23.25
15120 - Tutor	23.25
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing Apparel Laundry	14.76
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.28
19040 - Tool And Die Maker	25.94
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.90
21030 - Material Coordinator	25.56
21040 - Material Expediter	25.56
21050 - Material Handling Laborer	15.49
21071 - Order Filler	14.67
21080 - Production Line Worker (Food Processing)	19.90
21110 - Shipping Packer	18.51
21130 - Shipping/Receiving Clerk	18.51
21140 - Store Worker I	14.06
21150 - Stock Clerk	18.10
21210 - Tools And Parts Attendant	19.90
21410 - Warehouse Specialist	19.90
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.65
23019 - Aircraft Logs and Records Technician	32.02

23021 - Aircraft Mechanic I	36.29
23022 - Aircraft Mechanic II	37.65
23023 - Aircraft Mechanic III	39.10
23040 - Aircraft Mechanic Helper	29.24
23050 - Aircraft Painter	34.87
23060 - Aircraft Servicer	32.02
23070 - Aircraft Survival Flight	34.87
Equipment Technician	
23080 - Aircraft Worker	33.47
23091 - Aircrew Life Support	33.47
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	36.29
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	20.86
23120 - Bicycle Repairer	20.52
23125 - Cable Splicer	45.68
23130 - Carpenter Maintenance	24.37
23140 - Carpet Layer	23.77
23160 - Electrician Maintenance	28.56
23181 - Electronics Technician	30.12
Maintenance I	
23182 - Electronics Technician	31.37
Maintenance II	
23183 - Electronics Technician	32.67
Maintenance III	
23260 - Fabric Worker	27.39
23290 - Fire Alarm System Mechanic	23.68
23310 - Fire Extinguisher Repairer	26.26
23311 - Fuel Distribution System	33.95
Mechanic	
23312 - Fuel Distribution System	28.71
Operator	
23370 - General Maintenance Worker	22.91
23380 - Ground Support Equipment	36.29
Mechanic	
23381 - Ground Support Equipment	32.02
Servicer	
23382 - Ground Support Equipment	33.47
Worker	
23391 - Gunsmith I	26.26
23392 - Gunsmith II	28.63
23393 - Gunsmith III	31.04
23410 - Heating Ventilation And Air-	28.24
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	29.31
Contidioning	
Mechanic (Research Facility)	

23430 - Heavy Equipment Mechanic	30.05
23440 - Heavy Equipment Operator	30.34
23460 - Instrument Mechanic	28.30
23465 - Laboratory/Shelter Mechanic	29.82
23470 - Laborer	15.49
23510 - Locksmith	26.10
23530 - Machinery Maintenance	24.69
Mechanic	
23550 - Machinist Maintenance	23.22
23580 - Maintenance Trades Helper	17.42
23591 - Metrology Technician I	28.30
23592 - Metrology Technician II	29.38
23593 - Metrology Technician III	30.50
23640 - Millwright	31.04
23710 - Office Appliance Repairer	23.29
23760 - Painter Maintenance	22.18
23790 - Pipefitter Maintenance	28.78
23810 - Plumber Maintenance	27.65
23820 - Pneudraulic Systems Mechanic	31.04
23850 - Rigger	28.05
23870 - Scale Mechanic	28.63
23890 - Sheet-Metal Worker	28.08
Maintenance	
23910 - Small Engine Mechanic	18.65
23931 - Telecommunications Mechanic	34.75
I	
23932 - Telecommunications Mechanic	36.06
II	
23950 - Telephone Lineman	41.77
23960 - Welder Combination	24.49
Maintenance	
23965 - Well Driller	31.04
23970 - Woodcraft Worker	31.04
23980 - Woodworker	26.26
24000 - Personal Needs Occupations	
24550 - Case Manager	17.05
24570 - Child Care Attendant	12.81
24580 - Child Care Center Clerk	15.97
24610 - Chore Aide	14.61
24620 - Family Readiness And Support	17.05
Services	
Coordinator	
24630 - Homemaker	17.05
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	28.33
25040 - Sewage Plant Operator	25.44
25070 - Stationary Engineer	28.33
25190 - Ventilation Equipment Tender	22.83

25210 - Water Treatment Plant Operator		25.44
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.08
27007 - Baggage Inspector		14.83
27008 - Corrections Officer		35.68
27010 - Court Security Officer		32.37
27030 - Detection Dog Handler		16.58
27040 - Detention Officer		35.68
27070 - Firefighter		29.05
27101 - Guard I		14.83
27102 - Guard II		16.58
27131 - Police Officer I		28.28
27132 - Police Officer II		31.43
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.81
28042 - Carnival Equipment Repairer		16.60
28043 - Carnival Worker		12.36
28210 - Gate Attendant/Gate Tender		16.50
28310 - Lifeguard		13.06
28350 - Park Attendant (Aide)		18.45
28510 - Recreation Aide/Health Facility Attendant		13.46
28515 - Recreation Specialist		21.61
28630 - Sports Official		14.69
28690 - Swimming Pool Operator		18.10
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.63
29020 - Hatch Tender		28.63
29030 - Line Handler		28.63
29041 - Stevedore I		27.39
29042 - Stevedore II		29.82
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.93
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)		34.06
30021 - Archeological Technician I		18.82
30022 - Archeological Technician II		21.05
30023 - Archeological Technician III		26.08
30030 - Cartographic Technician		26.08
30040 - Civil Engineering Technician		26.06
30051 - Cryogenic Technician I		28.88
30052 - Cryogenic Technician II		31.90
30061 - Drafter/CAD Operator I		18.82
30062 - Drafter/CAD Operator II		21.05
30063 - Drafter/CAD Operator III		23.46

30064 - Drafter/CAD Operator IV	28.88
30081 - Engineering Technician I	17.19
30082 - Engineering Technician II	19.30
30083 - Engineering Technician III	21.59
30084 - Engineering Technician IV	26.75
30085 - Engineering Technician V	32.72
30086 - Engineering Technician VI	39.58
30090 - Environmental Technician	29.61
30095 - Evidence Control Specialist	26.08
30210 - Laboratory Technician	23.62
30221 - Latent Fingerprint Technician I	28.88
30222 - Latent Fingerprint Technician II	31.90
30240 - Mathematical Technician	27.65
30361 - Paralegal/Legal Assistant I	22.72
30362 - Paralegal/Legal Assistant II	28.15
30363 - Paralegal/Legal Assistant III	34.43
30364 - Paralegal/Legal Assistant IV	41.65
30375 - Petroleum Supply Specialist	31.90
30390 - Photo-Optics Technician	26.08
30395 - Radiation Control Technician	31.90
30461 - Technical Writer I	27.40
30462 - Technical Writer II	33.52
30463 - Technical Writer III	40.56
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	28.88
30502 - Weather Forecaster II	35.14
30620 - Weather Observer Combined (see 2)	24.04
30621 - Weather Observer Senior (see 2)	26.08
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	15.57
31030 - Bus Driver	19.94
31043 - Driver Courier	16.85
31260 - Parking and Lot Attendant	12.40
31290 - Shuttle Bus Driver	17.73

31310 - Taxi Driver	15.90
31361 - Truckdriver Light	17.73
31362 - Truckdriver Medium	19.15
31363 - Truckdriver Heavy	23.69
31364 - Truckdriver Tractor-Trailer	23.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	12.77
99050 - Desk Clerk	13.95
99095 - Embalmer	37.72
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	15.52
I	
99252 - Laboratory Animal Caretaker	16.30
II	
99260 - Marketing Analyst	32.51
99310 - Mortician	38.43
99410 - Pest Controller	18.00
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	21.34
99711 - Recycling Specialist	24.47
99730 - Refuse Collector	19.55
99810 - Sales Clerk	14.26
99820 - School Crossing Guard	16.53
99830 - Survey Party Chief	29.43
99831 - Surveying Aide	21.07
99832 - Surveying Technician	28.08
99840 - Vending Machine Attendant	18.12
99841 - Vending Machine Repairer	20.75
99842 - Vending Machine Repairer	18.12
Helper	

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4085

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.: 2015-4085
Revision No.: 19
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Massachusetts

This wage determination is applicable to Bellingham town in Norfolk County

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.59
01012 - Accounting Clerk II		19.76
01013 - Accounting Clerk III		22.09
01020 - Administrative Assistant		31.21
01035 - Court Reporter		24.96
01041 - Customer Service Representative I		14.78
01042 - Customer Service Representative II		16.29

01043 - Customer Service Representative III	18.12
01051 - Data Entry Operator I	16.65
01052 - Data Entry Operator II	18.17
01060 - Dispatcher Motor Vehicle	21.54
01070 - Document Preparation Clerk	18.06
01090 - Duplicating Machine Operator	18.06
01111 - General Clerk I	15.24
01112 - General Clerk II	16.63
01113 - General Clerk III	18.68
01120 - Housing Referral Assistant	21.99
01141 - Messenger Courier	16.59
01191 - Order Clerk I	16.74
01192 - Order Clerk II	18.27
01261 - Personnel Assistant (Employment) I	18.15
01262 - Personnel Assistant (Employment) II	20.30
01263 - Personnel Assistant (Employment) III	22.63
01270 - Production Control Clerk	25.56
01290 - Rental Clerk	15.69
01300 - Scheduler Maintenance	17.64
01311 - Secretary I	17.64
01312 - Secretary II	19.73
01313 - Secretary III	21.99
01320 - Service Order Dispatcher	19.26
01410 - Supply Technician	31.21
01420 - Survey Worker	20.73
01460 - Switchboard Operator/Receptionist	16.45
01531 - Travel Clerk I	16.66
01532 - Travel Clerk II	17.68
01533 - Travel Clerk III	18.53
01611 - Word Processor I	17.15
01612 - Word Processor II	19.26
01613 - Word Processor III	21.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.98
Fiberglass	
05010 - Automotive Electrician	19.96
05040 - Automotive Glass Installer	19.16
05070 - Automotive Worker	19.16
05110 - Mobile Equipment Servicer	17.57
05130 - Motor Equipment Metal	20.77
Mechanic	
05160 - Motor Equipment Metal Worker	19.16
05190 - Motor Vehicle Mechanic	20.77
05220 - Motor Vehicle Mechanic Helper	16.73

05250 - Motor Vehicle Upholstery Worker	18.33
05280 - Motor Vehicle Wrecker	19.16
05310 - Painter Automotive	19.96
05340 - Radiator Repair Specialist	19.16
05370 - Tire Repairer	17.80
05400 - Transmission Repair Specialist	20.77
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.88
07041 - Cook I	17.69
07042 - Cook II	19.29
07070 - Dishwasher	12.77
07130 - Food Service Worker	14.42
07210 - Meat Cutter	20.73
07260 - Waiter/Waitress	12.77
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.39
09040 - Furniture Handler	13.57
09080 - Furniture Refinisher	18.74
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer Minor	17.21
09130 - Upholsterer	19.03
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.09
11060 - Elevator Operator	14.48
11090 - Gardener	21.14
11122 - Housekeeping Aide	14.48
11150 - Janitor	14.48
11210 - Laborer Grounds Maintenance	17.17
11240 - Maid or Houseman	14.58
11260 - Pruner	15.74
11270 - Tractor Operator	20.13
11330 - Trail Maintenance Worker	17.17
11360 - Window Cleaner	15.80
12000 - Health Occupations	
12010 - Ambulance Driver	20.05
12011 - Breath Alcohol Technician	25.38
12012 - Certified Occupational Therapist Assistant	29.63
12015 - Certified Physical Therapist Assistant	31.81
12020 - Dental Assistant	23.21
12025 - Dental Hygienist	39.68
12030 - EKG Technician	40.78
12035 - Electroneurodiagnostic Technologist	40.78

12040 - Emergency Medical Technician	20.05
12071 - Licensed Practical Nurse I	22.70
12072 - Licensed Practical Nurse II	25.38
12073 - Licensed Practical Nurse III	28.29
12100 - Medical Assistant	18.10
12130 - Medical Laboratory Technician	30.81
Technician	
12160 - Medical Record Clerk	20.57
12190 - Medical Record Technician	24.13
12195 - Medical Transcriptionist	21.46
12210 - Nuclear Medicine Technologist	49.59
Technologist	
12221 - Nursing Assistant I	13.09
12222 - Nursing Assistant II	14.71
12223 - Nursing Assistant III	16.05
12224 - Nursing Assistant IV	18.03
12235 - Optical Dispenser	24.95
12236 - Optical Technician	17.96
12250 - Pharmacy Technician	18.26
12280 - Phlebotomist	18.60
12305 - Radiologic Technologist	34.82
12311 - Registered Nurse I	26.72
12312 - Registered Nurse II	32.68
12313 - Registered Nurse II	32.68
Specialist	
12314 - Registered Nurse III	39.53
12315 - Registered Nurse III	39.53
Anesthetist	
12316 - Registered Nurse IV	47.38
12317 - Scheduler (Drug and Alcohol Testing)	31.44
Testing)	
12320 - Substance Abuse Treatment Counselor	25.72
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	23.84
13012 - Exhibits Specialist II	29.52
13013 - Exhibits Specialist III	36.12
13041 - Illustrator I	23.84
13042 - Illustrator II	29.52
13043 - Illustrator III	36.12
13047 - Librarian	32.71
13050 - Library Aide/Clerk	15.46
13054 - Library Information Technology Systems Administrator	29.52
Technology Systems Administrator	
13058 - Library Technician	23.73
13061 - Media Specialist I	21.30
13062 - Media Specialist II	23.84
13063 - Media Specialist III	26.58

13071 - Photographer I	20.21
13072 - Photographer II	22.61
13073 - Photographer III	28.01
13074 - Photographer IV	34.26
13075 - Photographer V	41.44
13090 - Technical Order Library	19.42
Clerk	
13110 - Video Teleconference	22.74
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.08
14042 - Computer Operator II	20.22
14043 - Computer Operator III	22.54
14044 - Computer Operator IV	25.05
14045 - Computer Operator V	27.74
14071 - Computer Programmer I	(see 1) 25.43
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	18.08
Operator	
14160 - Personal Computer Support	25.05
Technician	
14170 - System Support Specialist	27.74
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	32.55
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	39.40
Instructor (Rated)	
15030 - Air Crew Training Devices	47.21
Instructor (Pilot)	
15050 - Computer Based Training	32.55
Specialist / Instructor	
15060 - Educational Technologist	28.92
15070 - Flight Instructor (Pilot)	47.21
15080 - Graphic Artist	33.41
15085 - Maintenance Test Pilot Fixed	47.21
Jet/Prop	
15086 - Maintenance Test Pilot	47.21
Rotary Wing	
15088 - Non-Maintenance Test/Co-	47.21
Pilot	
15090 - Technical Instructor	28.80
15095 - Technical Instructor/Course	34.64
Developer	
15110 - Test Proctor	23.25

15120 - Tutor	23.25
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing	14.76
Apparel Laundry	
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.28
19040 - Tool And Die Maker	25.94
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.90
21030 - Material Coordinator	25.56
21040 - Material Expediter	25.56
21050 - Material Handling Laborer	15.49
21071 - Order Filler	14.67
21080 - Production Line Worker (Food Processing)	19.90
21110 - Shipping Packer	18.51
21130 - Shipping/Receiving Clerk	18.51
21140 - Store Worker I	14.06
21150 - Stock Clerk	18.10
21210 - Tools And Parts Attendant	19.90
21410 - Warehouse Specialist	19.90
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.65
23019 - Aircraft Logs and Records Technician	30.41
23021 - Aircraft Mechanic I	36.29
23022 - Aircraft Mechanic II	37.65
23023 - Aircraft Mechanic III	39.10
23040 - Aircraft Mechanic Helper	29.11
23050 - Aircraft Painter	33.52
23060 - Aircraft Servicer	30.41
23070 - Aircraft Survival Flight Equipment Technician	33.52
23080 - Aircraft Worker	31.99

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	31.99
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	36.29
23110 - Appliance Mechanic	21.48
23120 - Bicycle Repairer	23.45
23125 - Cable Splicer	45.68
23130 - Carpenter Maintenance	24.37
23140 - Carpet Layer	23.77
23160 - Electrician Maintenance	28.56
23181 - Electronics Technician Maintenance I	30.09
23182 - Electronics Technician Maintenance II	31.35
23183 - Electronics Technician Maintenance III	32.63
23260 - Fabric Worker	27.39
23290 - Fire Alarm System Mechanic	23.68
23310 - Fire Extinguisher Repairer	26.26
23311 - Fuel Distribution System Mechanic	34.25
23312 - Fuel Distribution System Operator	29.00
23370 - General Maintenance Worker	22.91
23380 - Ground Support Equipment Mechanic	36.29
23381 - Ground Support Equipment Servicer	30.41
23382 - Ground Support Equipment Worker	31.99
23391 - Gunsmith I	26.26
23392 - Gunsmith II	28.63
23393 - Gunsmith III	31.04
23410 - Heating Ventilation And Air- Conditioning Mechanic	28.24
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.31
23430 - Heavy Equipment Mechanic	30.05
23440 - Heavy Equipment Operator	30.34
23460 - Instrument Mechanic	28.30
23465 - Laboratory/Shelter Mechanic	29.82
23470 - Laborer	15.49
23510 - Locksmith	26.10
23530 - Machinery Maintenance Mechanic	24.69
23550 - Machinist Maintenance	23.22

23580 - Maintenance Trades Helper	17.42
23591 - Metrology Technician I	28.30
23592 - Metrology Technician II	29.38
23593 - Metrology Technician III	30.50
23640 - Millwright	31.04
23710 - Office Appliance Repairer	23.29
23760 - Painter Maintenance	22.18
23790 - Pipefitter Maintenance	28.78
23810 - Plumber Maintenance	27.65
23820 - Pneudraulic Systems Mechanic	31.04
23850 - Rigger	28.05
23870 - Scale Mechanic	28.63
23890 - Sheet-Metal Worker	28.08
Maintenance	
23910 - Small Engine Mechanic	19.07
23931 - Telecommunications Mechanic	34.74
I	
23932 - Telecommunications Mechanic	36.06
II	
23950 - Telephone Lineman	41.77
23960 - Welder Combination	24.49
Maintenance	
23965 - Well Driller	31.04
23970 - Woodcraft Worker	31.04
23980 - Woodworker	26.26
24000 - Personal Needs Occupations	
24550 - Case Manager	17.05
24570 - Child Care Attendant	12.81
24580 - Child Care Center Clerk	15.97
24610 - Chore Aide	14.61
24620 - Family Readiness And Support	17.05
Services	
Coordinator	
24630 - Homemaker	17.05
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	28.33
25040 - Sewage Plant Operator	25.44
25070 - Stationary Engineer	28.33
25190 - Ventilation Equipment Tender	22.83
25210 - Water Treatment Plant	25.44
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.08
27007 - Baggage Inspector	14.83
27008 - Corrections Officer	35.68
27010 - Court Security Officer	32.37
27030 - Detection Dog Handler	16.58
27040 - Detention Officer	35.68
27070 - Firefighter	29.05

27101 - Guard I	14.83
27102 - Guard II	16.58
27131 - Police Officer I	28.28
27132 - Police Officer II	31.43
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.81
28042 - Carnival Equipment Repairer	16.60
28043 - Carnival Worker	12.36
28210 - Gate Attendant/Gate Tender	16.50
28310 - Lifeguard	13.06
28350 - Park Attendant (Aide)	18.45
28510 - Recreation Aide/Health	13.46
Facility Attendant	
28515 - Recreation Specialist	22.86
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	19.38
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.63
29020 - Hatch Tender	28.63
29030 - Line Handler	28.63
29041 - Stevedore I	27.39
29042 - Stevedore II	29.82
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	44.86
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	20.28
30022 - Archeological Technician II	21.05
30023 - Archeological Technician III	26.08
30030 - Cartographic Technician	26.08
30040 - Civil Engineering Technician	26.06
30051 - Cryogenic Technician I	28.88
30052 - Cryogenic Technician II	31.90
30061 - Drafter/CAD Operator I	20.28
30062 - Drafter/CAD Operator II	21.05
30063 - Drafter/CAD Operator III	23.46
30064 - Drafter/CAD Operator IV	28.88
30081 - Engineering Technician I	17.19
30082 - Engineering Technician II	19.30
30083 - Engineering Technician III	21.59
30084 - Engineering Technician IV	26.75
30085 - Engineering Technician V	32.72
30086 - Engineering Technician VI	39.58
30090 - Environmental Technician	29.41
30095 - Evidence Control Specialist	26.08
30210 - Laboratory Technician	24.71

30221 - Latent Fingerprint Technician I	28.88
30222 - Latent Fingerprint Technician II	31.90
30240 - Mathematical Technician	27.65
30361 - Paralegal/Legal Assistant I	22.72
30362 - Paralegal/Legal Assistant II	28.15
30363 - Paralegal/Legal Assistant III	34.43
30364 - Paralegal/Legal Assistant IV	41.65
30375 - Petroleum Supply Specialist	31.90
30390 - Photo-Optics Technician	26.08
30395 - Radiation Control Technician	31.90
30461 - Technical Writer I	27.40
30462 - Technical Writer II	33.52
30463 - Technical Writer III	40.56
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	28.88
30502 - Weather Forecaster II	35.14
30620 - Weather Observer Combined (see 2)	23.46
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	26.08
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	15.53
31030 - Bus Driver	19.94
31043 - Driver Courier	16.85
31260 - Parking and Lot Attendant	13.21
31290 - Shuttle Bus Driver	17.70
31310 - Taxi Driver	15.90
31361 - Truckdriver Light	17.70
31362 - Truckdriver Medium	18.47
31363 - Truckdriver Heavy	23.69
31364 - Truckdriver Tractor-Trailer	23.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	12.77
99050 - Desk Clerk	13.95
99095 - Embalmer	30.74

99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	15.52
I	
99252 - Laboratory Animal Caretaker	16.30
II	
99260 - Marketing Analyst	32.51
99310 - Mortician	30.74
99410 - Pest Controller	18.00
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	20.87
99711 - Recycling Specialist	24.47
99730 - Refuse Collector	19.55
99810 - Sales Clerk	14.26
99820 - School Crossing Guard	16.53
99830 - Survey Party Chief	29.10
99831 - Surveying Aide	22.77
99832 - Surveying Technician	28.08
99840 - Vending Machine Attendant	17.59
99841 - Vending Machine Repairer	20.14
99842 - Vending Machine Repairer	17.59
Helper	

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4087

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.: 2015-4087
Revision No.: 19
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Massachusetts

This wage determination is applicable to the following cities and towns in BRISTOL COUNTY: Fall River Somerset Swansea Westport

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.59
01012 - Accounting Clerk II		19.76
01013 - Accounting Clerk III		22.09
01020 - Administrative Assistant		31.21
01035 - Court Reporter		27.78
01041 - Customer Service Representative I		14.78
01042 - Customer Service Representative II		16.29

01043 - Customer Service Representative III	18.12
01051 - Data Entry Operator I	16.65
01052 - Data Entry Operator II	18.17
01060 - Dispatcher Motor Vehicle	21.54
01070 - Document Preparation Clerk	18.06
01090 - Duplicating Machine Operator	18.06
01111 - General Clerk I	15.24
01112 - General Clerk II	16.63
01113 - General Clerk III	18.68
01120 - Housing Referral Assistant	23.44
01141 - Messenger Courier	16.59
01191 - Order Clerk I	16.74
01192 - Order Clerk II	18.27
01261 - Personnel Assistant (Employment) I	18.15
01262 - Personnel Assistant (Employment) II	20.30
01263 - Personnel Assistant (Employment) III	22.63
01270 - Production Control Clerk	25.56
01290 - Rental Clerk	17.19
01300 - Scheduler Maintenance	18.80
01311 - Secretary I	18.80
01312 - Secretary II	21.03
01313 - Secretary III	23.44
01320 - Service Order Dispatcher	19.26
01410 - Supply Technician	31.21
01420 - Survey Worker	20.73
01460 - Switchboard Operator/Receptionist	16.45
01531 - Travel Clerk I	16.66
01532 - Travel Clerk II	17.68
01533 - Travel Clerk III	18.53
01611 - Word Processor I	17.15
01612 - Word Processor II	19.26
01613 - Word Processor III	21.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	24.65
Fiberglass	
05010 - Automotive Electrician	21.99
05040 - Automotive Glass Installer	21.02
05070 - Automotive Worker	21.02
05110 - Mobile Equipment Servicer	19.02
05130 - Motor Equipment Metal	22.95
Mechanic	
05160 - Motor Equipment Metal Worker	21.02
05190 - Motor Vehicle Mechanic	22.95
05220 - Motor Vehicle Mechanic Helper	17.94

05250 - Motor Vehicle Upholstery Worker	19.98
05280 - Motor Vehicle Wrecker	21.02
05310 - Painter Automotive	21.99
05340 - Radiator Repair Specialist	21.02
05370 - Tire Repairer	17.77
05400 - Transmission Repair Specialist	22.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.88
07041 - Cook I	17.69
07042 - Cook II	19.29
07070 - Dishwasher	12.77
07130 - Food Service Worker	14.42
07210 - Meat Cutter	20.73
07260 - Waiter/Waitress	12.77
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.39
09040 - Furniture Handler	13.41
09080 - Furniture Refinisher	18.74
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer Minor	17.21
09130 - Upholsterer	19.40
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.09
11060 - Elevator Operator	14.48
11090 - Gardener	21.14
11122 - Housekeeping Aide	14.48
11150 - Janitor	14.48
11210 - Laborer Grounds Maintenance	17.17
11240 - Maid or Houseman	14.58
11260 - Pruner	15.74
11270 - Tractor Operator	20.13
11330 - Trail Maintenance Worker	17.17
11360 - Window Cleaner	15.80
12000 - Health Occupations	
12010 - Ambulance Driver	20.41
12011 - Breath Alcohol Technician	25.38
12012 - Certified Occupational Therapist Assistant	29.63
12015 - Certified Physical Therapist Assistant	31.81
12020 - Dental Assistant	23.21
12025 - Dental Hygienist	41.58
12030 - EKG Technician	40.78
12035 - Electroneurodiagnostic Technologist	40.78

12040 - Emergency Medical Technician	20.41
12071 - Licensed Practical Nurse I	22.70
12072 - Licensed Practical Nurse II	25.38
12073 - Licensed Practical Nurse III	28.29
12100 - Medical Assistant	18.10
12130 - Medical Laboratory Technician	30.81
Technician	
12160 - Medical Record Clerk	20.57
12190 - Medical Record Technician	24.13
12195 - Medical Transcriptionist	21.46
12210 - Nuclear Medicine Technologist	49.59
Technologist	
12221 - Nursing Assistant I	13.09
12222 - Nursing Assistant II	14.71
12223 - Nursing Assistant III	16.05
12224 - Nursing Assistant IV	18.03
12235 - Optical Dispenser	24.95
12236 - Optical Technician	19.18
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	18.60
12305 - Radiologic Technologist	34.82
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II	40.19
Specialist	
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III	48.63
Anesthetist	
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	31.44
Testing)	
12320 - Substance Abuse Treatment Counselor	25.72
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	23.84
13012 - Exhibits Specialist II	29.52
13013 - Exhibits Specialist III	36.12
13041 - Illustrator I	23.84
13042 - Illustrator II	29.52
13043 - Illustrator III	36.12
13047 - Librarian	34.75
13050 - Library Aide/Clerk	17.29
13054 - Library Information Technology Systems Administrator	29.18
Technology Systems Administrator	
13058 - Library Technician	23.73
13061 - Media Specialist I	21.30
13062 - Media Specialist II	23.84
13063 - Media Specialist III	26.58

13071 - Photographer I	20.21
13072 - Photographer II	22.61
13073 - Photographer III	28.01
13074 - Photographer IV	34.26
13075 - Photographer V	41.44
13090 - Technical Order Library	19.42
Clerk	
13110 - Video Teleconference	23.32
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	19.71
14042 - Computer Operator II	22.05
14043 - Computer Operator III	24.58
14044 - Computer Operator IV	27.32
14045 - Computer Operator V	30.25
14071 - Computer Programmer I	(see 1) 24.68
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	19.71
Operator	
14160 - Personal Computer Support	27.32
Technician	
14170 - System Support Specialist	28.19
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	35.72
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	43.22
Instructor (Rated)	
15030 - Air Crew Training Devices	48.81
Instructor (Pilot)	
15050 - Computer Based Training	35.72
Specialist / Instructor	
15060 - Educational Technologist	32.16
15070 - Flight Instructor (Pilot)	48.81
15080 - Graphic Artist	31.54
15085 - Maintenance Test Pilot Fixed	47.21
Jet/Prop	
15086 - Maintenance Test Pilot	47.21
Rotary Wing	
15088 - Non-Maintenance Test/Co-	47.21
Pilot	
15090 - Technical Instructor	29.14
15095 - Technical Instructor/Course	35.64
Developer	
15110 - Test Proctor	23.52

15120 - Tutor	23.52
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing	14.76
Apparel Laundry	
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.72
19040 - Tool And Die Maker	26.82
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.90
21030 - Material Coordinator	25.56
21040 - Material Expediter	25.56
21050 - Material Handling Laborer	15.49
21071 - Order Filler	16.53
21080 - Production Line Worker (Food Processing)	19.90
21110 - Shipping Packer	19.08
21130 - Shipping/Receiving Clerk	19.08
21140 - Store Worker I	14.06
21150 - Stock Clerk	18.10
21210 - Tools And Parts Attendant	19.90
21410 - Warehouse Specialist	19.90
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	38.82
23019 - Aircraft Logs and Records Technician	32.02
23021 - Aircraft Mechanic I	37.40
23022 - Aircraft Mechanic II	38.82
23023 - Aircraft Mechanic III	40.30
23040 - Aircraft Mechanic Helper	29.24
23050 - Aircraft Painter	34.87
23060 - Aircraft Servicer	32.02
23070 - Aircraft Survival Flight Equipment Technician	34.87
23080 - Aircraft Worker	33.47

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	33.47
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	37.40
23110 - Appliance Mechanic	24.24
23120 - Bicycle Repairer	22.74
23125 - Cable Splicer	45.68
23130 - Carpenter Maintenance	28.56
23140 - Carpet Layer	26.29
23160 - Electrician Maintenance	32.18
23181 - Electronics Technician Maintenance I	30.94
23182 - Electronics Technician Maintenance II	32.23
23183 - Electronics Technician Maintenance III	33.55
23260 - Fabric Worker	27.39
23290 - Fire Alarm System Mechanic	24.63
23310 - Fire Extinguisher Repairer	26.26
23311 - Fuel Distribution System Mechanic	37.64
23312 - Fuel Distribution System Operator	29.83
23370 - General Maintenance Worker	25.32
23380 - Ground Support Equipment Mechanic	37.40
23381 - Ground Support Equipment Servicer	32.02
23382 - Ground Support Equipment Worker	33.47
23391 - Gunsmith I	26.26
23392 - Gunsmith II	28.63
23393 - Gunsmith III	31.04
23410 - Heating Ventilation And Air- Conditioning Mechanic	28.24
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.31
23430 - Heavy Equipment Mechanic	30.05
23440 - Heavy Equipment Operator	30.34
23460 - Instrument Mechanic	29.59
23465 - Laboratory/Shelter Mechanic	29.82
23470 - Laborer	15.49
23510 - Locksmith	26.38
23530 - Machinery Maintenance Mechanic	25.30
23550 - Machinist Maintenance	25.30

23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	29.59
23592 - Metrology Technician II	32.08
23593 - Metrology Technician III	33.41
23640 - Millwright	31.04
23710 - Office Appliance Repairer	24.24
23760 - Painter Maintenance	24.24
23790 - Pipefitter Maintenance	28.78
23810 - Plumber Maintenance	27.65
23820 - Pneudraulic Systems Mechanic	31.04
23850 - Rigger	28.05
23870 - Scale Mechanic	28.63
23890 - Sheet-Metal Worker	28.08
Maintenance	
23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic	35.01
I	
23932 - Telecommunications Mechanic	36.33
II	
23950 - Telephone Lineman	41.77
23960 - Welder Combination	25.30
Maintenance	
23965 - Well Driller	31.04
23970 - Woodcraft Worker	31.04
23980 - Woodworker	26.26
24000 - Personal Needs Occupations	
24550 - Case Manager	17.05
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	14.61
24620 - Family Readiness And Support	17.05
Services	
Coordinator	
24630 - Homemaker	19.55
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	28.33
25040 - Sewage Plant Operator	25.44
25070 - Stationary Engineer	28.33
25190 - Ventilation Equipment Tender	22.83
25210 - Water Treatment Plant	25.44
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.08
27007 - Baggage Inspector	15.85
27008 - Corrections Officer	35.68
27010 - Court Security Officer	32.37
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	35.68
27070 - Firefighter	29.05

27101 - Guard I	15.85
27102 - Guard II	18.95
27131 - Police Officer I	28.28
27132 - Police Officer II	31.43
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.81
28042 - Carnival Equipment Repairer	16.60
28043 - Carnival Worker	12.36
28210 - Gate Attendant/Gate Tender	16.50
28310 - Lifeguard	13.06
28350 - Park Attendant (Aide)	18.45
28510 - Recreation Aide/Health	13.58
Facility Attendant	
28515 - Recreation Specialist	22.86
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	19.44
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.63
29020 - Hatch Tender	28.63
29030 - Line Handler	28.63
29041 - Stevedore I	27.39
29042 - Stevedore II	29.82
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	44.86
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57
30023 - Archeological Technician III	29.20
30030 - Cartographic Technician	29.20
30040 - Civil Engineering Technician	26.54
30051 - Cryogenic Technician I	28.88
30052 - Cryogenic Technician II	31.90
30061 - Drafter/CAD Operator I	21.07
30062 - Drafter/CAD Operator II	23.57
30063 - Drafter/CAD Operator III	26.27
30064 - Drafter/CAD Operator IV	32.34
30081 - Engineering Technician I	17.29
30082 - Engineering Technician II	19.42
30083 - Engineering Technician III	21.74
30084 - Engineering Technician IV	26.93
30085 - Engineering Technician V	32.93
30086 - Engineering Technician VI	39.58
30090 - Environmental Technician	29.95
30095 - Evidence Control Specialist	26.08
30210 - Laboratory Technician	23.62

30221 - Latent Fingerprint Technician I	28.88
30222 - Latent Fingerprint Technician II	31.90
30240 - Mathematical Technician	32.12
30361 - Paralegal/Legal Assistant I	22.72
30362 - Paralegal/Legal Assistant II	28.15
30363 - Paralegal/Legal Assistant III	34.43
30364 - Paralegal/Legal Assistant IV	41.65
30375 - Petroleum Supply Specialist	31.90
30390 - Photo-Optics Technician	29.20
30395 - Radiation Control Technician	31.90
30461 - Technical Writer I	27.40
30462 - Technical Writer II	33.52
30463 - Technical Writer III	40.56
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	32.34
30502 - Weather Forecaster II	39.33
30620 - Weather Observer Combined (see 2)	26.27
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	15.53
31030 - Bus Driver	19.94
31043 - Driver Courier	17.37
31260 - Parking and Lot Attendant	12.40
31290 - Shuttle Bus Driver	18.62
31310 - Taxi Driver	15.90
31361 - Truckdriver Light	18.36
31362 - Truckdriver Medium	19.15
31363 - Truckdriver Heavy	23.69
31364 - Truckdriver Tractor-Trailer	23.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	12.77
99050 - Desk Clerk	13.95
99095 - Embalmer	36.23

99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	17.67
I	
99252 - Laboratory Animal Caretaker	18.95
II	
99260 - Marketing Analyst	32.51
99310 - Mortician	36.23
99410 - Pest Controller	18.00
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	21.34
99711 - Recycling Specialist	25.01
99730 - Refuse Collector	19.55
99810 - Sales Clerk	14.26
99820 - School Crossing Guard	16.53
99830 - Survey Party Chief	31.06
99831 - Surveying Aide	22.10
99832 - Surveying Technician	28.24
99840 - Vending Machine Attendant	18.12
99841 - Vending Machine Repairer	20.75
99842 - Vending Machine Repairer	18.12
Helper	

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4089

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.: 2015-4089
Revision No.: 18
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following cities and towns in RHODE ISLAND:

BRISTOL COUNTY: Barrington Bristol Warren

KENT COUNTY: Coventry East Greenwich Warwick West Greenwich West Warwick

NEWPORT COUNTY: Jamestown Little Compton Middletown Newport Portsmouth Tiverton

PROVIDENCE COUNTY: Cranston East Providence Foster Gloucester Johnston North Providence Scituate

WASHINGTON COUNTY: Charlestown Exeter Narragansett North Kingstown Richmond South Kingstown

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		

01011 - Accounting Clerk I	17.59
01012 - Accounting Clerk II	19.76
01013 - Accounting Clerk III	22.09
01020 - Administrative Assistant	31.21
01035 - Court Reporter	24.96
01041 - Customer Service Representative I	14.78
01042 - Customer Service Representative II	16.29
01043 - Customer Service Representative III	18.12
01051 - Data Entry Operator I	16.65
01052 - Data Entry Operator II	18.17
01060 - Dispatcher Motor Vehicle	21.54
01070 - Document Preparation Clerk	18.06
01090 - Duplicating Machine Operator	18.06
01111 - General Clerk I	15.24
01112 - General Clerk II	16.63
01113 - General Clerk III	18.68
01120 - Housing Referral Assistant	21.99
01141 - Messenger Courier	16.59
01191 - Order Clerk I	16.74
01192 - Order Clerk II	18.27
01261 - Personnel Assistant (Employment) I	18.15
01262 - Personnel Assistant (Employment) II	20.30
01263 - Personnel Assistant (Employment) III	22.63
01270 - Production Control Clerk	25.56
01290 - Rental Clerk	15.69
01300 - Scheduler Maintenance	17.64
01311 - Secretary I	17.64
01312 - Secretary II	19.73
01313 - Secretary III	21.99
01320 - Service Order Dispatcher	19.26
01410 - Supply Technician	31.21
01420 - Survey Worker	20.73
01460 - Switchboard Operator/Receptionist	16.45
01531 - Travel Clerk I	16.66
01532 - Travel Clerk II	17.68
01533 - Travel Clerk III	18.53
01611 - Word Processor I	17.15
01612 - Word Processor II	19.26
01613 - Word Processor III	21.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.98
Fiberglass	
05010 - Automotive Electrician	19.96

05040 - Automotive Glass Installer	19.16
05070 - Automotive Worker	19.16
05110 - Mobile Equipment Servicer	17.57
05130 - Motor Equipment Metal	20.77
Mechanic	
05160 - Motor Equipment Metal Worker	19.16
05190 - Motor Vehicle Mechanic	20.77
05220 - Motor Vehicle Mechanic	16.73
Helper	
05250 - Motor Vehicle Upholstery	18.33
Worker	
05280 - Motor Vehicle Wrecker	19.16
05310 - Painter Automotive	19.96
05340 - Radiator Repair Specialist	19.16
05370 - Tire Repairer	17.80
05400 - Transmission Repair	20.77
Specialist	
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.88
07041 - Cook I	17.69
07042 - Cook II	19.29
07070 - Dishwasher	12.77
07130 - Food Service Worker	14.42
07210 - Meat Cutter	20.73
07260 - Waiter/Waitress	12.77
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.39
09040 - Furniture Handler	13.57
09080 - Furniture Refinisher	18.74
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer Minor	17.21
09130 - Upholsterer	19.03
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.09
11060 - Elevator Operator	14.48
11090 - Gardener	21.14
11122 - Housekeeping Aide	14.48
11150 - Janitor	14.48
11210 - Laborer Grounds Maintenance	17.17
11240 - Maid or Houseman	14.58
11260 - Pruner	15.74
11270 - Tractor Operator	20.13
11330 - Trail Maintenance Worker	17.17
11360 - Window Cleaner	15.80
12000 - Health Occupations	
12010 - Ambulance Driver	20.05
12011 - Breath Alcohol Technician	25.38

12012 - Certified Occupational Therapist Assistant	29.63
12015 - Certified Physical Therapist Assistant	31.81
12020 - Dental Assistant	23.21
12025 - Dental Hygienist	39.68
12030 - EKG Technician	40.78
12035 - Electroneurodiagnostic Technologist	40.78
12040 - Emergency Medical Technician	20.05
12071 - Licensed Practical Nurse I	22.70
12072 - Licensed Practical Nurse II	25.38
12073 - Licensed Practical Nurse III	28.29
12100 - Medical Assistant	18.10
12130 - Medical Laboratory Technician	30.81
12160 - Medical Record Clerk	20.57
12190 - Medical Record Technician	24.13
12195 - Medical Transcriptionist	21.46
12210 - Nuclear Medicine Technologist	49.59
12221 - Nursing Assistant I	13.09
12222 - Nursing Assistant II	14.71
12223 - Nursing Assistant III	16.05
12224 - Nursing Assistant IV	18.03
12235 - Optical Dispenser	24.95
12236 - Optical Technician	17.96
12250 - Pharmacy Technician	18.26
12280 - Phlebotomist	18.60
12305 - Radiologic Technologist	34.82
12311 - Registered Nurse I	26.72
12312 - Registered Nurse II	32.68
12313 - Registered Nurse II	32.68
Specialist	
12314 - Registered Nurse III	39.53
12315 - Registered Nurse III	39.53
Anesthetist	
12316 - Registered Nurse IV	47.38
12317 - Scheduler (Drug and Alcohol Testing)	31.44
12320 - Substance Abuse Treatment Counselor	25.72
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.84
13012 - Exhibits Specialist II	29.52
13013 - Exhibits Specialist III	36.12
13041 - Illustrator I	23.84
13042 - Illustrator II	29.52
13043 - Illustrator III	36.12

13047 - Librarian	32.71
13050 - Library Aide/Clerk	15.46
13054 - Library Information	29.52
Technology Systems	
Administrator	
13058 - Library Technician	23.73
13061 - Media Specialist I	21.30
13062 - Media Specialist II	23.84
13063 - Media Specialist III	26.58
13071 - Photographer I	20.21
13072 - Photographer II	22.61
13073 - Photographer III	28.01
13074 - Photographer IV	34.26
13075 - Photographer V	41.44
13090 - Technical Order Library	19.42
Clerk	
13110 - Video Teleconference	22.74
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.08
14042 - Computer Operator II	20.22
14043 - Computer Operator III	22.54
14044 - Computer Operator IV	25.05
14045 - Computer Operator V	27.74
14071 - Computer Programmer I	(see 1) 25.43
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	18.08
Operator	
14160 - Personal Computer Support	25.05
Technician	
14170 - System Support Specialist	27.74
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	32.55
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	39.40
Instructor (Rated)	
15030 - Air Crew Training Devices	47.21
Instructor (Pilot)	
15050 - Computer Based Training	32.55
Specialist / Instructor	
15060 - Educational Technologist	28.92
15070 - Flight Instructor (Pilot)	47.21
15080 - Graphic Artist	33.41

15085 - Maintenance Test Pilot Fixed Jet/Prop	47.21
15086 - Maintenance Test Pilot Rotary Wing	47.21
15088 - Non-Maintenance Test/Co- Pilot	47.21
15090 - Technical Instructor	28.80
15095 - Technical Instructor/Course Developer	34.64
15110 - Test Proctor	23.25
15120 - Tutor	23.25
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing Apparel Laundry	14.76
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.28
19040 - Tool And Die Maker	25.94
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.90
21030 - Material Coordinator	25.56
21040 - Material Expediter	25.56
21050 - Material Handling Laborer	15.49
21071 - Order Filler	14.67
21080 - Production Line Worker (Food Processing)	19.90
21110 - Shipping Packer	18.51
21130 - Shipping/Receiving Clerk	18.51
21140 - Store Worker I	14.06
21150 - Stock Clerk	18.10
21210 - Tools And Parts Attendant	19.90
21410 - Warehouse Specialist	19.90
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.65
23019 - Aircraft Logs and Records Technician	30.41

23021 - Aircraft Mechanic I	36.29
23022 - Aircraft Mechanic II	37.65
23023 - Aircraft Mechanic III	39.10
23040 - Aircraft Mechanic Helper	29.11
23050 - Aircraft Painter	33.52
23060 - Aircraft Servicer	30.41
23070 - Aircraft Survival Flight	33.52
Equipment Technician	
23080 - Aircraft Worker	31.99
23091 - Aircrew Life Support	31.99
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	36.29
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	21.48
23120 - Bicycle Repairer	23.45
23125 - Cable Splicer	45.68
23130 - Carpenter Maintenance	24.37
23140 - Carpet Layer	23.77
23160 - Electrician Maintenance	28.56
23181 - Electronics Technician	30.09
Maintenance I	
23182 - Electronics Technician	31.35
Maintenance II	
23183 - Electronics Technician	32.63
Maintenance III	
23260 - Fabric Worker	27.39
23290 - Fire Alarm System Mechanic	23.68
23310 - Fire Extinguisher Repairer	26.26
23311 - Fuel Distribution System	34.25
Mechanic	
23312 - Fuel Distribution System	29.00
Operator	
23370 - General Maintenance Worker	22.91
23380 - Ground Support Equipment	36.29
Mechanic	
23381 - Ground Support Equipment	30.41
Servicer	
23382 - Ground Support Equipment	31.99
Worker	
23391 - Gunsmith I	26.26
23392 - Gunsmith II	28.63
23393 - Gunsmith III	31.04
23410 - Heating Ventilation And Air-	28.24
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	29.31
Contidioning	
Mechanic (Research Facility)	

23430 - Heavy Equipment Mechanic	30.05
23440 - Heavy Equipment Operator	30.34
23460 - Instrument Mechanic	28.30
23465 - Laboratory/Shelter Mechanic	29.82
23470 - Laborer	15.49
23510 - Locksmith	26.10
23530 - Machinery Maintenance	24.69
Mechanic	
23550 - Machinist Maintenance	23.22
23580 - Maintenance Trades Helper	17.42
23591 - Metrology Technician I	28.30
23592 - Metrology Technician II	29.38
23593 - Metrology Technician III	30.50
23640 - Millwright	31.04
23710 - Office Appliance Repairer	23.29
23760 - Painter Maintenance	22.18
23790 - Pipefitter Maintenance	28.78
23810 - Plumber Maintenance	27.65
23820 - Pneudraulic Systems Mechanic	31.04
23850 - Rigger	28.05
23870 - Scale Mechanic	28.63
23890 - Sheet-Metal Worker	28.08
Maintenance	
23910 - Small Engine Mechanic	19.07
23931 - Telecommunications Mechanic	34.74
I	
23932 - Telecommunications Mechanic	36.06
II	
23950 - Telephone Lineman	41.77
23960 - Welder Combination	24.49
Maintenance	
23965 - Well Driller	31.04
23970 - Woodcraft Worker	31.04
23980 - Woodworker	26.26
24000 - Personal Needs Occupations	
24550 - Case Manager	17.05
24570 - Child Care Attendant	12.81
24580 - Child Care Center Clerk	15.97
24610 - Chore Aide	14.61
24620 - Family Readiness And Support	17.05
Services	
Coordinator	
24630 - Homemaker	17.05
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	28.33
25040 - Sewage Plant Operator	25.44
25070 - Stationary Engineer	28.33
25190 - Ventilation Equipment Tender	22.83

25210 - Water Treatment Plant Operator		25.44
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.08
27007 - Baggage Inspector		14.83
27008 - Corrections Officer		35.68
27010 - Court Security Officer		32.37
27030 - Detection Dog Handler		16.58
27040 - Detention Officer		35.68
27070 - Firefighter		29.05
27101 - Guard I		14.83
27102 - Guard II		16.58
27131 - Police Officer I		28.28
27132 - Police Officer II		31.43
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.81
28042 - Carnival Equipment Repairer		16.60
28043 - Carnival Worker		12.36
28210 - Gate Attendant/Gate Tender		16.50
28310 - Lifeguard		13.06
28350 - Park Attendant (Aide)		18.45
28510 - Recreation Aide/Health Facility Attendant		13.46
28515 - Recreation Specialist		22.86
28630 - Sports Official		14.69
28690 - Swimming Pool Operator		19.38
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.63
29020 - Hatch Tender		28.63
29030 - Line Handler		28.63
29041 - Stevedore I		27.39
29042 - Stevedore II		29.82
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.93
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)		34.06
30021 - Archeological Technician I		20.28
30022 - Archeological Technician II		21.05
30023 - Archeological Technician III		26.08
30030 - Cartographic Technician		26.08
30040 - Civil Engineering Technician		26.06
30051 - Cryogenic Technician I		28.88
30052 - Cryogenic Technician II		31.90
30061 - Drafter/CAD Operator I		20.28
30062 - Drafter/CAD Operator II		21.05
30063 - Drafter/CAD Operator III		23.46

30064 - Drafter/CAD Operator IV	28.88
30081 - Engineering Technician I	17.19
30082 - Engineering Technician II	19.30
30083 - Engineering Technician III	21.59
30084 - Engineering Technician IV	26.75
30085 - Engineering Technician V	32.72
30086 - Engineering Technician VI	39.58
30090 - Environmental Technician	29.41
30095 - Evidence Control Specialist	26.08
30210 - Laboratory Technician	24.71
30221 - Latent Fingerprint Technician I	28.88
30222 - Latent Fingerprint Technician II	31.90
30240 - Mathematical Technician	27.65
30361 - Paralegal/Legal Assistant I	22.72
30362 - Paralegal/Legal Assistant II	28.15
30363 - Paralegal/Legal Assistant III	34.43
30364 - Paralegal/Legal Assistant IV	41.65
30375 - Petroleum Supply Specialist	31.90
30390 - Photo-Optics Technician	26.08
30395 - Radiation Control Technician	31.90
30461 - Technical Writer I	27.40
30462 - Technical Writer II	33.52
30463 - Technical Writer III	40.56
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.49
30493 - Unexploded Ordnance (UXO) Technician III	41.34
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	28.88
30502 - Weather Forecaster II	35.14
30620 - Weather Observer Combined (see 2)	23.46
30621 - Weather Observer Senior (see 2)	26.08
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	15.53
31030 - Bus Driver	19.94
31043 - Driver Courier	16.85
31260 - Parking and Lot Attendant	13.21
31290 - Shuttle Bus Driver	17.70

31310 - Taxi Driver	15.90
31361 - Truckdriver Light	17.70
31362 - Truckdriver Medium	18.47
31363 - Truckdriver Heavy	23.69
31364 - Truckdriver Tractor-Trailer	23.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	12.77
99050 - Desk Clerk	13.95
99095 - Embalmer	30.74
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	15.52
I	
99252 - Laboratory Animal Caretaker	16.30
II	
99260 - Marketing Analyst	32.51
99310 - Mortician	30.74
99410 - Pest Controller	18.00
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	20.87
99711 - Recycling Specialist	24.47
99730 - Refuse Collector	19.55
99810 - Sales Clerk	14.26
99820 - School Crossing Guard	16.53
99830 - Survey Party Chief	29.10
99831 - Surveying Aide	22.77
99832 - Surveying Technician	28.08
99840 - Vending Machine Attendant	17.59
99841 - Vending Machine Repairer	20.14
99842 - Vending Machine Repairer	17.59
Helper	

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4091

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.: 2015-4091
Revision No.: 18
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

Applicable in the state of Connecticut as follows:

HARTFORD COUNTY - East Windsor town Enfield town Suffield town Windsor Locks town

****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		29.92
01035 - Court Reporter		20.43
01041 - Customer Service Representative I		15.11
01042 - Customer Service Representative II		16.98

01043 - Customer Service Representative III	18.54
01051 - Data Entry Operator I	18.05
01052 - Data Entry Operator II	19.70
01060 - Dispatcher Motor Vehicle	21.37
01070 - Document Preparation Clerk	18.44
01090 - Duplicating Machine Operator	18.44
01111 - General Clerk I	16.86
01112 - General Clerk II	18.39
01113 - General Clerk III	20.64
01120 - Housing Referral Assistant	24.22
01141 - Messenger Courier	16.30
01191 - Order Clerk I	18.35
01192 - Order Clerk II	20.02
01261 - Personnel Assistant (Employment) I	18.44
01262 - Personnel Assistant (Employment) II	20.62
01263 - Personnel Assistant (Employment) III	24.37
01270 - Production Control Clerk	26.01
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	29.92
01420 - Survey Worker	18.92
01460 - Switchboard Operator/Receptionist	15.22
01531 - Travel Clerk I	14.91
01532 - Travel Clerk II	16.26
01533 - Travel Clerk III	17.68
01611 - Word Processor I	17.67
01612 - Word Processor II	19.85
01613 - Word Processor III	22.20
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.70
Fiberglass	
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	21.40
Mechanic	
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	16.28
05400 - Transmission Repair Specialist	21.40
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.75
07041 - Cook I	18.11
07042 - Cook II	19.80
07070 - Dishwasher	13.60
07130 - Food Service Worker	14.77
07210 - Meat Cutter	22.25
07260 - Waiter/Waitress	14.33
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.12
09040 - Furniture Handler	16.71
09080 - Furniture Refinisher	23.08
09090 - Furniture Refinisher Helper	19.10
09110 - Furniture Repairer Minor	21.28
09130 - Upholsterer	22.10
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.63
11060 - Elevator Operator	16.43
11090 - Gardener	21.68
11122 - Housekeeping Aide	16.43
11150 - Janitor	16.43
11210 - Laborer Grounds Maintenance	17.79
11240 - Maid or Houseman	14.07
11260 - Pruner	16.21
11270 - Tractor Operator	20.47
11330 - Trail Maintenance Worker	17.79
11360 - Window Cleaner	18.03
12000 - Health Occupations	
12010 - Ambulance Driver	22.36
12011 - Breath Alcohol Technician	25.40
12012 - Certified Occupational Therapist Assistant	28.78
12015 - Certified Physical Therapist Assistant	29.82
12020 - Dental Assistant	21.80
12025 - Dental Hygienist	40.98
12030 - EKG Technician	28.43
12035 - Electroneurodiagnostic Technologist	28.43

12040 - Emergency Medical Technician	22.36
12071 - Licensed Practical Nurse I	22.71
12072 - Licensed Practical Nurse II	25.40
12073 - Licensed Practical Nurse III	28.31
12100 - Medical Assistant	18.82
12130 - Medical Laboratory Technician	30.66
Technician	
12160 - Medical Record Clerk	19.18
12190 - Medical Record Technician	22.49
12195 - Medical Transcriptionist	20.15
12210 - Nuclear Medicine Technologist	42.83
Technologist	
12221 - Nursing Assistant I	12.77
12222 - Nursing Assistant II	14.35
12223 - Nursing Assistant III	15.66
12224 - Nursing Assistant IV	17.59
12235 - Optical Dispenser	25.01
12236 - Optical Technician	22.71
12250 - Pharmacy Technician	17.01
12280 - Phlebotomist	19.60
12305 - Radiologic Technologist	30.61
12311 - Registered Nurse I	27.82
12312 - Registered Nurse II	34.04
12313 - Registered Nurse II	34.04
Specialist	
12314 - Registered Nurse III	41.18
12315 - Registered Nurse III	41.18
Anesthetist	
12316 - Registered Nurse IV	49.36
12317 - Scheduler (Drug and Alcohol Testing)	31.47
Testing)	
12320 - Substance Abuse Treatment Counselor	24.25
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	23.79
13012 - Exhibits Specialist II	29.48
13013 - Exhibits Specialist III	36.05
13041 - Illustrator I	23.79
13042 - Illustrator II	29.48
13043 - Illustrator III	36.05
13047 - Librarian	32.64
13050 - Library Aide/Clerk	16.10
13054 - Library Information Technology Systems Administrator	29.48
Technology Systems Administrator	
13058 - Library Technician	19.32
13061 - Media Specialist I	21.27
13062 - Media Specialist II	23.79
13063 - Media Specialist III	26.52

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	21.72
Clerk	
13110 - Video Teleconference	22.69
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	19.98
14042 - Computer Operator II	22.48
14043 - Computer Operator III	25.44
14044 - Computer Operator IV	27.84
14045 - Computer Operator V	30.84
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	19.98
Operator	
14160 - Personal Computer Support	27.84
Technician	
14170 - System Support Specialist	39.52
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	34.17
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	41.35
Instructor (Rated)	
15030 - Air Crew Training Devices	49.55
Instructor (Pilot)	
15050 - Computer Based Training	34.17
Specialist / Instructor	
15060 - Educational Technologist	32.49
15070 - Flight Instructor (Pilot)	49.55
15080 - Graphic Artist	27.67
15085 - Maintenance Test Pilot Fixed	46.98
Jet/Prop	
15086 - Maintenance Test Pilot	46.98
Rotary Wing	
15088 - Non-Maintenance Test/Co-	46.98
Pilot	
15090 - Technical Instructor	26.08
15095 - Technical Instructor/Course	31.90
Developer	
15110 - Test Proctor	21.66

15120 - Tutor	21.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing	14.76
Apparel Laundry	
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.16
19040 - Tool And Die Maker	26.82
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.00
21030 - Material Coordinator	26.01
21040 - Material Expediter	26.01
21050 - Material Handling Laborer	15.62
21071 - Order Filler	15.64
21080 - Production Line Worker (Food Processing)	18.00
21110 - Shipping Packer	19.41
21130 - Shipping/Receiving Clerk	19.41
21140 - Store Worker I	14.96
21150 - Stock Clerk	19.62
21210 - Tools And Parts Attendant	18.00
21410 - Warehouse Specialist	18.00
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.18
23019 - Aircraft Logs and Records Technician	31.79
23021 - Aircraft Mechanic I	35.89
23022 - Aircraft Mechanic II	37.18
23023 - Aircraft Mechanic III	38.59
23040 - Aircraft Mechanic Helper	28.54
23050 - Aircraft Painter	34.48
23060 - Aircraft Servicer	31.79
23070 - Aircraft Survival Flight Equipment Technician	34.48
23080 - Aircraft Worker	33.06

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	33.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.89
23110 - Appliance Mechanic	22.98
23120 - Bicycle Repairer	25.02
23125 - Cable Splicer	41.73
23130 - Carpenter Maintenance	25.66
23140 - Carpet Layer	24.22
23160 - Electrician Maintenance	30.93
23181 - Electronics Technician Maintenance I	37.45
23182 - Electronics Technician Maintenance II	39.06
23183 - Electronics Technician Maintenance III	40.66
23260 - Fabric Worker	26.31
23290 - Fire Alarm System Mechanic	27.51
23310 - Fire Extinguisher Repairer	25.02
23311 - Fuel Distribution System Mechanic	39.42
23312 - Fuel Distribution System Operator	33.22
23370 - General Maintenance Worker	20.60
23380 - Ground Support Equipment Mechanic	35.89
23381 - Ground Support Equipment Servicer	31.79
23382 - Ground Support Equipment Worker	33.06
23391 - Gunsmith I	25.02
23392 - Gunsmith II	27.35
23393 - Gunsmith III	29.69
23410 - Heating Ventilation And Air- Conditioning Mechanic	30.45
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.55
23430 - Heavy Equipment Mechanic	29.42
23440 - Heavy Equipment Operator	32.33
23460 - Instrument Mechanic	29.47
23465 - Laboratory/Shelter Mechanic	28.53
23470 - Laborer	15.62
23510 - Locksmith	28.04
23530 - Machinery Maintenance Mechanic	26.28
23550 - Machinist Maintenance	23.28

23580 - Maintenance Trades Helper	18.72
23591 - Metrology Technician I	29.47
23592 - Metrology Technician II	30.53
23593 - Metrology Technician III	31.68
23640 - Millwright	29.01
23710 - Office Appliance Repairer	24.48
23760 - Painter Maintenance	22.95
23790 - Pipefitter Maintenance	30.83
23810 - Plumber Maintenance	29.62
23820 - Pneudraulic Systems Mechanic	29.69
23850 - Rigger	29.69
23870 - Scale Mechanic	27.35
23890 - Sheet-Metal Worker	30.11
Maintenance	
23910 - Small Engine Mechanic	21.40
23931 - Telecommunications Mechanic	38.92
I	
23932 - Telecommunications Mechanic	40.32
II	
23950 - Telephone Lineman	34.33
23960 - Welder Combination	24.98
Maintenance	
23965 - Well Driller	29.69
23970 - Woodcraft Worker	29.69
23980 - Woodworker	25.02
24000 - Personal Needs Occupations	
24550 - Case Manager	20.65
24570 - Child Care Attendant	14.67
24580 - Child Care Center Clerk	19.47
24610 - Chore Aide	15.20
24620 - Family Readiness And Support	20.65
Services	
Coordinator	
24630 - Homemaker	23.11
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	28.26
25040 - Sewage Plant Operator	27.38
25070 - Stationary Engineer	28.26
25190 - Ventilation Equipment Tender	22.49
25210 - Water Treatment Plant	27.38
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.73
27007 - Baggage Inspector	14.74
27008 - Corrections Officer	27.33
27010 - Court Security Officer	27.33
27030 - Detection Dog Handler	19.25
27040 - Detention Officer	27.33
27070 - Firefighter	27.79

27101 - Guard I	14.74
27102 - Guard II	19.25
27131 - Police Officer I	29.06
27132 - Police Officer II	32.30
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.19
28042 - Carnival Equipment Repairer	17.15
28043 - Carnival Worker	12.86
28210 - Gate Attendant/Gate Tender	17.59
28310 - Lifeguard	15.10
28350 - Park Attendant (Aide)	19.67
28510 - Recreation Aide/Health	14.35
Facility Attendant	
28515 - Recreation Specialist	24.37
28630 - Sports Official	15.66
28690 - Swimming Pool Operator	21.12
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	31.15
29020 - Hatch Tender	31.15
29030 - Line Handler	31.15
29041 - Stevedore I	29.93
29042 - Stevedore II	32.49
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	44.99
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	31.03
Specialist Station (HFO)	
30012 - Air Traffic Control	34.17
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	18.73
30022 - Archeological Technician II	20.95
30023 - Archeological Technician III	25.95
30030 - Cartographic Technician	25.95
30040 - Civil Engineering Technician	31.76
30051 - Cryogenic Technician I	28.74
30052 - Cryogenic Technician II	31.75
30061 - Drafter/CAD Operator I	18.73
30062 - Drafter/CAD Operator II	20.95
30063 - Drafter/CAD Operator III	23.36
30064 - Drafter/CAD Operator IV	28.74
30081 - Engineering Technician I	17.82
30082 - Engineering Technician II	20.00
30083 - Engineering Technician III	22.37
30084 - Engineering Technician IV	27.71
30085 - Engineering Technician V	33.90
30086 - Engineering Technician VI	41.01
30090 - Environmental Technician	25.66
30095 - Evidence Control Specialist	25.95
30210 - Laboratory Technician	29.12

30221 - Latent Fingerprint Technician I	28.74
30222 - Latent Fingerprint Technician II	31.75
30240 - Mathematical Technician	28.55
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	31.75
30390 - Photo-Optics Technician	25.95
30395 - Radiation Control Technician	31.75
30461 - Technical Writer I	27.27
30462 - Technical Writer II	33.36
30463 - Technical Writer III	40.36
30491 - Unexploded Ordnance (UXO) Technician I	28.59
30492 - Unexploded Ordnance (UXO) Technician II	34.59
30493 - Unexploded Ordnance (UXO) Technician III	41.46
30494 - Unexploded (UXO) Safety Escort	28.59
30495 - Unexploded (UXO) Sweep Personnel	28.59
30501 - Weather Forecaster I	28.74
30502 - Weather Forecaster II	34.96
30620 - Weather Observer Combined (see 2)	23.36
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	25.95
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.59
31020 - Bus Aide	18.79
31030 - Bus Driver	26.63
31043 - Driver Courier	17.60
31260 - Parking and Lot Attendant	14.05
31290 - Shuttle Bus Driver	17.88
31310 - Taxi Driver	17.02
31361 - Truckdriver Light	18.65
31362 - Truckdriver Medium	20.26
31363 - Truckdriver Heavy	23.48
31364 - Truckdriver Tractor-Trailer	23.48
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.87
99030 - Cashier	13.29
99050 - Desk Clerk	14.05
99095 - Embalmer	37.16

99130 - Flight Follower	28.59
99251 - Laboratory Animal Caretaker	18.80
I	
99252 - Laboratory Animal Caretaker	19.92
II	
99260 - Marketing Analyst	29.36
99310 - Mortician	37.63
99410 - Pest Controller	20.57
99510 - Photofinishing Worker	15.10
99710 - Recycling Laborer	22.90
99711 - Recycling Specialist	25.60
99730 - Refuse Collector	20.87
99810 - Sales Clerk	16.37
99820 - School Crossing Guard	14.42
99830 - Survey Party Chief	25.27
99831 - Surveying Aide	13.94
99832 - Surveying Technician	22.97
99840 - Vending Machine Attendant	20.95
99841 - Vending Machine Repairer	24.27
99842 - Vending Machine Repairer	20.95
Helper	

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4093

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.: 2015-4093
Revision No.: 18
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

Applicable in the state of Connecticut as follows:

TOLLAND COUNTY - Somers town

****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		28.64
01035 - Court Reporter		20.43
01041 - Customer Service Representative I		15.11
01042 - Customer Service Representative II		16.98

01043 - Customer Service Representative III	18.54
01051 - Data Entry Operator I	18.05
01052 - Data Entry Operator II	19.70
01060 - Dispatcher Motor Vehicle	21.62
01070 - Document Preparation Clerk	18.44
01090 - Duplicating Machine Operator	18.44
01111 - General Clerk I	15.19
01112 - General Clerk II	16.58
01113 - General Clerk III	18.61
01120 - Housing Referral Assistant	22.78
01141 - Messenger Courier	16.30
01191 - Order Clerk I	18.35
01192 - Order Clerk II	20.02
01261 - Personnel Assistant (Employment) I	18.40
01262 - Personnel Assistant (Employment) II	20.62
01263 - Personnel Assistant (Employment) III	22.98
01270 - Production Control Clerk	26.01
01290 - Rental Clerk	15.52
01300 - Scheduler Maintenance	18.26
01311 - Secretary I	18.26
01312 - Secretary II	20.43
01313 - Secretary III	22.78
01320 - Service Order Dispatcher	19.35
01410 - Supply Technician	28.64
01420 - Survey Worker	18.92
01460 - Switchboard Operator/Receptionist	15.22
01531 - Travel Clerk I	14.91
01532 - Travel Clerk II	16.26
01533 - Travel Clerk III	17.68
01611 - Word Processor I	17.67
01612 - Word Processor II	19.85
01613 - Word Processor III	22.20
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.70
Fiberglass	
05010 - Automotive Electrician	22.65
05040 - Automotive Glass Installer	21.90
05070 - Automotive Worker	21.90
05110 - Mobile Equipment Servicer	20.56
05130 - Motor Equipment Metal	23.27
Mechanic	
05160 - Motor Equipment Metal Worker	21.90
05190 - Motor Vehicle Mechanic	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	16.28
05400 - Transmission Repair Specialist	21.30
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.75
07041 - Cook I	18.11
07042 - Cook II	19.80
07070 - Dishwasher	13.60
07130 - Food Service Worker	14.77
07210 - Meat Cutter	22.25
07260 - Waiter/Waitress	14.33
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.20
09040 - Furniture Handler	18.11
09080 - Furniture Refinisher	23.86
09090 - Furniture Refinisher Helper	19.99
09110 - Furniture Repairer Minor	21.98
09130 - Upholsterer	23.20
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.63
11060 - Elevator Operator	16.43
11090 - Gardener	21.68
11122 - Housekeeping Aide	16.43
11150 - Janitor	16.43
11210 - Laborer Grounds Maintenance	17.79
11240 - Maid or Houseman	14.07
11260 - Pruner	16.21
11270 - Tractor Operator	20.47
11330 - Trail Maintenance Worker	17.79
11360 - Window Cleaner	18.03
12000 - Health Occupations	
12010 - Ambulance Driver	22.06
12011 - Breath Alcohol Technician	25.40
12012 - Certified Occupational Therapist Assistant	28.78
12015 - Certified Physical Therapist Assistant	29.82
12020 - Dental Assistant	21.80
12025 - Dental Hygienist	41.49
12030 - EKG Technician	28.97
12035 - Electroneurodiagnostic Technologist	28.97

12040 - Emergency Medical Technician	22.06
12071 - Licensed Practical Nurse I	22.71
12072 - Licensed Practical Nurse II	25.40
12073 - Licensed Practical Nurse III	28.31
12100 - Medical Assistant	18.82
12130 - Medical Laboratory Technician	30.66
Technician	
12160 - Medical Record Clerk	19.11
12190 - Medical Record Technician	22.49
12195 - Medical Transcriptionist	20.15
12210 - Nuclear Medicine Technologist	42.83
Technologist	
12221 - Nursing Assistant I	12.77
12222 - Nursing Assistant II	14.36
12223 - Nursing Assistant III	15.67
12224 - Nursing Assistant IV	17.59
12235 - Optical Dispenser	25.01
12236 - Optical Technician	22.71
12250 - Pharmacy Technician	17.01
12280 - Phlebotomist	19.60
12305 - Radiologic Technologist	30.61
12311 - Registered Nurse I	27.91
12312 - Registered Nurse II	34.14
12313 - Registered Nurse II	34.14
Specialist	
12314 - Registered Nurse III	41.30
12315 - Registered Nurse III	41.30
Anesthetist	
12316 - Registered Nurse IV	49.50
12317 - Scheduler (Drug and Alcohol Testing)	31.47
Testing)	
12320 - Substance Abuse Treatment Counselor	24.25
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	23.79
13012 - Exhibits Specialist II	29.48
13013 - Exhibits Specialist III	36.05
13041 - Illustrator I	23.79
13042 - Illustrator II	29.48
13043 - Illustrator III	36.05
13047 - Librarian	32.64
13050 - Library Aide/Clerk	17.30
13054 - Library Information Technology Systems Administrator	29.48
Technology Systems Administrator	
13058 - Library Technician	19.32
13061 - Media Specialist I	21.27
13062 - Media Specialist II	23.79
13063 - Media Specialist III	26.52

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	21.72
Clerk	
13110 - Video Teleconference	22.50
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	19.98
14042 - Computer Operator II	22.34
14043 - Computer Operator III	24.90
14044 - Computer Operator IV	27.68
14045 - Computer Operator V	30.66
14071 - Computer Programmer I	24.15
14072 - Computer Programmer II	
14073 - Computer Programmer III	
14074 - Computer Programmer IV	
14101 - Computer Systems Analyst I	
14102 - Computer Systems Analyst II	
14103 - Computer Systems Analyst III	
14150 - Peripheral Equipment	19.98
Operator	
14160 - Personal Computer Support	29.29
Technician	
14170 - System Support Specialist	39.52
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	32.40
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	39.20
Instructor (Rated)	
15030 - Air Crew Training Devices	46.98
Instructor (Pilot)	
15050 - Computer Based Training	32.40
Specialist / Instructor	
15060 - Educational Technologist	36.20
15070 - Flight Instructor (Pilot)	46.98
15080 - Graphic Artist	27.67
15085 - Maintenance Test Pilot Fixed	46.98
Jet/Prop	
15086 - Maintenance Test Pilot	46.98
Rotary Wing	
15088 - Non-Maintenance Test/Co-	46.98
Pilot	
15090 - Technical Instructor	26.47
15095 - Technical Instructor/Course	32.37
Developer	
15110 - Test Proctor	21.36

15120 - Tutor	21.36
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing	14.76
Apparel Laundry	
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.52
19040 - Tool And Die Maker	27.47
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.46
21030 - Material Coordinator	26.01
21040 - Material Expediter	26.01
21050 - Material Handling Laborer	15.84
21071 - Order Filler	15.76
21080 - Production Line Worker (Food Processing)	18.46
21110 - Shipping Packer	19.41
21130 - Shipping/Receiving Clerk	19.41
21140 - Store Worker I	14.96
21150 - Stock Clerk	19.62
21210 - Tools And Parts Attendant	18.46
21410 - Warehouse Specialist	18.46
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.18
23019 - Aircraft Logs and Records Technician	31.79
23021 - Aircraft Mechanic I	35.89
23022 - Aircraft Mechanic II	37.18
23023 - Aircraft Mechanic III	38.59
23040 - Aircraft Mechanic Helper	28.54
23050 - Aircraft Painter	34.48
23060 - Aircraft Servicer	31.79
23070 - Aircraft Survival Flight Equipment Technician	34.48
23080 - Aircraft Worker	33.06

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	33.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.89
23110 - Appliance Mechanic	22.77
23120 - Bicycle Repairer	25.02
23125 - Cable Splicer	41.73
23130 - Carpenter Maintenance	25.66
23140 - Carpet Layer	24.53
23160 - Electrician Maintenance	30.93
23181 - Electronics Technician Maintenance I	37.45
23182 - Electronics Technician Maintenance II	39.06
23183 - Electronics Technician Maintenance III	40.66
23260 - Fabric Worker	26.31
23290 - Fire Alarm System Mechanic	27.51
23310 - Fire Extinguisher Repairer	25.02
23311 - Fuel Distribution System Mechanic	39.42
23312 - Fuel Distribution System Operator	33.22
23370 - General Maintenance Worker	20.60
23380 - Ground Support Equipment Mechanic	35.89
23381 - Ground Support Equipment Servicer	31.79
23382 - Ground Support Equipment Worker	33.06
23391 - Gunsmith I	25.02
23392 - Gunsmith II	27.35
23393 - Gunsmith III	29.69
23410 - Heating Ventilation And Air- Conditioning Mechanic	30.45
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.55
23430 - Heavy Equipment Mechanic	30.01
23440 - Heavy Equipment Operator	32.33
23460 - Instrument Mechanic	29.47
23465 - Laboratory/Shelter Mechanic	28.53
23470 - Laborer	15.62
23510 - Locksmith	28.04
23530 - Machinery Maintenance Mechanic	26.28
23550 - Machinist Maintenance	23.28

23580 - Maintenance Trades Helper	19.38
23591 - Metrology Technician I	29.47
23592 - Metrology Technician II	30.53
23593 - Metrology Technician III	31.68
23640 - Millwright	29.01
23710 - Office Appliance Repairer	24.48
23760 - Painter Maintenance	22.95
23790 - Pipefitter Maintenance	30.83
23810 - Plumber Maintenance	29.62
23820 - Pneudraulic Systems Mechanic	29.69
23850 - Rigger	29.69
23870 - Scale Mechanic	27.35
23890 - Sheet-Metal Worker	28.94
Maintenance	
23910 - Small Engine Mechanic	23.64
23931 - Telecommunications Mechanic	38.92
I	
23932 - Telecommunications Mechanic	40.32
II	
23950 - Telephone Lineman	34.33
23960 - Welder Combination	24.98
Maintenance	
23965 - Well Driller	29.69
23970 - Woodcraft Worker	29.69
23980 - Woodworker	25.02
24000 - Personal Needs Occupations	
24550 - Case Manager	19.38
24570 - Child Care Attendant	14.67
24580 - Child Care Center Clerk	18.28
24610 - Chore Aide	15.20
24620 - Family Readiness And Support	19.38
Services	
Coordinator	
24630 - Homemaker	22.09
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	28.26
25040 - Sewage Plant Operator	27.38
25070 - Stationary Engineer	28.26
25190 - Ventilation Equipment Tender	22.49
25210 - Water Treatment Plant	27.38
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.73
27007 - Baggage Inspector	14.74
27008 - Corrections Officer	27.19
27010 - Court Security Officer	27.19
27030 - Detection Dog Handler	19.88
27040 - Detention Officer	27.19
27070 - Firefighter	27.79

27101 - Guard I	14.74
27102 - Guard II	19.88
27131 - Police Officer I	29.08
27132 - Police Officer II	32.31
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.19
28042 - Carnival Equipment Repairer	17.15
28043 - Carnival Worker	12.86
28210 - Gate Attendant/Gate Tender	17.59
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	19.67
28510 - Recreation Aide/Health	14.35
Facility Attendant	
28515 - Recreation Specialist	24.37
28630 - Sports Official	15.66
28690 - Swimming Pool Operator	21.43
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	27.35
29020 - Hatch Tender	27.35
29030 - Line Handler	27.35
29041 - Stevedore I	26.31
29042 - Stevedore II	28.53
30000 - Technical Occupations	
30010 - Air Traffic Control (see 1)	44.99
Specialist Center (HFO)	
30011 - Air Traffic Control (see 1)	31.03
Specialist Station (HFO)	
30012 - Air Traffic Control	34.17
Specialist Terminal (HFO) (see 1)	
30021 - Archeological Technician I	18.73
30022 - Archeological Technician II	21.95
30023 - Archeological Technician III	26.41
30030 - Cartographic Technician	26.66
30040 - Civil Engineering Technician	28.93
30051 - Cryogenic Technician I	28.74
30052 - Cryogenic Technician II	31.75
30061 - Drafter/CAD Operator I	18.73
30062 - Drafter/CAD Operator II	21.95
30063 - Drafter/CAD Operator III	23.43
30064 - Drafter/CAD Operator IV	28.84
30081 - Engineering Technician I	17.82
30082 - Engineering Technician II	20.00
30083 - Engineering Technician III	22.37
30084 - Engineering Technician IV	27.71
30085 - Engineering Technician V	33.90
30086 - Engineering Technician VI	41.01
30090 - Environmental Technician	25.95
30095 - Evidence Control Specialist	25.95
30210 - Laboratory Technician	29.12

30221 - Latent Fingerprint Technician I	28.74
30222 - Latent Fingerprint Technician II	31.75
30240 - Mathematical Technician	29.33
30361 - Paralegal/Legal Assistant I	20.28
30362 - Paralegal/Legal Assistant II	25.11
30363 - Paralegal/Legal Assistant III	30.72
30364 - Paralegal/Legal Assistant IV	37.17
30375 - Petroleum Supply Specialist	31.75
30390 - Photo-Optics Technician	26.66
30395 - Radiation Control Technician	31.75
30461 - Technical Writer I	27.27
30462 - Technical Writer II	33.36
30463 - Technical Writer III	40.36
30491 - Unexploded Ordnance (UXO) Technician I	28.59
30492 - Unexploded Ordnance (UXO) Technician II	34.59
30493 - Unexploded Ordnance (UXO) Technician III	41.46
30494 - Unexploded (UXO) Safety Escort	28.59
30495 - Unexploded (UXO) Sweep Personnel	28.59
30501 - Weather Forecaster I	28.74
30502 - Weather Forecaster II	34.96
30620 - Weather Observer Combined (see 1)	23.43
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 1)	25.95
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.59
31020 - Bus Aide	20.78
31030 - Bus Driver	26.63
31043 - Driver Courier	17.60
31260 - Parking and Lot Attendant	14.05
31290 - Shuttle Bus Driver	17.88
31310 - Taxi Driver	16.37
31361 - Truckdriver Light	18.65
31362 - Truckdriver Medium	19.84
31363 - Truckdriver Heavy	23.48
31364 - Truckdriver Tractor-Trailer	23.48
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.87
99030 - Cashier	13.29
99050 - Desk Clerk	14.05
99095 - Embalmer	32.85

99130 - Flight Follower	28.59
99251 - Laboratory Animal Caretaker	18.80
I	
99252 - Laboratory Animal Caretaker	19.92
II	
99260 - Marketing Analyst	29.36
99310 - Mortician	32.85
99410 - Pest Controller	20.76
99510 - Photofinishing Worker	14.56
99710 - Recycling Laborer	22.90
99711 - Recycling Specialist	25.78
99730 - Refuse Collector	20.87
99810 - Sales Clerk	14.35
99820 - School Crossing Guard	14.42
99830 - Survey Party Chief	30.34
99831 - Surveying Aide	19.00
99832 - Surveying Technician	22.97
99840 - Vending Machine Attendant	20.95
99841 - Vending Machine Repairer	24.27
99842 - Vending Machine Repairer	20.95
Helper	

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) 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)).