Standard Wage Determinants

From 2015-4001 to 2015-4093

March 24, 2022

Standard	Wage	Determinants.			. 1
Standard	Wage	Determination	No.:	2015-4001	. 3
Standard	Wage	Determination	No.:	2015-4003	18
Standard	Wage	Determination	No.:	2015-4005	33
Standard	Wage	Determination	No.:	2015-4007	48
Standard	Wage	Determination	No.:	2015-4009	63
Standard	Wage	Determination	No.:	2015-4011	78
Standard	Wage	Determination	No.:	2015-4013	92
Standard	Wage	Determination	No.:	2015-4015	107
Standard	Wage	Determination	No.:	2015-4017	121
Standard	Wage	Determination	No.:	2015-4019	136
Standard	Wage	Determination	No.:	2015-4021	151
Standard	Wage	Determination	No.:	2015-4023	166
Standard	Wage	Determination	No.:	2015-4025	181
Standard	Wage	Determination	No.:	2015-4027	196
Standard	Wage	Determination	No.:	2015-4029	211
Standard	Wage	Determination	No.:	2015-4031	226
Standard	Wage	Determination	No.:	2015-4033	240
Standard	Wage	Determination	No.:	2015-4035	255
Standard	Wage	Determination	No.:	2015-4037	270
Standard	Wage	Determination	No.:	2015-4039	284
Standard	Wage	Determination	No.:	2015-4041	298
Standard	Wage	Determination	No.:	2015-4043	312
Standard	Wage	Determination	No.:	2015-4045	327
Standard	Wage	Determination	No.:	2015-4047	342
Standard	Wage	Determination	No.:	2015-4049	357
Standard	Wage	Determination	No.:	2015-4051	372
Standard	Wage	Determination	No.:	2015-4053	386
Standard	Wage	Determination	No.:	2015-4055	401
Standard	Wage	Determination	No.:	2015-4061	416
Standard	Wage	Determination	No.:	2015-4063	430
Standard	Wage	Determination	No.:	2015-4065	445

Wage	Determination	No.:	2015-4067	459
Wage	Determination	No.:	2015-4069	473
Wage	Determination	No.:	2015-4071	488
Wage	Determination	No.:	2015-4073	503
Wage	Determination	No.:	2015-4075	518
Wage	Determination	No.:	2015-4077	533
Wage	Determination	No.:	2015-4079	547
Wage	Determination	No.:	2015-4081	562
Wage	Determination	No.:	2015-4083	577
Wage	Determination	No.:	2015-4085	592
Wage	Determination	No.:	2015-4087	606
Wage	Determination	No.:	2015-4089	620
Wage	Determination	No.:	2015-4091	635
Wage	Determination	No.:	2015-4093	649
	Wage Wage Wage Wage Wage Wage Wage Wage	Wage Determination	Wage Determination No.:	Wage Determination No: 2015-4067. Wage Determination No: 2015-4069. Wage Determination No: 2015-4071. Wage Determination No: 2015-4073. Wage Determination No: 2015-4075. Wage Determination No: 2015-4077. Wage Determination No: 2015-4079. Wage Determination No: 2015-4081. Wage Determination No: 2015-4083. Wage Determination No: 2015-4085. Wage Determination No: 2015-4087. Wage Determination No: 2015-4089. Wage Determination No: 2015-4091. Wage Determination No: 2015-4093.

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4001

Daniel W. Simms Division of | Revision No.: 18

Director

Wage Determinations | 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		12.67
Representative I		
01042 - Customer Service		14.24
Representative II		
01043 - Customer Service		15.54
Representative III		
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		17.17
(Employment) I		
01262 - Personnel Assistant		19.20
(Employment) II		
01263 - Personnel Assistant		21.40
(Employment) III		
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		15.86
Operator/Receptionist		
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		0.0
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	21.2
05160 - Motor Equipment Metal Worker	19.31
05190 - Motor Vehicle Mechanic	21.22
05220 - Motor Vehicle Mechanic	15.80
Helper	10.00
05250 - Motor Vehicle Upholstery	18.02
Worker	10.02
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	12.10
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
11270 - Tractor Operator 11330 - Trail Maintenance Worker	17.17 15.21
_	
11330 - Trail Maintenance Worker	15.21
11330 - Trail Maintenance Worker 11360 - Window Cleaner	15.21

12012 - Certified Occupational Therapist Assistant	27.14
12015 - Certified Physical Therapist	26.81
Assistant	20.01
12020 - Dental Assistant	21.42
12025 - Dental Hygienist	35.30
12030 - EKG Technician	32.35
12035 - Electroneurodiagnostic	32.35
Technologist	32.33
12040 - Emergency Medical Technician	18.85
12071 - Licensed Practical Nurse I	17.68
12072 - Licensed Practical Nurse II	19.78
12072 Dicensed Fractical Nurse III	22.06
12100 - Medical Assistant	17.26
12130 - Medical Laboratory	29.14
Technician	27.17
12160 - Medical Record Clerk	15.93
12100 Medical Record Technician	19.60
12195 - Medical Transcriptionist	16.85
12210 - Nuclear Medicine	43.18
Technologist	43.10
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 - Optical Technician	15.70
12280 - Phlebotomist	15.70
12305 - Radiologic Technologist	29.97
12311 - Registered Nurse I	24.43
12312 - Registered Nurse II	29.88
12313 - Registered Nurse II	29.88
Specialist	27.00
12314 - Registered Nurse III	36.16
12315 - Registered Nurse III	36.16
Anesthetist	30.10
12316 - Registered Nurse IV	43.33
12317 - Scheduler (Drug and Alcohol	24.51
Testing)	21.01
12320 - Substance Abuse Treatment	26.39
Counselor	20.00
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
10010 11140014001 111	20.02

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		20015
13110 - Video Teleconference		17.84
Technician		17.01
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.84
14042 - Computer Operator II		18.84
14042 Computer Operator III		21.02
14044 - Computer Operator IV		23.80
14044 - Computer Operator V		25.85
14071 - Computer Programmer I	(see 1)	23.74
14072 - Computer Programmer II	(see 1)	23.74
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14101 - Computer Systems Analyst II	, ,	
	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	16.84
14150 - Peripheral Equipment		10.04
Operator		OE 11
14160 - Personal Computer Support		25.11
Technician		0 E 0 E
14170 - System Support Specialist		25.85
15010 - Instructional Occupations		20 20
15010 - Aircrew Training Devices		28.28
Instructor (Non-Rated)		24.00
15020 - Aircrew Training Devices		34.22
Instructor (Rated)		41 01
15030 - Air Crew Training Devices		41.01
Instructor (Pilot)		0.0
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	41.01
Rotary Wing	41.01
15088 - Non-Maintenance Test/Co-	41.01
Pilot	11.01
15090 - Technical Instructor	23.07
15095 - Technical Instructor/Course	28.21
Developer	20.21
15110 - Test Proctor	18.62
15120 - Tutor	18.62
16000 - Laundry Dry-Cleaning Pressing	10.02
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	10.11
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	24.04
Room)	
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
21040 - Material Expediter 21050 - Material Handling Laborer	
-	27.57
21050 - Material Handling Laborer	27.57 12.59
21050 - Material Handling Laborer 21071 - Order Filler	27.57 12.59 13.64 17.46
21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer	27.57 12.59 13.64 17.46
21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk	27.57 12.59 13.64 17.46 17.43
21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I	27.57 12.59 13.64 17.46 17.43 17.43 15.69
21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk	27.57 12.59 13.64 17.46 17.43 17.43 15.69 18.93
21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant	27.57 12.59 13.64 17.46 17.43 17.43 15.69 18.93 17.46
21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist	27.57 12.59 13.64 17.46 17.43 17.43 15.69 18.93
21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And	27.57 12.59 13.64 17.46 17.43 17.43 15.69 18.93 17.46
21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations	27.57 12.59 13.64 17.46 17.43 15.69 18.93 17.46 17.46
21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder	27.57 12.59 13.64 17.46 17.43 17.43 15.69 18.93 17.46 17.46
21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations	27.57 12.59 13.64 17.46 17.43 15.69 18.93 17.46 17.46

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 Servicer 23070 - Aircraft Survival Flight	25.73
	23.90
Equipment Technician 23080 - Aircraft Worker	24.85
23091 - Aircrew Life Support	24.85
Equipment (ALSE) Mechanic	
I The state of the	07.04
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	2.00
Mechanic	
23411 - Heating Ventilation And Air	25.21
Contidioning	20.21
on or around	

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
TOTAL TOMOTTOM TAMENOM TOMOT	10.01

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			21.15
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			12.78
Facility Attendant			12.70
28515 - Recreation Specialist			21.69
28630 - Sports Official			13.94
28690 - Swimming Pool Operator			20.57
			20.57
29000 - Stevedoring/Longshoremen			
Occupational Services 29010 - Blocker And Bracer			26.62
29010 - Blocker And Bracer 29020 - Hatch Tender			26.62
29020 - Hatch Tender 29030 - Line Handler			26.58
29030 - Line Handler 29041 - Stevedore I			
			25.39
29042 - Stevedore II			27.92
30000 - Technical Occupations 30010 - Air Traffic Control	/	2.\	40.20
	(see	2)	40.29
Specialist Center (HFO)	,	0.1	07 70
30011 - Air Traffic Control	(see	۷)	27.78
Specialist Station (HFO)			20 50
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			17 (7
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			25.16
Technician I			20.10
30222 - Latent Fingerprint			27.79
Technician II			21.13
30240 - Mathematical Technician			25.67
30361 - Paralegal/Legal Assistant I			20.12
			24.94
30362 - Paralegal/Legal Assistant II			30.50
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)			25.60
Technician I			23.00
30492 - Unexploded Ordnance (UXO)			30.98
Technician II			30.30
30493 - Unexploded Ordnance (UXO)			37.13
Technician III			37.13
30494 - Unexploded (UXO) Safety			25.60
Escort			23.00
			25.60
30495 - Unexploded (UXO) Sweep Personnel			23.60
30501 - Weather Forecaster I			0E 1C
			25.16
30502 - Weather Forecaster II	1	2.\	30.61
30620 - Weather Observer Combined	(see	2)	20.45
Upper Air Or			
Surface Programs	,	0.1	00 06
30621 - Weather Observer Senior	(see	2)	22.96
31000 - Transportation/Mobile			
Equipment Operation Occupations			0.0 0.0
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
	12.45
99050 - Desk Clerk	12.31
	25.60
•	25.60
99251 - Laboratory Animal Caretaker	16.59
I	
99252 - Laboratory Animal Caretaker	17.49
II	
	28.89
	25.60
	21.29
3	14.91
<u>. </u>	17.76
1	20.05
	16.69
	12.94
	15.11
	21.08
	14.38
<u>.</u> ,	19.17
	20.05
	23.46
	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)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4003

Daniel W. Simms Division of | Revision No.: 18

Wage Determinations | Date Of Last Revision: 12/27/2021 Director

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	14.06
Representative I	
01042 - Customer Service	15.34
Representative II	
01043 - Customer Service	17.23
Representative III	
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	18.02
(Employment) I	00 15
01262 - Personnel Assistant	20.15
(Employment) II 01263 - Personnel Assistant	22.46
	22.40
(Employment) III 01270 - Production Control Clerk	22.56
01270 - Production Control Clerk 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	14.86
Operator/Receptionist	
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	
05040 - Automotive Glass Installer	15.26
05070 - Automotive Worker	15.26
05110 - Mobile Equipment Servicer	13.79
05130 - Motor Equipment Metal	16.95
Mechanic	

05160 - Motor Equipment Metal Worker	15.26
05190 - Motor Vehicle Mechanic	16.95
05220 - Motor Vehicle Mechanic	13.74
Helper	10.71
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	10.30
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	12.20
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	23.30
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	11.55
12010 - Ambulance Driver	19.97
12010 Immulation Direct 12011 - Breath Alcohol Technician	21.12
12012 - Certified Occupational	27.43
Therapist Assistant	27.15
12015 - Certified Physical Therapist	27.08
Assistant	27.00
12020 - Dental Assistant	21.37
11010 Deliber Hoof Came	21.01

10005	27 62
12025 - Dental Hygienist	37.63
12030 - EKG Technician	32.01
12035 - Electroneurodiagnostic	32.01
Technologist	10 07
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	21.25
Technician	10 15
12160 - Medical Record Clerk	18.15
12190 - Medical Record Technician	21.86
12195 - Medical Transcriptionist 12210 - Nuclear Medicine	18.89
	46.41
Technologist	10 11
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 12280 - Phlebotomist	15.30 16.71
12305 - Radiologic Technologist	32.01 26.11
12311 - Registered Nurse I	
12312 - Registered Nurse II	31.94
12313 - Registered Nurse II Specialist	31.94
12314 - Registered Nurse III	38.65
12314 - Registered Nurse III	38.65
Anesthetist	30.03
12316 - Registered Nurse IV	46.32
12317 - Scheduler (Drug and Alcohol	26.16
Testing)	20.10
12320 - Substance Abuse Treatment	23.97
Counselor	20.01
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	24.63
Technology Systems	

Administrator

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
14042 - Computer Operator III		21.02
14044 - Computer Operator IV		23.80
		25.85
14045 - Computer Operator V	(1)	
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	24.37
Developer	
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	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	23.36
Room)	0.0
19040 - Tool And Die Maker	27.92
21000 - Materials Handling And Packing	
Occupations	01 00
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	21.07
Processing)	10 00
21110 - Shipping Packer	19.02
21130 - Shipping/Receiving Clerk 21140 - Store Worker I	19.02
21140 - Store Worker 1 21150 - Stock Clerk	15.84
21210 - Stock Clerk 21210 - Tools And Parts Attendant	19.31
21410 - Warehouse Specialist	21.07
23000 - Mechanics And Maintenance And	21.07
Repair Occupations	
23010 - Aerospace Structural Welder	25.75
23010 - Aerospace Structural Werder 23019 - Aircraft Logs and Records	20.92
Technician	20.92
23021 - Aircraft Mechanic I	24.55
23022 - Aircraft Mechanic II	25.75
23022 - Aircraft Mechanic II	26.91
23040 - Aircraft Mechanic Helper	18.56
23050 - Aircraft Painter	23.36
23060 - Aircraft Servicer	20.92
73000 VIICIAIC BELAICEI	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	0.0
23381 - Ground Support Equipment	20.92
Servicer	00 10
23382 - Ground Support Equipment	22.10
Worker	10 70
23391 - Gunsmith I 23392 - Gunsmith II	19.73 22.10
23392 - Gunsmith III 23393 - Gunsmith III	24.55
23410 - Heating Ventilation And Air-	26.00
Conditioning	20.00
Mechanic	
23411 - Heating Ventilation And Air	27.27
Contidioning	21.21
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

00000	10 00
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	20,00
30010 - Air Traffic Control (see 2)	44.86
Specialist Center (HFO)	1100
30011 - Air Traffic Control (see 2)	30.93
Specialist Station (HFO)	00.00
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	01.00
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
30084 - Drafter/CAD Operator IV 30081 - Engineering Technician I	17.04
30082 - Engineering Technician II	19.12
30082 - Engineering Technician III	21.40
30084 - Engineering Technician IV	26.51
30084 - Engineering Technician IV 30085 - Engineering Technician V	32.43
30086 - Engineering Technician VI	34.43
20006 Theringenium Machainia: TT	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		27.00
30222 - Latent Fingerprint		30.52
Technician II		00.02
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		20.01
30492 - Unexploded Ordnance (UXO)		34.49
Technician II		01.19
30493 - Unexploded Ordnance (UXO)		41.34
Technician III		11.01
30494 - Unexploded (UXO) Safety		28.51
Escort		20.01
30495 - Unexploded (UXO) Sweep		28.51
Personnel		20.01
30501 - Weather Forecaster I		27.63
30502 - Weather Forecaster II		33.61
	e 2)	22.45
Upper Air Or	<i>- - y</i>	,
Surface Programs		
_	e 2)	24.95
31000 - Transportation/Mobile	<i>S L y</i>	21.50
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
order outer, opening		10.02

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:

<code>HEALTH & WELFARE: \$4.60</code> 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)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4005

Daniel W. Simms Division of | Revision No.: 18

Director

Wage Determinations | 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 Chebeaque 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		0.0
05005 - Automobile Body Repairer		22.80
Fiberglass		00 17
	Electrician	
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	00.70
09010 - Electrostatic Spray Painter	22.73
09040 - Furniture Handler 09080 - Furniture Refinisher	15.87
	22.73
09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor	18.05 20.35
09130 - Furniture Repairer Minor 09130 - Upholsterer	22.73
11000 - General Services And Support	22.13
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
12030 - ERG Technician 12035 - Electroneurodiagnostic	31.31
	31.31
Technologist	17 E1
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	26.98
Technician	
12160 - Medical Record Clerk	18.35
12190 - Medical Record Technician	21.24
12195 - Medical Transcriptionist	20.60
12210 - Nuclear Medicine	50.63
Technologist	
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
Specialist	31.33
12314 - Registered Nurse III	41.57
12315 - Registered Nurse III	41.57
Anesthetist	41.57
12316 - Registered Nurse IV	49.81
12317 - Scheduler (Drug and Alcohol	28.54
Testing)	20.54
12320 - Substance Abuse Treatment	27.56
Counselor	27.50
13000 - Information And Arts	
Occupations	10 54
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 Technology Systems			24.20
Administrator			
13058 - Library Technician			18.33
13061 - Media Specialist I			17.46
13062 - Media Specialist II			19.54
13062 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			17.50
13110 - Video Teleconference			18.48
Technician			10.40
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	•	22.90
14072 - Computer Programmer III	(see	·	
14074 - Computer Programmer IV	(see	•	
14101 - Computer Systems Analyst I	(see	•	
14101 - Computer Systems Analyst I 14102 - Computer Systems Analyst II	(see	•	
14102 - Computer Systems Analyst II 14103 - Computer Systems Analyst III	(see	·	
14150 - Peripheral Equipment	(500	1	19.03
Operator			17.03
14160 - Personal Computer Support			27.62
Technician			27.02
14170 - System Support Specialist			33.05
15000 - Instructional Occupations			33.03
15010 - Aircrew Training Devices			32.10
Instructor (Non-Rated)			32.10
15020 - Aircrew Training Devices			38.85
Instructor (Rated)			50.05
15030 - Air Crew Training Devices			46.56
Instructor (Pilot)			10.50
15050 - Computer Based Training			32.10
Specialist / Instructor			JZ • I U
15060 - Educational Technologist			31.85
15000 - Educational Technologist 15070 - Flight Instructor (Pilot)			46.56
15070 - Fright Institution (Friot) 15080 - Graphic Artist			24.84
15085 - Maintenance Test Pilot Fixed			46.56
Jet/Prop			40.JU

15086 - Maintenance Test Pilot	46.56
Rotary Wing	1 C E C
15088 - Non-Maintenance Test/Co- Pilot	46.56
15090 - Technical Instructor	23.36
15095 - Technical Instructor/Course	28.58
Developer	20.00
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 Drycleaning 16130 - Presser Machine Shirts	13.29
16160 - Presser Machine Wearing	13.29
Apparel Laundry	1 - 01
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	23.55
Room)	
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	19.36
Processing)	
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	05 06
23022 - Alferalt 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	00 00
23312 - Fuel Distribution System	23.83
Operator	01 10
23370 - General Maintenance Worker	21.13
23380 - Ground Support Equipment	24.75
Mechanic	21.09
23381 - Ground Support Equipment Servicer	21.09
23382 - Ground Support Equipment	22.28
Worker	22.20
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	20.71
30010 - Air Traffic Control (see 2)	44.86
Specialist Center (HFO)	11.00
30011 - Air Traffic Control (see 2)	30.93
Specialist Station (HFO)	30.33
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	J4.00
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 - Engineering Technician VI	27.65
30095 - Evidence Control Specialist	27.65
30210 - Laboratory Technician	23.61
30221 - Latent Fingerprint	30.62
Technician I	
30222 - Latent Fingerprint	33.83
Technician II	
30240 - Mathematical Technician	27.65
30361 - Paralegal/Legal Assistant I	21.32
30362 - Paralegal/Legal Assistant II	26.41
30363 - Paralegal/Legal Assistant	32.30
III	
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)	28.51
Technician I	
30492 - Unexploded Ordnance (UXO)	34.49
Technician II	31.13
30493 - Unexploded Ordnance (UXO)	41.34
Technician III	41.54
30494 - Unexploded (UXO) Safety	28.51
Escort	20.51
30495 - Unexploded (UXO) Sweep	28.51
	20.31
Personnel 30501 - Weather Forecaster I	20 (2
	30.62
30502 - Weather Forecaster II	37.24
30620 - Weather Observer Combined (see 2)	24.88
Upper Air Or	
Surface Programs	
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

*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 $29 \ \text{CFR} \ 4.6 \ \text{(b)} \ (2) \ \text{(iii)}$).

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

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

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Daniel W. Simms Division of Director

| Wage Determination No.: 2015-4007

Revision No.: 18

Wage Determinations | 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 Doverfoxcroft 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 Vancboro 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		13.35
Representative I		
01042 - Customer Service		14.56
Representative II		
01043 - Customer Service		16.36
Representative III		
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	11.00
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	10.00
05005 - Automobile Body Repairer	17.19
Fiberglass	11.13
	trician 16.98
05040 - Automotive Glass Installer	16.24
05070 - Automotive Worker	16.24
05110 - Mobile Equipment Servicer	14.84
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	17.67
Mechanic	17.07
	16.24
05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic	17.67
05220 - Motor Vehicle Mechanic	
	13.93
Helper	1 5 5 0
05250 - Motor Vehicle Upholstery Worker	15.52
	1.0 0.4
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
07130 - Food Service Worker 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
11240 Maru of Houseman	15.12
11270 - Tractor Operator	18.16
11330 - Trail Maintenance Worker	16.10
11360 - Trail Maintenance Worker 11360 - Window Cleaner	
	15.08
12000 - Health Occupations	16 71
12010 - Ambulance Driver	16.71
12011 - Breath Alcohol Technician	19.72
12012 - Certified Occupational	24.98
Therapist Assistant	
12015 - Certified Physical Therapist	24.56
Assistant	
12020 - Dental Assistant	21.30
12025 - Dental Hygienist	31.94
12030 - EKG Technician	30.12
12035 - Electroneurodiagnostic	30.12
Technologist	
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	26.66
Technician	
12160 - Medical Record Clerk	15.41

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 II 29.00 12312 - Registered Nurse II 29.00 12313 - Registered Nurse II 35.08 12314 - Registered Nurse III 35.08 12315 - Registered Nurse III 35.08 12316 - Registered Nurse III 35.08 12317 - Scheduler (Drug and Alcohol 24.62 Testing) 12320 - Substance Abuse Treatment 21.06 Counselor 20.00 13000 - Information And Arts 20.00 13011 - Exhibits Specialist I 17.15 13012 - Exhibits Specialist II 25.99 13041 - Illustrator II 21.25 13043 - Illustrator II 21.25 13047 - Library Aide/Clerk 13.09 13050 - Library Aide/Clerk 13.09 13061 - Media Specialist II 17.00 13062 - Media Specialist II 17.00 13063 - Media Specialist III 17.00 13064 - Media Specialist III 17.00 13065 - Media Specialist III 17.00 13067 - Photographer II 15.34 13073 - Photographer II 19.74 13074 - Photographer II 19.74 13075 - Photographer IV 29.89 13076 - Technical Order Library 17.04	12190 - Medical Record Technician	17.46
Technologist 12221 - Nursing Assistant I		
Technologist 12221 - Nursing Assistant I 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 12250 - Phalebotomist 14.29 12305 - Radiologic Technologist 12311 - Registered Nurse II 12312 - Registered Nurse II 12313 - Registered Nurse III 12314 - Registered Nurse III 12315 - Registered Nurse III 12316 - Registered Nurse III 12317 - Scheduler (Drug and Alcohol 12317 - Scheduler (Drug and Alcohol 12317 - Scheduler (Drug and Alcohol 12300 - Information And Arts Occupations 13011 - Exhibits Specialist II 13013 - Exhibits Specialist III 13013 - Exhibits Specialist III 13043 - Illustrator II 13042 - Illustrator II 13043 - Illustrator III 13043 - Illustrator III 13043 - Illustrator III 13047 - Library Aide/Clerk 13.09 13054 - Library Information Technology Systems Administrator 13061 - Media Specialist III 13058 - Library Technician 13069 - Media Specialist III 13061 - Media Specialist III 13062 - Media Specialist III 13063 - Media Specialist III 13073 - Photographer II 13073 - Photographer II 13073 - Photographer II 13075 - Photographer IV 29.89 13075 - Photographer V 36.16 13090 - Technical Order Library 17.04	<u>=</u>	
12221 - Nursing Assistant I		43.00
12222 - Nursing Assistant III		11 65
12223 - Nursing Assistant III		
12224 - Nursing Assistant IV		
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 12313 - Registered Nurse III 35.08 12315 - Registered Nurse III 35.08 12315 - Registered Nurse III 35.08 12315 - Registered Nurse III 35.08 12317 - Scheduler (Drug and Alcohol 24.62 12317 - Scheduler (Drug and Alcohol 24.62 12310 - Substance Abuse Treatment 21.06 20.00	<u>-</u>	
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 2314 - Registered Nurse III 35.08 12315 - Registered Nurse III 35.08 12315 - Registered Nurse III 35.08 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 25.99 13041 - Illustrator I 17.15 13042 - Illustrator II 25.99 13043 - Illustrator III 25.99 13047 - Librarian 23.34 13050 - Library Aide/Clerk 13.09 13054 - Library Information 21.08 Technology Systems Administrator 13063 - Media Specialist II 15.20 13062 - Media Specialist III 15.20 13062 - Media Specialist III 17.02 13062 - Media Specialist III 17.02 13063 - Photographer I 15.34 13072 - Photographer II 19.74 13073 - Photographer IV 29.88 13075 - Photographer IV 29.88 13075 - Photographer V 29.88 13090 - Technical Order Library 17.04	-	
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Clerk	=	17.04
	Clerk	

13110 - Video Teleconference		17.37
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)	23.13
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		16.84
Operator		
14160 - Personal Computer Support		26.21
Technician		
14170 - System Support Specialist		29.03
15000 - Instructional Occupations		00 00
15010 - Aircrew Training Devices		30.37
Instructor (Non-Rated)		06 85
15020 - Aircrew Training Devices		36.75
Instructor (Rated)		4.4.0.4
15030 - Air Crew Training Devices		44.04
Instructor (Pilot) 15050 - Computer Based Training		30.37
Specialist / Instructor		30.37
15060 - Educational Technologist		32.78
15070 - Flight Instructor (Pilot)		44.04
15070 Flight Instituted (Fliot)		21.34
15085 - Maintenance Test Pilot Fixed		44.04
Jet/Prop		11.01
15086 - Maintenance Test Pilot		44.04
Rotary Wing		
15088 - Non-Maintenance Test/Co-		44.04
Pilot		
15090 - Technical Instructor		23.72
15095 - Technical Instructor/Course		29.02
Developer		
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

16100 - Presser Manchine Drycleaning 16110 - Presser Machine Drycleaning 16130 - Presser Machine Shirts 16160 - Presser Machine Wearing 16160 - Presser Machine Wearing 16190 - Sewing Machine Operator 16200 - Tailor 16250 - Washer Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 25.80 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Expediter 26.78 21040 - Material Expediter 21050 - Material Expediter 21051 - Order Filler 21071 - Order Filler 21072 - Forduction Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping Packer 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21210 - Warehouse Specialist 16.70 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23019 - Aircraft Mechanic II 23021 - Aircraft Mechanic II 23022 - Aircraft Mechanic II 230303 - Aircraft Servicer 23050 - Aircraft Servicer 23060 - Aircraft Servicer 23070 - Aircraft Servicer 23080 - Aircraft Servicer 23091 - Aircraft Servicer 23091 - Aircraft Servicer 23091 - Aircraft Servicer 23090 - Aircraft Servicer 23091 - Aircraft Servicer 23091 - Aircraft Servicer 23091 - Aircraft Servicer 23091 - Aircraft Servicer 23092 - Aircraft Worker 23092 - Aircraft Servicer 23093 - Aircraft Servicer 23090 - Aircraft Servicer 23091 - Aircraft Servicer 23092 - Aircrew Life Support 24.12 25092 - Aircrew Life Support 26.78 27.42 27.42 27.42 27.42 27.42 27.43 27.44 27.45 27.45 27.46 27.47 2	4.5000	1000
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 22.41 Room) 19040 - Tool And Die Maker 25.80 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 26.78 21020 - Forklift Operator 26.78 21040 - Material Expediter 26.78 21050 - Material Expediter 26.78 21050 - Material Handling Laborer 14.10 21071 - Order Filler 12.79 21080 - Production Line Worker (Food 16.70 Processing) 21110 - Shipping Packer 17.75 21140 - Store Worker I 15.69 21150 - Stock Clerk 18.93 21210 - Tools And Parts Attendant 16.70 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 22.73 23010 - Aircraft Mechanic I 21.98 23021 - Aircraft Mechanic II 22.73 23023 - Aircraft Mechanic III 23.74 23020 - Aircraft Mechanic III 23.74 23021 - Aircraft Mechanic III 23.74 23022 - Aircraft Mechanic III 23.74 23023 - Aircraft Mechanic III 23.74 23024 - Aircraft Mechanic III 23.74 23025 - Aircraft Mechanic III 23.74 23026 - Aircraft Mechanic III 23.74 23027 - Aircraft Mechanic III 23.74 23028 - Aircraft Mechanic III 23.74 23029 - Aircraft Mechanic III 23.74 23020 - Aircraft Survival Flight 21.12 23060 - Aircraft Survival Flight 21.12 Equipment Technician 23090 - Aircraft Survival Flight 21.12 Equipment Technician 23090 - Aircraft Survival Flight 21.12 Equipment Technician 23090 - Aircraft Wechanic II 23.98 23091 - Aircraft Survival Flight 21.12 Equipment (ALSE) Mechanic II 23.99 Equipment (ALSE) Mechanic II 23.90 Equipment (ALSE) Mechanic II 23.91 23110 - Appliance Mechanic 22.41		
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19040 - Tool And Die Maker 25.80		22.41
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 16.70 Processing)	•	
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 16.70 Processing) 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 2000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 22.73 23019 - Aircraft Logs and Records 19.31 Technician 23021 - Aircraft Mechanic II 21.98 23022 - Aircraft Mechanic III 23.46 23040 - Aircraft Mechanic III 23.46 23040 - Aircraft Mechanic III 23.46 23050 - Aircraft Servicer 19.31 23070 - Aircraft Servicer 19.31 23070 - Aircraft Survival Flight 21.12 Equipment Technician 20021 Equipment (ALSE) Mechanic II 20.21 Equipment (ALSE) Mechanic III 20.21 Equipment (ALSE) Mechanic III 20.21		25.80
21020 - Forklift Operator 16.70		
21030 - Material Coordinator 26.78 21040 - Material Expediter 26.78 21050 - Material Expediter 14.10 21071 - Order Filler 12.79 21080 - Production Line Worker (Food 16.70 Processing) 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 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 22.73 23019 - Aircraft Logs and Records 19.31 Technician 23021 - Aircraft Mechanic II 22.73 23023 - Aircraft Mechanic II 22.73 23040 - Aircraft Mechanic III 22.73 23040 - Aircraft Mechanic Helper 17.52 23050 - Aircraft Survival Flight 21.12 23060 - Aircraft Survival Flight 21.12 23060 - Aircraft Survival Flight 21.12 23091 - Aircraft Worker 20.21 23092 - Aircraft Worker 20.21 23091 - Aircraft Worker 20.21 2400 2	•	
21040 - Material Expediter 26.78	_	
21050 - Material Handling Laborer 14.10 21071 - Order Filler 12.79 21080 - Production Line Worker (Food 16.70 Processing) 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 19.31 Technician 23021 - Aircraft Mechanic I 22.73 23022 - Aircraft Mechanic II 22.73 23023 - Aircraft Mechanic III 23.46 23040 - Aircraft Mechanic III 23.46 23040 - Aircraft Servicer 19.31 23070 - Aircraft Servicer 19.31 23070 - Aircraft Survival Flight 21.12 23060 - Aircraft Survival Flight 21.12 23091 - Aircraft Worker 20.21 23091 - Aircraft Worker 20.21 23091 - Aircraft Surpival Flight 23.99 23091 - Aircraft Surpival Flight 23.99 23092 - Aircraft Surpival Flight 23092 - Aircraft Flight 23092 - Aircraf		
21071 - Order Filler	-	
21080 - Production Line Worker (Food 16.70 Processing)	_	
Processing 21110 - Shipping Packer		12.79
21110 - Shipping Packer 17.75	21080 - Production Line Worker (Food	16.70
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 19.31 Technician 23021 - Aircraft Mechanic I 21.98 23022 - Aircraft Mechanic II 22.73 23023 - Aircraft Mechanic III 23.46 23040 - Aircraft Mechanic III 23.46 23040 - Aircraft Mechanic Helper 17.52 23050 - Aircraft Servicer 21.12 23060 - Aircraft Survival Flight 21.12 Equipment Technician 20.21 23091 - Aircraft Worker 20.21 23091 - Aircraft Worker 20.21 23092 - Aircrew Life Support 20.21 Equipment (ALSE) Mechanic II 23.10 - Appliance Mechanic 22.41	•	
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 19.31 Technician 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 21.12 Equipment Technician 23080 - Aircraft Worker 20.21 23091 - Aircraft Worker 20.21 23092 - Aircrew Life Support 20.21 Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support 21.98 Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 22.41		
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 19.31 Technician 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 21.12 Equipment Technician 20.21 23080 - Aircraft Worker 20.21 23091 - Aircrew Life Support 20.21 Equipment (ALSE) Mechanic II 23092 - Aircrew Life Support 21.98 Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 22.41	21130 - Shipping/Receiving Clerk	17.75
21210 - Tools And Parts Attendant 16.70	21140 - Store Worker I	15.69
21410 - Warehouse Specialist 16.70 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 22.73 23019 - Aircraft Logs and Records 19.31 Technician 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 Servicer 21.12 23060 - Aircraft Servicer 19.31 23070 - Aircraft Survival Flight 21.12 Equipment Technician 20.21 23080 - Aircraft Worker 20.21 23091 - Aircrew Life Support 20.21 Equipment (ALSE) Mechanic II 23.98 Equipment (ALSE) Mechanic II 23.110 - Appliance Mechanic 22.41	21150 - Stock Clerk	18.93
23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic III 23046 23040 - Aircraft Mechanic IIII 23050 - Aircraft Mechanic Helper 23060 - Aircraft Servicer 23060 - Aircraft Survival Flight 21.12 23070 - Aircraft Worker 23080 - Aircraft Worker 23091 - Aircraft Worker 23091 - Aircrew Life Support 20.21 Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support 21.98 Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic	21210 - Tools And Parts Attendant	
Repair Occupations 23010 - Aerospace Structural Welder	21410 - Warehouse Specialist	16.70
23010 - Aerospace Structural Welder 23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic III 23.46 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight 23080 - Aircraft Worker 23080 - Aircraft Worker 23080 - Aircrew Life Support 20.21 Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support 20.21 Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 22.41	23000 - Mechanics And Maintenance And	
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic III 23.46 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 22.41	Repair Occupations	
Technician 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 21.12 Equipment Technician 23080 - Aircraft Worker 20.21 23091 - Aircraft Worker 20.21 Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support 21.98 Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 22.41	23010 - Aerospace Structural Welder	22.73
23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic III 23.46 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 21.12 Equipment Technician 23080 - Aircraft Worker 20.21 23091 - Aircrew Life Support 20.21 Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support 21.98 Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 22.41	23019 - Aircraft Logs and Records	19.31
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 21.12 Equipment Technician 20.21 23080 - Aircraft Worker 20.21 23091 - Aircrew Life Support 20.21 Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support 21.98 Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 22.41	Technician	
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 21.12 Equipment Technician 20.21 23080 - Aircraft Worker 20.21 23091 - Aircrew Life Support 20.21 Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support 21.98 Equipment (ALSE) Mechanic 11 23110 - Appliance Mechanic 22.41	23021 - Aircraft Mechanic I	
23040 - Aircraft Mechanic Helper 17.52 23050 - Aircraft Painter 21.12 23060 - Aircraft Servicer 19.31 23070 - Aircraft Survival Flight 21.12 Equipment Technician 20.21 23080 - Aircraft Worker 20.21 23091 - Aircrew Life Support 20.21 Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support 21.98 Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 22.41	23022 - Aircraft Mechanic II	22.73
23050 - Aircraft Painter 21.12 23060 - Aircraft Servicer 19.31 23070 - Aircraft Survival Flight 21.12 Equipment Technician 20.21 23080 - Aircraft Worker 20.21 23091 - Aircrew Life Support 20.21 Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support 21.98 Equipment (ALSE) Mechanic 11 23110 - Appliance Mechanic 22.41	23023 - Aircraft Mechanic III	23.46
23060 - Aircraft Servicer 19.31 23070 - Aircraft Survival Flight 21.12 Equipment Technician 23080 - Aircraft Worker 20.21 23091 - Aircrew Life Support 20.21 Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support 21.98 Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 22.41	23040 - Aircraft Mechanic Helper	17.52
23070 - Aircraft Survival Flight 21.12 Equipment Technician 23080 - Aircraft Worker 20.21 23091 - Aircrew Life Support 20.21 Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support 21.98 Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 22.41	23050 - Aircraft Painter	21.12
Equipment Technician 23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 22.41	23060 - Aircraft Servicer	19.31
23080 - Aircraft Worker 20.21 23091 - Aircrew Life Support 20.21 Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support 21.98 Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 22.41	23070 - Aircraft Survival Flight	21.12
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 22.41	Equipment Technician	
Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic	23080 - Aircraft Worker	20.21
I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 22.41	23091 - Aircrew Life Support	20.21
23092 - Aircrew Life Support 21.98 Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 22.41	Equipment (ALSE) Mechanic	
Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 22.41	I	
II 23110 - Appliance Mechanic 22.41	23092 - Aircrew Life Support	21.98
23110 - Appliance Mechanic 22.41	Equipment (ALSE) Mechanic	
	II	
23120 - Bicycle Repairer 19.60	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	20.75
23182 - Electronics Technician	27.10
Maintenance II	27.10
23183 - Electronics Technician	28.21
Maintenance III	20.21
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	23.73
23312 - Fuel Distribution System	19.85
Operator	13.00
23370 - General Maintenance Worker	17.52
23380 - Ground Support Equipment	21.98
Mechanic	21.50
23381 - Ground Support Equipment	19.31
Servicer	17.51
23382 - Ground Support Equipment	20.21
Worker	20.21
23391 - Gunsmith I	19.60
23392 - Gunsmith II	21.44
23393 - Gunsmith III	23.33
23410 - Heating Ventilation And Air-	22.13
Conditioning	22.13
Mechanic	
23411 - Heating Ventilation And Air	22.89
Contidioning	22.03
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	20.00
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
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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	_ 0 • 15
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
	12.01

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			22.12
30010 - Air Traffic Control	/	2.\	40 20
	(see	∠)	40.29
Specialist Center (HFO)	,	0.	0.0
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
			17.38
30082 - Engineering Technician II			
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
50502 rararegar/ negar hostocant II			44.9 1

30363 - Paralegal/Legal Assistant III		30.50
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
31020 - Bus Aide 31030 - Bus Driver		13.30 17.14
31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier		13.30 17.14 15.01
31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant		13.30 17.14 15.01 12.50
31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver		13.30 17.14 15.01 12.50 15.81
31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver		13.30 17.14 15.01 12.50 15.81 13.46
31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light		13.30 17.14 15.01 12.50 15.81 13.46 16.00
31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium		13.30 17.14 15.01 12.50 15.81 13.46 16.00 16.73
31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy		13.30 17.14 15.01 12.50 15.81 13.46 16.00 16.73 17.94
31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer		13.30 17.14 15.01 12.50 15.81 13.46 16.00 16.73
31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations		13.30 17.14 15.01 12.50 15.81 13.46 16.00 16.73 17.94 17.94
31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist		13.30 17.14 15.01 12.50 15.81 13.46 16.00 16.73 17.94 17.94
31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier		13.30 17.14 15.01 12.50 15.81 13.46 16.00 16.73 17.94 17.94
31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier 99050 - Desk Clerk		13.30 17.14 15.01 12.50 15.81 13.46 16.00 16.73 17.94 17.94
31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier 99050 - Desk Clerk 99095 - Embalmer		13.30 17.14 15.01 12.50 15.81 13.46 16.00 16.73 17.94 17.94 15.10 12.54 12.46 25.60
31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier 99050 - Desk Clerk 99095 - Embalmer 99130 - Flight Follower		13.30 17.14 15.01 12.50 15.81 13.46 16.00 16.73 17.94 17.94 15.10 12.54 12.46 25.60 25.60
31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier 99050 - Desk Clerk 99095 - Embalmer 99130 - Flight Follower 99251 - Laboratory Animal Caretaker		13.30 17.14 15.01 12.50 15.81 13.46 16.00 16.73 17.94 17.94 15.10 12.54 12.46 25.60
31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier 99050 - Desk Clerk 99095 - Embalmer 99130 - Flight Follower 99251 - Laboratory Animal Caretaker		13.30 17.14 15.01 12.50 15.81 13.46 16.00 16.73 17.94 17.94 15.10 12.54 12.46 25.60 25.60 20.05
31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier 99050 - Desk Clerk 99095 - Embalmer 99130 - Flight Follower 99251 - Laboratory Animal Caretaker I		13.30 17.14 15.01 12.50 15.81 13.46 16.00 16.73 17.94 17.94 15.10 12.54 12.46 25.60 25.60
31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier 99050 - Desk Clerk 99095 - Embalmer 99130 - Flight Follower 99251 - Laboratory Animal Caretaker I 99252 - Laboratory Animal Caretaker		13.30 17.14 15.01 12.50 15.81 13.46 16.00 16.73 17.94 17.94 15.10 12.54 12.46 25.60 25.60 20.05
31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier 99050 - Desk Clerk 99095 - Embalmer 99130 - Flight Follower 99251 - Laboratory Animal Caretaker I		13.30 17.14 15.01 12.50 15.81 13.46 16.00 16.73 17.94 17.94 15.10 12.54 12.46 25.60 25.60 20.05

00410 Book Combustiles	22.34
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)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Daniel W. Simms Division of Director

| Wage Determination No.: 2015-4009

Revision No.: 18

Wage Determinations | 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		14.08
Representative I		
01042 - Customer Service		15.84
Representative II		

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
01112 - General Clerk III	18.71
	22.85
01120 - Housing Referral Assistant	13.31
01141 - Messenger Courier 01191 - Order Clerk I	
	15.01
01192 - Order Clerk II	16.38
01261 - Personnel Assistant	17.39
(Employment) I	10.10
01262 - Personnel Assistant	19.46
(Employment) II	
01263 - Personnel Assistant	21.70
(Employment) III	
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	14.34
Operator/Receptionist	
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 Electrici	an 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	14.68
Helper	11.00
nerper	

05250 - Motor Vehicle Upholstery	
-	16.54
Worker 05280 - Motor Vehicle Wrecker	17 40
	17.48
05310 - Painter Automotive	18.48
05340 - Radiator Repair Specialist	17.48
05370 - Tire Repairer	13.16
05400 - Transmission Repair	19.42
Specialist	
07000 - Food Preparation And Service	
Occupations 07010 - Baker	13.66
07010 - Baker 07041 - Cook I	15.58
07041 - COOK I 07042 - Cook II	17.45
07070 - Dishwasher	12.36
07130 - Food Service Worker	13.37
07130 - Food Service Worker 07210 - Meat Cutter	15.63
07210 - Meat Cutter 07260 - Waiter/Waitress	12.17
07260 - Walter/Waltress 09000 - Furniture Maintenance And	12.1/
Repair Occupations 09010 - Electrostatic Spray Painter	27.06
09010 - Electrostatic Spray Painter 09040 - Furniture Handler	16.31
09080 - Furniture Refinisher	23.36
09090 - Furniture Refinisher Helper	18.56
09110 - Furniture Repairer Minor	20.92
09130 - Furniture Repairer Minor 09130 - Upholsterer	23.36
11000 - General Services And Support	23.30
Occupations	
OCCUDACIONS	
-	14 08
11030 - Cleaner Vehicles	14.08
11030 - Cleaner Vehicles 11060 - Elevator Operator	14.72
11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener	14.72 18.80
11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide	14.72 18.80 14.72
11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor	14.72 18.80 14.72 14.72
11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance	14.72 18.80 14.72 14.72 15.73
11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman	14.72 18.80 14.72 14.72 15.73 13.35
11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner	14.72 18.80 14.72 14.72 15.73 13.35 14.67
11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator	14.72 18.80 14.72 14.72 15.73 13.35 14.67 17.90
11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker	14.72 18.80 14.72 14.72 15.73 13.35 14.67 17.90 15.73
11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner	14.72 18.80 14.72 14.72 15.73 13.35 14.67 17.90
11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations	14.72 18.80 14.72 14.72 15.73 13.35 14.67 17.90 15.73 15.79
11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner	14.72 18.80 14.72 14.72 15.73 13.35 14.67 17.90 15.73 15.79
11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician	14.72 18.80 14.72 14.72 15.73 13.35 14.67 17.90 15.73 15.79
11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver	14.72 18.80 14.72 14.72 15.73 13.35 14.67 17.90 15.73 15.79
11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational	14.72 18.80 14.72 14.72 15.73 13.35 14.67 17.90 15.73 15.79
11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant	14.72 18.80 14.72 14.72 15.73 13.35 14.67 17.90 15.73 15.79
11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist	14.72 18.80 14.72 14.72 15.73 13.35 14.67 17.90 15.73 15.79
11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant	14.72 18.80 14.72 14.72 15.73 13.35 14.67 17.90 15.73 15.79 16.87 20.23 26.90 27.16
11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant	14.72 18.80 14.72 14.72 15.73 13.35 14.67 17.90 15.73 15.79 16.87 20.23 26.90 27.16
11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist	14.72 18.80 14.72 14.72 15.73 13.35 14.67 17.90 15.73 15.79 16.87 20.23 26.90 27.16 21.04 31.67
11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician	14.72 18.80 14.72 14.72 15.73 13.35 14.67 17.90 15.73 15.79 16.87 20.23 26.90 27.16 21.04 31.67 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	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	25.06
Testing)	
12320 - Substance Abuse Treatment	25.10
Counselor	
13000 - Information And Arts	
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
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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	27.05
Room)	
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	16.54
Processing)	
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	20.42
Technician	
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	22.35
Equipment Technician	
23080 - Aircraft Worker	21.37

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	21.37
T Mechanic	
23092 - Aircrew Life Support	23.48
Equipment (ALSE) Mechanic	23.40
II	
	22.10
23110 - Appliance Mechanic 23120 - Bicycle Repairer	18.67
23125 - Cable Splicer	26.47
23130 - Carpenter Maintenance	20.47
23140 - Carpet Layer	20.97
23160 - Carpet Layer 23160 - Electrician Maintenance	28.30
23180 - Electrician Maintenance 23181 - Electronics Technician	28.45
	20.45
Maintenance I	20 00
23182 - Electronics Technician	30.80
Maintenance II 23183 - Electronics Technician	22 26
	32.36
Maintenance III	20 00
23260 - Fabric Worker	20.08
23290 - Fire Alarm System Mechanic	22.23
23310 - Fire Extinguisher Repairer	18.99
23311 - Fuel Distribution System	23.73
Mechanic	10 05
23312 - Fuel Distribution System	19.85
Operator	1000
23370 - General Maintenance Worker	19.09
23380 - Ground Support Equipment	23.48
Mechanic	
23381 - Ground Support Equipment	20.42
Servicer	04 05
23382 - Ground Support Equipment	21.37
Worker	1000
23391 - Gunsmith I	18.99
23392 - Gunsmith II	21.19
23393 - Gunsmith III	23.48
23410 - Heating Ventilation And Air-	22.55
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	23.65
Contidioning	
Mechanic (Research Facility)	
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	26.22
Mechanic	
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	02110
23932 - Telecommunications Mechanic	34.05
II	01.00
23950 - Telephone Lineman	29.74
23960 - Welder Combination	26.54
Maintenance	20.01
23965 - Well Driller	22.69
23970 - Woodcraft Worker	23.48
23980 - Woodworker	18.73
24000 - Personal Needs Occupations	10010
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	1 / • • •
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
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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			20.02
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			11.01
28515 - Recreation Specialist			24.40
28630 - Sports Official			15.87
28690 - Swimming Pool Operator			18.70
29000 - Stevedoring/Longshoremen			10.70
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			27.05
30010 - Air Traffic Control	(see	2)	44.86
Specialist Center (HFO)	(500	۷)	44.00
30011 - Air Traffic Control	(see	2)	30.93
Specialist Station (HFO)	(300	۷)	30.73
30012 - Air Traffic Control			34.06
Specialist Terminal (HFO) (see 2)			34.00
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
30082 - Engineering Technician III			20.54
30084 - Engineering Technician IV			25.44
30084 - Engineering Technician V			31.12
30086 - Engineering Technician VI			37.66
30000 - Engineering Technician VI 30090 - Environmental Technician			19.65
			25.91
30095 - Evidence Control Specialist			
30210 - Laboratory Technician			21.80

30221 - Latent Fingerprint Technician I	28.69
30222 - Latent Fingerprint	31.69
Technician II	31.03
30240 - Mathematical Technician	28.27
30361 - Paralegal/Legal Assistant I	22.20
30362 - Paralegal/Legal Assistant II	27.50
30363 - Paralegal/Legal Assistant	33.64
III	33.04
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
30462 - Technical Writer II	41.60
30491 - Unexploded Ordnance (UXO) Technician I	28.51
	34.49
30492 - Unexploded Ordnance (UXO) Technician II	34.49
	41 24
30493 - Unexploded Ordnance (UXO)	41.34
Technician III	00 F1
30494 - Unexploded (UXO) Safety	28.51
Escort	00 51
30495 - Unexploded (UXO) Sweep	28.51
Personnel	0.0 6.0
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
99252 - Laboratory Animal Caretaker II	16.30
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 Helper	14.07

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

<code>HEALTH & WELFARE: \$4.60</code> 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)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Division of | Revision No.: 18 Daniel W. Simms Director

| Wage Determination No.: 2015-4011

Wage Determinations | 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 B	Required	Follow	the	Occupationa	L Listing
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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		15.57
Representative I		
01042 - Customer Service		17.38
Domino combabilita II		

Representative II

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 - Dispatcher Motor Vehicle 01070 - Document Preparation Clerk	16.19
<u>-</u>	16.19
01090 - Duplicating Machine Operator 01111 - General Clerk I	16.19
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	17.80
(Employment) I	
01262 - Personnel Assistant	19.90
(Employment) II	
01263 - Personnel Assistant	22.18
(Employment) III	
01270 - Production Control Clerk	32.38
01290 - Rental Clerk	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	16.00
Operator/Receptionist	
01531 - Travel Clerk I	15.20
01532 - Travel Clerk II	16.72
01533 - Travel Clerk III	18.39
01611 - Word Processor I	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	20.00
05160 - Motor Equipment Metal Worker	21.24
05190 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic	23.59
05220 - Motor Vehicle Mechanic	17.83
Helper	11.00
nerber	

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 - Radiator Repair Specialist	13.41
05400 - Transmission Repair	23.59
Specialist	23.33
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	
_	
11000 - General Services And Support	16.08
11000 - General Services And Support Occupations	
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles	16.08
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator	16.08 16.08
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener	16.08 16.08 21.26
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide	16.08 16.08 21.26 16.39
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor	16.08 16.08 21.26 16.39 16.39
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance	16.08 16.08 21.26 16.39 16.39
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator	16.08 16.08 21.26 16.39 16.39 17.57 13.87
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker	16.08 16.08 21.26 16.39 16.39 17.57 13.87 16.38 20.00 17.57
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner	16.08 16.08 21.26 16.39 16.39 17.57 13.87 16.38 20.00
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations	16.08 16.08 21.26 16.39 16.39 17.57 13.87 16.38 20.00 17.57 17.58
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver	16.08 16.08 21.26 16.39 16.39 17.57 13.87 16.38 20.00 17.57 17.58
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician	16.08 16.08 21.26 16.39 17.57 13.87 16.38 20.00 17.57 17.58
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational	16.08 16.08 21.26 16.39 16.39 17.57 13.87 16.38 20.00 17.57 17.58
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant	16.08 16.08 21.26 16.39 16.39 17.57 13.87 16.38 20.00 17.57 17.58
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist	16.08 16.08 21.26 16.39 17.57 13.87 16.38 20.00 17.57 17.58
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant	16.08 16.08 21.26 16.39 17.57 13.87 16.38 20.00 17.57 17.58 20.94 23.23 34.69
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant	16.08 16.08 21.26 16.39 17.57 13.87 16.38 20.00 17.57 17.58 20.94 23.23 34.69 30.75
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist	16.08 16.08 21.26 16.39 16.39 17.57 13.87 16.38 20.00 17.57 17.58 20.94 23.23 34.69 30.75 26.29 38.90
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician	16.08 16.08 21.26 16.39 16.39 17.57 13.87 16.38 20.00 17.57 17.58 20.94 23.23 34.69 30.75 26.29 38.90 31.68
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist	16.08 16.08 21.26 16.39 16.39 17.57 13.87 16.38 20.00 17.57 17.58 20.94 23.23 34.69 30.75 26.29 38.90

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	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	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	26.46
Room)	
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	21.32
Processing)	
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	26.18
Technician	
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	29.24
Equipment Technician	
23080 - Aircraft Worker	27.66

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	27.66
I	00 50
23092 - Aircrew Life Support	30.73
Equipment (ALSE) Mechanic	
II	0.6.4.6
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	25.46
Maintenance I	0.6.01
23182 - Electronics Technician	26.91
Maintenance II	0.0
23183 - Electronics Technician	28.28
Maintenance III	00.00
23260 - Fabric Worker	23.69
23290 - Fire Alarm System Mechanic	27.81
23310 - Fire Extinguisher Repairer	22.35
23311 - Fuel Distribution System	27.81
Mechanic	
23312 - Fuel Distribution System	22.35
Operator	
23370 - General Maintenance Worker	23.18
23380 - Ground Support Equipment	30.73
Mechanic	
23381 - Ground Support Equipment	26.18
Servicer	
23382 - Ground Support Equipment	27.66
Worker	
23391 - Gunsmith I	22.35
23392 - Gunsmith II	25.03
23393 - Gunsmith III	27.81
23410 - Heating Ventilation And Air-	28.61
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	30.01
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	28.40
23440 - Heavy Equipment Operator	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	29.78
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		2,.02
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		10.25
28515 - Recreation Specialist		26.04
28630 - Sports Official		17.71
28690 - Swimming Pool Operator		18.70
29000 - Stevedoring/Longshoremen		10.70
Occupational Services		
29010 - Blocker And Bracer		25.03
29010 - Blocker And Bracer 29020 - Hatch Tender		25.03
29030 - Line Handler		25.03
29030 - Line Handler 29041 - Stevedore I		23.69
29041 - Stevedore I 29042 - Stevedore II		26.46
		20.40
30000 - Technical Occupations 30010 - Air Traffic Control	(222 2)	11 00
	(see 2)	44.86
Specialist Center (HFO) 30011 - Air Traffic Control	(222 2)	30.93
	(see 2)	30.93
Specialist Station (HFO) 30012 - Air Traffic Control		34.06
Specialist Terminal (HFO) (see 2)		34.00
•		19.14
30021 - Archeological Technician I		21.42
30022 - Archeological Technician II 30023 - Archeological Technician III		26.54
_		26.54
30030 - Cartographic Technician		31.59
30040 - Civil Engineering Technician		29.39
30051 - Cryogenic Technician I		
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		/ / / / / /
0000F = 11		26.16
30095 - Evidence Control Specialist 30210 - Laboratory Technician		26.54 23.88

30221 - Latent Fingerprint Technician I	29.39
30222 - Latent Fingerprint	32.46
Technician II	32.40
30240 - Mathematical Technician	29.19
30361 - Paralegal/Legal Assistant I	22.75
30362 - Paralegal/Legal Assistant II	28.18
30362 - Faralegal/Legal Assistant 11	34.47
III	34.47
30364 - Paralegal/Legal Assistant IV	41.72
30375 - Petroleum Supply Specialist	32.46
30390 - Photo-Optics Technician	24.74
30390 - Photo-Optics Technician 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	24 40
30492 - Unexploded Ordnance (UXO)	34.49
Technician II	11 01
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	13.60
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
99252 - Laboratory Animal Caretaker II	19.24
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)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WASHINGTON D.C. 20210

By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION

| Wage Determination No.: 2015-4013

Daniel W. Simms Division of | Revision No.: 19 Director

Wage Determinations | 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		15.57
Representative I		

01042 - Customer Service Representative II	17.38
01043 - Customer Service	19.08
Representative III	23.00
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	17.80
(Employment) I	= 7 • • •
01262 - Personnel Assistant	19.90
(Employment) II	
01263 - Personnel Assistant	22.18
(Employment) III	
01270 - Production Control Clerk	32.38
01290 - Rental Clerk	17.42
01300 - Scheduler Maintenance	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	16.00
Operator/Receptionist	
01531 - Travel Clerk I	15.20
01532 - Travel Clerk II	16.72
01533 - Travel Clerk III	18.39
01611 - Word Processor I	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 El	ectrician 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	23.59
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	17.01
07041 - Cook I	18.52
07042 - Cook II	20.74
07070 - Dishwasher	12.35
07130 - Food Service Worker	13.88
07210 - Meat Cutter	21.10
07260 - Waiter/Waitress	12.05
09000 - Furniture Maintenance And	
Repair Occupations	00 07
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 09130 - Upholsterer	20.48
11000 - General Services And Support	22.00
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	34.69
Therapist Assistant	
12015 - Certified Physical Therapist	30.75
Assistant	
12020 - Dental Assistant	26.29
12025 - Dental Hygienist	38.90
12030 - EKG Technician	31.68

12035 - Electroneurodiagnostic	31.68
Technologist	01 06
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	27.83
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	18.71
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
12312 - Registered Nurse II	31.49
Specialist	31.49
-	20 11
12314 - Registered Nurse III	38.11
12315 - Registered Nurse III	38.11
Anesthetist	45 67
12316 - Registered Nurse IV	45.67
12317 - Scheduler (Drug and Alcohol	31.33
Testing)	20.00
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	29.00
13050 - Library Aide/Clerk	13.66
13054 - Library Information	26.19
Technology Systems	
Administrator	
13058 - Library Technician	20.10
13061 - Media Specialist I	18.89

13062 - Media Specialist II			21.14
13063 - Media Specialist III			23.57
13071 - Photographer I			18.29
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	•	22.75
14072 - Computer Programmer III	(see	•	
	•	,	
14074 - Computer Programmer IV	(see	·	
14101 - Computer Systems Analyst I	(see	•	
14102 - Computer Systems Analyst II	(see		
14103 - Computer Systems Analyst III	(see	⊥)	16 60
14150 - Peripheral Equipment			16.60
Operator			0000
14160 - Personal Computer Support			23.03
Technician			01 68
14170 - System Support Specialist			31.67
15000 - Instructional Occupations			04 00
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	33.60
Developer 15110 - Test Proctor	22.17
15110 - Test Proctor 15120 - Tutor	22.17
	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	26.46
Room)	
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	21.32
Processing)	
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	26.18
Technician	21 66
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
	27.66
	27.66
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	31.66
Equipment (ALSE) Mechanic	
II	
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
4	27.81
23310 - Fire Extinguisher Repairer	22.35
●	27.81
Mechanic	
-	22.35
Operator	
	23.18
	31.66
Mechanic	0.6.4.0
	26.18
Servicer	07 66
	27.66
Worker	00 05
	22.35
	25.03 27.81
	28.61
Conditioning	20.01
Mechanic	
	30.01
Contidioning	30.01
Mechanic (Research Facility)	
· •	28.40
	22.63
	27.81
	26.46
<u>.</u> ·	14.95
	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			10.25
28515 - Recreation Specialist			23.61
28630 - Sports Official			17.71
28690 - Swimming Pool Operator			17.71
			17.04
29000 - Stevedoring/Longshoremen			
Occupational Services			25 02
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
			3,.53

30090 - Environmental Technician			26.29
30095 - Evidence Control Specialist			26.54
_			23.88
30210 - Laboratory Technician			
30221 - Latent Fingerprint			29.39
Technician I			20 46
30222 - Latent Fingerprint			32.46
Technician II			00 10
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			22.07
99020 - Cabin Safety Specialist			16.82
22050 Capin parech phecrarise			10.02

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	

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

stalking. Additional information on contractor requirements and worker protections

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal

to the employee) who is the victim of domestic violence sexual assault or

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

under the EO is available at www.dol.gov/whd/govcontracts.

<code>HEALTH & WELFARE: \$4.60</code> 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)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4015

Daniel W. Simms Division of | Revision No.: 19

Director

Wage Determinations | 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		15.46
Representative I		
01042 - Customer Service		17.39
Representative II		

01043 - Customer Service		18.98
Representative III 01051 - Data Entry Operator I		16.72
01051 - Data Entry Operator II		18.25
01060 - Dispatcher Motor Vehicle		17.66
01070 - Dispatcher Motor Vehicle 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		18.53
(Employment) I		10.00
01262 - Personnel Assistant		20.73
(Employment) II		20.75
01263 - Personnel Assistant		23.11
(Employment) III		20.11
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		16.52
Operator/Receptionist		
01531 - Travel Clerk I		15.20
01532 - Travel Clerk II		16.72
01533 - Travel Clerk III		18.39
01611 - Word Processor I		16.40
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		15.42
Helper		

05250 - Motor Vehicle Upholstery	17.39
Worker 05280 - Motor Vehicle Wrecker	18.38
05310 - Motor Venicle Wrecker 05310 - Painter Automotive	19.43
	18.38
05340 - Radiator Repair Specialist 05370 - Tire Repairer	14.53
05370 - Tile Repairer 05400 - Transmission Repair	20.42
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	00 57
12010 - Ambulance Driver	20.57
12011 - Breath Alcohol Technician	24.92
12012 - Certified Occupational	34.19
Therapist Assistant 12015 - Certified Physical Therapist	29.56
Assistant	29.00
12020 - Dental Assistant	23.13
12020 - Dental Assistant 12025 - Dental Hygienist	40.92
12030 - EKG Technician	37.77
12030 - Ekg Technician 12035 - Electroneurodiagnostic	37.77
Technologist	J 1 • 1 1

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	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	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	10 00
13058 - Library Technician	18.37
13061 - Media Specialist I	19.76
13062 - Media Specialist II 13063 - Media Specialist III	22.11
IZUNZ - Modio Prografian TTT	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	10.10
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	24.52
Room)	
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	18.38
Processing)	
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	21.95
Technician	
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	24.52
Equipment Technician	
23080 - Aircraft Worker	23.20

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	23.20
I	
23092 - Aircrew Life Support	25.77
Equipment (ALSE) Mechanic	
II	
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	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	25.77
Mechanic	
23312 - Fuel Distribution System	20.71
Operator	
23370 - General Maintenance Worker	19.38
23380 - Ground Support Equipment	25.77
Mechanic	
23381 - Ground Support Equipment	21.95
Servicer	
23382 - Ground Support Equipment	23.20
Worker	
23391 - Gunsmith I	20.71
23392 - Gunsmith II	23.20
23393 - Gunsmith III	25.77
23410 - Heating Ventilation And Air-	29.64
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	31.09
Contidioning	
Mechanic (Research Facility)	
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	26.81
Mechanic	
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	25.77
23910 - Small Engine Mechanic	23.20
23931 - Telecommunications Mechanic	25.77
	23.11
	07.00
23932 - Telecommunications Mechanic	27.03
II	07.60
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
27007 - Baggage Inspector 27008 - Corrections Officer	22.17
27000 - Corrections Officer 27010 - Court Security Officer	22.17
27030 - Court Security Officer 27030 - Detection Dog Handler	19.28
27030 - Detection Dog Handler 27040 - Detention Officer	22.17
27070 - Firefighter	22.17

27101 - Guard I 17.2 27102 - Guard II 19.2 27131 - Police Officer I 24.2 27132 - Police Officer II 26.9 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 13.1	28 27 98
27131 - Police Officer I 24.2 27132 - Police Officer II 26.9 28000 - Recreation Occupations	27
27132 - Police Officer II 26.9 28000 - Recreation Occupations	8
28000 - Recreation Occupations	_8
ZOUAL - CATHIVAL FOILIDMENT UDETATOT	
28042 - Carnival Equipment Repairer 14.0	, _
28043 - Carnival Worker 10.8	} ()
28210 - Gate Attendant/Gate Tender 17.3	
28310 - Lifeguard 14.6	
28350 - Park Attendant (Aide) 19.4	
28510 - Recreation Aide/Health 14.1	
Facility Attendant	. 0
28515 - Recreation Specialist 23.6	57
28630 - Sports Official 15.4	
28690 - Swimming Pool Operator 20.5	
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer 23.2) ()
29020 - Hatch Tender 23.2	
29030 - Line Handler 23.2	
29041 - Stevedore I 21.9	
29042 - Stevedore II 24.5	
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2) 44.8	36
Specialist Center (HFO)	, 0
30011 - Air Traffic Control (see 2) 30.9	33
Specialist Station (HFO)	
30012 - Air Traffic Control 34.0	16
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I 20.1	5
30022 - Archeological Technician II 22.5	
30023 - Archeological Technician III 27.9	
30030 - Cartographic Technician 27.9	
30040 - Civil Engineering Technician 27.9	
30051 - Cryogenic Technician I 30.9	
30052 - Cryogenic Technician II 34.1	
30061 - Drafter/CAD Operator I 20.1	
30062 - Drafter/CAD Operator II 22.5	
30063 - Drafter/CAD Operator III 25.1	
30064 - Drafter/CAD Operator IV 30.9	
30081 - Engineering Technician I	
30082 - Engineering Technician II 20.1	
30083 - Engineering Technician III 22.5	
30084 - Engineering Technician IV 27.9	
30085 - Engineering Technician V 34.1	
30086 - Engineering Technician VI 41.3	
30090 - Environmental Technician 27.9	
30095 - Evidence Control Specialist 27.9	
30210 - Laboratory Technician 25.1	

30221 - Latent Fingerprint Technician I	30.91
30222 - Latent Fingerprint	34.14
Technician II	01.1
30240 - Mathematical Technician	27.91
30361 - Paralegal/Legal Assistant I	22.13
30362 - Paralegal/Legal Assistant II	27.43
30363 - Paralegal/Legal Assistant	33.55
III	00.00
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)	28.51
Technician I	20.51
	34.49
30492 - Unexploded Ordnance (UXO) Technician II	34.49
	11 21
30493 - Unexploded Ordnance (UXO)	41.34
Technician III	00 [1
30494 - Unexploded (UXO) Safety	28.51
Escort	00 51
30495 - Unexploded (UXO) Sweep	28.51
Personnel	20 01
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 17
	11.47
99050 - Desk Clerk 99095 - Embalmer	14.54

99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	16.57
99252 - Laboratory Animal Caretaker II	17.62
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 Helper	20.08

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

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

*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)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4017

Daniel W. Simms Division of | Revision No.: 19

Director

Wage Determinations | 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		15.46
Representative I		

01042 - Customer Service Representative II		17.39
01043 - Customer Service		18.98
Representative III		10.50
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		18.53
(Employment) I		
01262 - Personnel Assistant		20.73
(Employment) II		
01263 - Personnel Assistant		23.11
(Employment) III		
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		16.52
Operator/Receptionist		
01531 - Travel Clerk I		15.20
01532 - Travel Clerk II		16.72
01533 - Travel Clerk III		18.39
01611 - Word Processor I		16.40
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	17.81
Worker	
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	20.91
Specialist	
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	0.4.05
12010 - Ambulance Driver	24.27
12011 - Breath Alcohol Technician	24.92
12012 - Certified Occupational	34.19
Therapist Assistant	0.0 5.5
12015 - Certified Physical Therapist	29.56
Assistant	00 10
12020 - Dental Assistant	23.13
12025 - Dental Hygienist	40.92
12030 - EKG Technician	37.77

12035 - Electroneurodiagnostic	37.77
Technologist	24 27
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	25.58
Technician	
12160 - Medical Record Clerk	17.93
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	30.87
Testing)	
12320 - Substance Abuse Treatment	25.63
Counselor	20.00
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	27.50
Administrator	
13058 - Library Technician	18.92
13056 - Library Technician 13061 - Media Specialist I	19.76
12001 - Media Specialist I	19.10

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
	(see	•	23.32
14072 - Computer Programmer II	,	•	
14073 - Computer Programmer III	(see	,	
14074 - Computer Programmer IV	(see	•	
14101 - Computer Systems Analyst I	(see	·	
14102 - Computer Systems Analyst II	(see		
14103 - Computer Systems Analyst III	(see	⊥)	10 00
14150 - Peripheral Equipment			18.26
Operator			0.5.00
14160 - Personal Computer Support			25.33
Technician			00 00
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	34.41
Developer	00 71
15110 - Test Proctor 15120 - Tutor	22.71
	22./1
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	24.52
Room)	
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	18.38
Processing)	
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	21.95
Technician	05 77
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	23.20
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	25.77
Equipment (ALSE) Mechanic	
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	25.77
Mechanic	00 71
23312 - Fuel Distribution System	20.71
Operator 23370 - General Maintenance Worker	19.38
23380 - Ground Support Equipment	25.77
Mechanic	23.11
23381 - Ground Support Equipment	21.95
Servicer	21.50
23382 - Ground Support Equipment	23.20
Worker	20.20
23391 - Gunsmith I	20.71
23392 - Gunsmith II	23.20
23393 - Gunsmith III	25.77
23410 - Heating Ventilation And Air-	29.64
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	31.09
Contidioning	
Mechanic (Research Facility)	
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 Mechanic	26.81
23550 - Machinist Maintenance	23.36
23580 - Maintenance Trades Helper	17.52
23591 - Metrology Technician I	25.77
23592 - Metrology Technician II	27.03
23592 - 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	20.11
23910 - Small Engine Mechanic	23.20
23931 - Telecommunications Mechanic	25.77
I	23.11
23932 - Telecommunications Mechanic	27.10
II	27.10
23950 - Telephone Lineman	28.31
23960 - Welder Combination	23.57
Maintenance	23.37
23965 - Well Driller	25.77
23970 - Well Diller 23970 - Woodcraft Worker	25.77
23980 - Woodcraft worker 23980 - Woodworker	20.71
	20.71
24000 - Personal Needs Occupations	16.40
24550 - Case Manager 24570 - Child Care Attendant	12.60
24570 - Child Care Attendant 24580 - Child Care Center Clerk	15.70
24610 - Chore Aide	
24610 - Chore Aide 24620 - Family Readiness And Support	14.14
Services	10.40
Coordinator	
24630 - Homemaker	16.40
25000 - Plant And System Operations	10.40
Occupations	
25010 - Boiler Tender	25.77
25010 - Boller Tender 25040 - Sewage Plant Operator	24.33
	25.77
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	19.33
25210 - Ventilation Equipment Tender 25210 - Water Treatment Plant	24.33
Operator	24.33
-	
27000 - Protective Service Occupations 27004 - Alarm Monitor	23.20
	17.24
27007 - Baggage Inspector 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	20.30
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	00.65
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
30062 - 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	
30086 - Engineering Technician VI	34.14 41.32

30090 - Environmental Technician			27.91
30095 - Evidence Control Specialist			27.91
_			25.11
30210 - Laboratory Technician			
30221 - Latent Fingerprint			30.91
Technician I			24 14
30222 - Latent Fingerprint			34.14
Technician II			07 01
30240 - Mathematical Technician			27.91
30361 - Paralegal/Legal Assistant I			20.87
30362 - Paralegal/Legal Assistant II			25.85
30363 - Paralegal/Legal Assistant			31.63
III			
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)			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			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			15.51
31361 - Truckdriver Light			17.99
31362 - Truckdriver Medium			19.07
31363 - Truckdriver Heavy			22.79
31364 - Truckdriver Tractor-Trailer			22.79
99000 - Miscellaneous Occupations			44.13
99020 - Cabin Safety Specialist			16.82
99020 - Cabin Salety Specialist			10.02

99030 - Cashier	11.47
99050 - Desk Clerk	14.54
99095 - Embalmer	28.59
99130 - Flight Follower	28.51
-	
99251 - Laboratory Animal Caretaker I	16.57
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:

<code>HEALTH & WELFARE: \$4.60</code> 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)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4019

Daniel W. Simms Division of |

Director

Revision No.: 18 Wage Determinations | 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		16.74
Representative II		10 00
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		18.28
(Employment) I		
01262 - Personnel Assistant		20.44
(Employment) II		00 80
01263 - Personnel Assistant		22.78
(Employment) III		00.00
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		15.67
Operator/Receptionist 01531 - Travel Clerk I		15 50
01531 - Travel Clerk I 01532 - Travel Clerk II		15.52
01532 - Travel Clerk II 01533 - Travel Clerk III		16.72
01611 - Word Processor I		18.01 16.34
01612 - Word Processor I		
01612 - Word Processor II 01613 - Word Processor III		18.35 20.52
05000 - Automotive Service Occupations		20.32
05000 - Automotive Service Occupations 05005 - Automobile Body Repairer		25.74
Fiberglass		20.14
_	Electrician	22.58
05010 - Automotive Glass Installer	LICCCIICIAII	21.52
05070 - Automotive Worker		21.52
05110 - Mobile Equipment Servicer		19.23
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal		23.66
Mechanic		23.00
1.0001110		

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 Dontol Herrichist	41.58
12025 - Dental Hygienist	
12030 - EKG Technician	37.35
12035 - Electroneurodiagnostic	37.35
Technologist	01 00
12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I	21.08
12071 - Licensed Practical Nurse I 12072 - Licensed Practical Nurse II	24.65
12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III	27.47
12075 - Licensed Fractical Nurse III 12100 - Medical Assistant	18.48
12130 - Medical Laboratory Technician	25.37
12160 - Medical Record Clerk	10 26
	18.36
12190 - Medical Record Technician	22.58
12195 - Medical Transcriptionist	21.64
12210 - Nuclear Medicine	54.16
Technologist	10 11
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	30.16
Specialist	26 50
12314 - Registered Nurse III	36.50
12315 - Registered Nurse III	36.50
Anesthetist	40 74
12316 - Registered Nurse IV	43.74
12317 - Scheduler (Drug and Alcohol	30.53
Testing)	06.76
12320 - Substance Abuse Treatment	26.76
Counselor	
13000 - Information And Arts	
Occupations	01 00
13011 - Exhibits Specialist I 13012 - Exhibits Specialist II	21.22 26.28
-	
13013 - Exhibits Specialist III 13041 - Illustrator I	32.15
13041 - Illustrator I 13042 - Illustrator II	
13042 - Illustrator II 13043 - Illustrator III	25.34
13043 - Illustrator III 13047 - Librarian	31.00
	29.11
13050 - Library Aide/Clerk	14.30
13054 - Library Information	26.28
Technology Systems	

Administrator

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		17.96
Clerk		
13110 - Video Teleconference		22.12
Technician		,
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.26
14042 - Computer Operator II		20.43
14042 - Computer Operator III		22.78
		25.30
14044 - Computer Operator IV		
14045 - Computer Operator V	/ 1)	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		18.26
Operator		
14160 - Personal Computer Support		25.33
Technician		
14170 - System Support Specialist		33.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		33.48
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		40.52
Instructor (Rated)		
15030 - Air Crew Training Devices		48.56
Instructor (Pilot)		10.00
15050 - Computer Based Training		33.48
Specialist / Instructor		33.10
15060 - Educational Technologist		30.82
15000 - Educational Technologist 15070 - Flight Instructor (Pilot)		48.56
15070 - Flight Institution (Fliot) 15080 - Graphic Artist		25.87
15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed		
		47.94
Jet/Prop		17 01
15086 - Maintenance Test Pilot		47.94
Rotary Wing		4 7 0 4
15088 - Non-Maintenance Test/Co-		47.94
Pilot		

15090 - Technical Instructor	27.19
15095 - Technical Instructor/Course	33.26
Developer	
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	26.42
Room)	04.44
19040 - Tool And Die Maker	31.11
21000 - Materials Handling And Packing	
Occupations	1601
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	16.84
Processing)	10 01
21110 - Shipping Packer	19.21
21130 - Shipping/Receiving Clerk 21140 - Store Worker I	19.21
21140 - Store Worker 1 21150 - Stock Clerk	14.95
21150 - Stock Clerk 21210 - Tools And Parts Attendant	18.73 16.84
21210 - Tools And Parts Attendant 21410 - Warehouse Specialist	16.84
23000 - Mechanics And Maintenance And	10.04
Repair Occupations	
23010 - Aerospace Structural Welder	32.56
23010 - Aerospace Structural Werder 23019 - Aircraft Logs and Records	26.88
Technician	20.00
23021 - Aircraft Mechanic I	31.22
23022 - Aircraft Mechanic II	32.56
23022 - Alicialt Mechanic II 23023 - Aircraft Mechanic III	33.87
23040 - Aircraft Mechanic Helper	23.73
23050 - Aircraft Painter	29.79
23060 - Aircraft Servicer	26.88
72000 UTICIATO DELATOET	20.00

23070 - Aircraft Survival Flight	29.79
Equipment Technician	
23080 - Aircraft Worker	28.39
23091 - Aircrew Life Support	28.39
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	31.22
Equipment (ALSE) Mechanic	
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	28.33
Mechanic	
23312 - Fuel Distribution System	24.89
Operator	
23370 - General Maintenance Worker	22.95
23380 - Ground Support Equipment	31.22
Mechanic	0.6.00
23381 - Ground Support Equipment	26.88
Servicer	00 00
23382 - Ground Support Equipment Worker	28.39
	22 50
23391 - Gunsmith I 23392 - Gunsmith II	22.50
23392 - Gunsmith III 23393 - Gunsmith III	25.19 27.69
23410 - Heating Ventilation And Air-	26.91
Conditioning	20.91
Mechanic	
23411 - Heating Ventilation And Air	28.07
Contidioning	20.07
Mechanic (Research Facility)	
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
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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	30.23
28041 - Carnival Equipment Operator	12.94
28042 - Carnival Equipment Repairer	13.83
28043 - Carnival Worker	10.45
28210 - Gate Attendant/Gate Tender	17.47
·	14.43
28310 - Lifeguard	
28350 - Park Attendant (Aide)	19.55
28510 - Recreation Aide/Health	14.27
Facility Attendant	01 00
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
	18.74
30061 - Drafter/CAD Operator I 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

30090 - Environmental Technician			25.96
30095 - Evidence Control Specialist			25.96
_			24.82
30210 - Laboratory Technician			28.75
30221 - Latent Fingerprint			28.75
Technician I			21 76
30222 - Latent Fingerprint			31.76
Technician II			05 06
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			20.01
99020 - Cabin Safety Specialist			16.82
22050 Capin parech pheciatrac			10.02

99030 - Cashier	11.37
99050 - Desk Clerk	12.51
99095 - Embalmer	28.59
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	14.04
99252 - Laboratory Animal Caretaker II	15.01
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 Helper	19.96

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:

<code>HEALTH & WELFARE: \$4.60</code> 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.

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Daniel W. Simms Division of | Director

| Wage Determination No.: 2015-4021

Revision No.: 19

Wage Determinations | 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 Kilkenny 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		44.05
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		12.42
Representative I		
01042 - Customer Service		13.56
Representative II		
01043 - Customer Service		15.23
Representative III		
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		16.02
(Employment) I		
01262 - Personnel Assistant		17.93
(Employment) II		
01263 - Personnel Assistant		19.98
(Employment) III		
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		13.93
Operator/Receptionist		
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 Repaire	r	19.30
Fiberglass		
05010 - Automotive	Electrician	
05040 - Automotive Glass Instal	ler	17.79
05070 - Automotive Worker		17.72
05110 - Mobile Equipment Servic	er	15.80
05130 - Motor Equipment Metal		19.63
Mechanic		
05160 - Motor Equipment Metal W	orker	17.72
05190 - Motor Vehicle Mechanic		19.30
05220 - Motor Vehicle Mechanic		14.90
Helper		
05250 - Motor Vehicle Upholster	У	16.77
Worker	_	
05280 - Motor Vehicle Wrecker		17.72
05310 - Painter Automotive		20.31
05340 - Radiator Repair Special	ist	17.72
05370 - Tire Repairer		14.82
05400 - Transmission Repair		19.63
Specialist		13.00
07000 - Food Preparation And Serv	ice	
Occupations	100	
07010 - Baker		14.51
07010 Baker 07041 - Cook I		16.74
07041 COOK I		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		0.0 61
09010 - Electrostatic Spray Pai	nter	23.61
09040 - Furniture Handler		16.71
09080 - Furniture Refinisher	_	24.17
09090 - Furniture Refinisher He	=	19.18
09110 - Furniture Repairer Mino	r	21.68
09130 - Upholsterer		24.17
11000 - General Services And Supp	ort	
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 Mainten	ance	14.31
11240 - Maid or Houseman		12.98
11260 - Pruner		13.23
11270 - Tractor Operator		16.39
11330 - Trail Maintenance Worke	r	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)	0000
12320 - Substance Abuse Treatment	23.93
Counselor	
13000 - Information And Arts	
Occupations	1 (10
13011 - Exhibits Specialist I	16.49
13012 - Exhibits Specialist II	20.40
13013 - Exhibits Specialist III	24.95

13041 - Illustrator I		16.46
13041 - Illustrator I		
		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)	21•17
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II		
14103 - Computer Systems Analyst III		
14150 - Peripheral Equipment	(500 1)	16.60
Operator		10.00
14160 - Personal Computer Support		23.03
Technician		23.03
		25.48
14170 - System Support Specialist		23.40
15000 - Instructional Occupations 15010 - Aircrew Training Devices		31.98
_		31.90
Instructor (Non-Rated)		20 22
15020 - Aircrew Training Devices		38.33
Instructor (Rated)		15 01
15030 - Air Crew Training Devices		45.94
Instructor (Pilot)		0.1 0.0
15050 - Computer Based Training		31.98
Specialist / Instructor		0.0 = :
15060 - Educational Technologist		28.31

15070 - Flight Instructor (Pilot)	45.94
15080 - Graphic Artist	24.99
15085 - Maintenance Test Pilot Fixed	45.94
Jet/Prop	40.94
15086 - Maintenance Test Pilot	45.94
Rotary Wing	13.71
15088 - Non-Maintenance Test/Co-	45.94
Pilot	40.94
15090 - Technical Instructor	20.43
15095 - Technical Instructor/Course	24.99
Developer	24.99
15110 - Test Proctor	16.48
15110 - Test Floctor 15120 - Tutor	16.48
16000 - Laundry Dry-Cleaning Pressing	10.40
And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
	16.86
16040 - Dry Cleaner	
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	24.23
Room)	
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	19.15
Processing)	
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	06.16
23021 - Aircraft Mechanic I	26.16
23022 - Aircraft Mechanic II	27.43
23023 - Aircraft Mechanic III	28.67
23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter	19.18 24.23
23060 - Aircraft Painter 23060 - Aircraft Servicer	
	21.79
23070 - Aircraft Survival Flight Equipment Technician	24.23
23080 - Aircraft Worker	23.05
23090 - Aircraft Worker 23091 - Aircrew Life Support	23.05
Equipment (ALSE) Mechanic	23.03
T Mechanic	
23092 - Aircrew Life Support	26.16
==	20.10
Equipment (ALSE) Mechanic	
	24.23
23110 - Appliance Mechanic 23120 - Bicycle Repairer	19.75
	30.86
23125 - Cable Splicer	22.32
23130 - Carpenter Maintenance 23140 - Carpet Layer	23.05
23160 - Carpet Layer 23160 - Electrician Maintenance	27.83
23181 - Electrician Maintenance 23181 - Electronics Technician	23.71
Maintenance I	23.71
23182 - Electronics Technician	25.24
Maintenance II	20.24
23183 - Electronics Technician	26.45
Maintenance III	20.45
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	20.10
23312 - Fuel Distribution System	20.56
Operator	_0.00
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	25.85
Contidioning	
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	05 45
23965 - Well Driller	25.45
23970 - Woodcraft Worker	25.45
23980 - Woodworker	20.56
24000 - Personal Needs Occupations	15 00
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 00
	15.22
25000 - Plant And System Operations	
Occupations 25010 - Boiler Tender	25.45
	23.45
25040 - Sewage Plant Operator	۷3.00

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 - Lifequard			15.29
28350 - Park Attendant (Aide)			19.99
28510 - Recreation Aide/Health			14.60
Facility Attendant			14.00
28515 - Recreation Specialist			23.78
28630 - Sports Official			15.93
28690 - Swimming Pool Operator			17.64
29000 - Stevedoring/Longshoremen			17.01
Occupational Services			
29010 - Blocker And Bracer			23.05
29010 - Blocker And Bracer 29020 - Hatch Tender			23.05
29020 - Hatch Tender 29030 - Line Handler			
29030 - Line Handler 29041 - Stevedore I			23.05
			22.32 24.89
29042 - Stevedore II			24.09
30000 - Technical Occupations	1	2)	10 00
30010 - Air Traffic Control	(see	∠)	40.29
Specialist Center (HFO)	,	2)	07 70
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)			20 50
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			1 7 7 7 1
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	23.36
Technician I	05 01
30222 - Latent Fingerprint	25.81
Technician II	04 55
30240 - Mathematical Technician	24.55
30361 - Paralegal/Legal Assistant I	18.49
30362 - Paralegal/Legal Assistant II	22.91
30363 - Paralegal/Legal Assistant	28.02
III	
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)	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	_0.00
30501 - Weather Forecaster I	27.17
30502 - Weather Forecaster II	33.05
30620 - Weather Observer Combined (see 2)	22.09
Upper Air Or	22.03
Surface Programs	
_	24.55
,	24.33
31000 - Transportation/Mobile	
Equipment Operation Occupations	20 00
31010 - Airplane Pilot	30.98
21000 Pro Aida	1 / / ^
31020 - Bus Aide	14.42
31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier	14.42 19.20 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)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION \mid WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4023

Daniel W. Simms Division of | Revision No.: 19

Director

Wage Determinations | 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	14.45
Representative I	45 55
01042 - Customer Service	15.77
Representative II	17 71
01043 - Customer Service	17.71
Representative III	1 - 7 /
01051 - Data Entry Operator I	15.74 17.17
01052 - Data Entry Operator II 01060 - Dispatcher Motor Vehicle	21.52
01070 - Dispatcher Motor Vehicle 01070 - Document Preparation Clerk	16.68
01070 - Document Freparation Clerk 01090 - Duplicating Machine Operator	16.68
01111 - General Clerk I	14.63
01112 - General Clerk II	15.96
01112 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	17.00
(Employment) I	
01262 - Personnel Assistant	19.01
(Employment) II	
01263 - Personnel Assistant	21.19
(Employment) III	
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	15.09
Operator/Receptionist	17 70
01531 - Travel Clerk I 01532 - Travel Clerk II	17.73
01532 - Travel Clerk II 01533 - Travel Clerk III	19.18 20.68
01611 - Word Processor I	15.83
01612 - Word Processor I	17.77
01613 - Word Processor III	19.88
05000 - Automotive Service Occupations	17.00
TOTAL MADOMODITE DELITION OCCUPACIONS	

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		20.00
07000 - Food Preparation And Service		
Occupations		
07010 - Baker		15.96
07010 Baker 07041 - Cook I		16.79
07041 COOK I		18.78
07070 - Dishwasher		11.22
07130 - Food Service Worker		12.40
07130 - Food Service Worker 07210 - Meat Cutter		
		20.31
07260 - Waiter/Waitress 09000 - Furniture Maintenance And		9.98
Repair Occupations		22.02
09010 - Electrostatic Spray Painter 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		1 1 7 1
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)	05 10
12320 - Substance Abuse Treatment	25.49
Counselor	
13000 - Information And Arts	
Occupations	10 15
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
13042 - Illustrator II 13043 - Illustrator III		29.02
13045 - Illustrator III 13047 - Librarian		
		26.27
13050 - Library Aide/Clerk		13.21
13054 - Library Information		23.72
Technology Systems		
Administrator		10 00
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		
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)		44
15020 - Aircrew Training Devices		41.01
Instructor (Rated)		10 11
15030 - Air Crew Training Devices		49.14
Instructor (Pilot)		00.00
15050 - Computer Based Training		33.89
Specialist / Instructor		0.0.0.1
15060 - Educational Technologist		37.01

15070 - Flight Instructor (Pilot)	49.14
15080 - Graphic Artist	21.11
15085 - Maintenance Test Pilot Fixed	45.86
Jet/Prop	10.00
15086 - Maintenance Test Pilot	45.86
Rotary Wing	10.00
15088 - Non-Maintenance Test/Co-	45.86
Pilot	10.00
15090 - Technical Instructor	22.86
15095 - Technical Instructor/Course	27.96
Developer	
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	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	24.92
Room)	
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	21.29
Processing)	
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 Technician	22.66
23021 - Aircraft Mechanic I	26.02
23022 - Aircraft Mechanic II	26.02
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	24.72
23080 - Aircraft Worker	23.93
23091 - Aircrew Life Support	23.93
Equipment (ALSE) Mechanic	20.50
T	
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	
Worker 23391 - Gunsmith I	21.40
Worker 23391 - Gunsmith I 23392 - Gunsmith II	21.40
Worker 23391 - Gunsmith I 23392 - Gunsmith II 23393 - Gunsmith III	21.40 23.93 26.02
Worker 23391 - Gunsmith I 23392 - Gunsmith II	21.40

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	20.10
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	4.6.00
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	1 (07
24630 - Homemaker	16.87
25000 - Plant And System Operations	
Occupations 25010 - Boiler Tender	26.02
	23.74
25040 - Sewage Plant Operator	23./4

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 - Lifequard			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)	(200)	_ /	00.01
30012 - Air Traffic Control			33.92
Specialist Terminal (HFO) (see 2)			33.32
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
JOUGI - DIAICEL/CAD OPERACOL I			19.43

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	23.02
30222 - Latent Fingerprint	32.61
Technician II	32.01
30240 - Mathematical Technician	26.65
30361 - Paralegal/Legal Assistant I	20.03
30362 - Paralegal/Legal Assistant II	25.93
30362 - Paralegal/Legal Assistant II 30363 - Paralegal/Legal Assistant	31.71
	31./1
III	38.37
30364 - Paralegal/Legal Assistant IV	32.61
30375 - Petroleum Supply Specialist	
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	24.25
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)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4025

Daniel W. Simms Division of |

Director

Revision No.: 19 Wage Determinations | 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	14.85
Representative I	
01042 - Customer Service	16.20
Representative II	
01043 - Customer Service	18.20
Representative III	
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	16.83
(Employment) I	
01262 - Personnel Assistant	18.81
(Employment) II	
01263 - Personnel Assistant	20.97
(Employment) III	
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	15.69
Operator/Receptionist	
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 Elec	ctrician 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	20.55
05160 - Motor Equipment Metal Worker	19.33
05190 - Motor Vehicle Mechanic	20.95
05220 - Motor Vehicle Mechanic	16.27
Helper	10.27
05250 - Motor Vehicle Upholstery	18.44
Worker	10.11
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	20.50
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	10.10
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

10010 6 1:6: 1 6 1: 1	00 70
12012 - Certified Occupational Therapist Assistant	28.72
12015 - Certified Physical Therapist	29.58
Assistant	23.00
12020 - Dental Assistant	23.84
12025 - Dental Hygienist	44.14
12030 - EKG Technician	34.82
12035 - Electroneurodiagnostic	34.82
Technologist	
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	29.77
Technician	
12160 - Medical Record Clerk	18.38
12190 - Medical Record Technician	21.78
12195 - Medical Transcriptionist	19.28
12210 - Nuclear Medicine	50.49
Technologist	
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	25 04
12314 - Registered Nurse III	35.84
12315 - Registered Nurse III	35.84
Anesthetist	42.95
12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol	28.45
Testing)	20.45
12320 - Substance Abuse Treatment	25.18
Counselor	25.10
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	•	25.66
14073 - Computer Programmer III	(see		20.00
14074 - Computer Programmer IV	(see	•	
14101 - Computer Systems Analyst I	(see	•	
14102 - Computer Systems Analyst II	(see	•	
14103 - Computer Systems Analyst III	(see		
14150 - Peripheral Equipment	(300	1	16.60
Operator			10.00
14160 - Personal Computer Support			23.03
Technician			23.03
14170 - System Support Specialist			26.52
15000 - Instructional Occupations			20.32
-			21 00
15010 - Aircrew Training Devices Instructor (Non-Rated)			31.98
			20 22
15020 - Aircrew Training Devices			38.33
Instructor (Rated)			15 01
15030 - Air Crew Training Devices			45.94
Instructor (Pilot)			21 00
15050 - Computer Based Training			31.98
Specialist / Instructor			26 00
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	42.22
Rotary Wing	
15088 - Non-Maintenance Test/Co-	42.22
Pilot	
15090 - Technical Instructor	27.21
15095 - Technical Instructor/Course	33.28
Developer	
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	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	24.56
Room)	00.06
19040 - Tool And Die Maker	28.36
21000 - Materials Handling And Packing	
Occupations	10 50
21020 - Forklift Operator	19.50 26.22
21030 - Material Coordinator	26.22
21040 - Material Expediter	15.17
21050 - Material Handling Laborer 21071 - Order Filler	15.17
21071 - Order Filler 21080 - Production Line Worker (Food	19.50
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 Servicer 23070 - Aircraft Survival Flight	23.38
Equipment Technician	23.30
23080 - Aircraft Worker	22.48
23090 - Aircraft Worker 23091 - Aircrew Life Support	22.48
Equipment (ALSE) Mechanic	22.40
I	
23092 - Aircrew Life Support	24.36
Equipment (ALSE) Mechanic	24.30
II	
23110 - Appliance Mechanic	23.38
	17.95
23120 - Bicycle Repairer	33.95
23125 - Cable Splicer 23130 - Carpenter Maintenance	22.17
23140 - Carpet Layer	22.17
23160 - Carpet Layer 23160 - Electrician Maintenance	26.69
23181 - Electrician Maintenance 23181 - Electronics Technician	24.73
Maintenance I	24.73
23182 - Electronics Technician	25.85
Maintenance II	23.03
23183 - Electronics Technician	27.17
Maintenance III	2/•1/
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	24.50
23312 - Fuel Distribution System	20.28
Operator	20.20
23370 - General Maintenance Worker	21.16
23380 - Ground Support Equipment	24.36
Mechanic	24.50
23381 - Ground Support Equipment	21.44
Servicer	21.11
23382 - Ground Support Equipment	22.48
Worker	22.10
23391 - Gunsmith I	20.28
23392 - Gunsmith II	22.48
23393 - Gunsmith III	24.36
23410 - Heating Ventilation And Air-	27.25
Conditioning	_ , • 20
Mechanic	
23411 - Heating Ventilation And Air	28.24
Contidioning	20.21

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 - Right Monitor 27007 - Baggage Inspector			15.93
27007 - Baggage Inspector 27008 - Corrections Officer			19.46
27000 - Corrections Officer 27010 - Court Security Officer			19.40
_			18.26
27030 - Detection Dog Handler 27040 - Detention Officer			19.46
27070 - Firefighter 27101 - Guard I			19.14 15.93
27101 - Guard I 27102 - Guard II			18.26
27102 - Guard II 27131 - Police Officer I			23.38
27132 - Police Officer II			25.99
28000 - Recreation Occupations			1 / 70
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			14.02
Facility Attendant			00 61
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	(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			17.73
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			24.40
Technician I			21.10
30222 - Latent Fingerprint			26.95
Technician II			20.50
30240 - Mathematical Technician			24.57
30361 - Paralegal/Legal Assistant I			20.85
30362 - Paralegal/Legal Assistant II			25.83
30362 - Paralegal/Legal Assistant II 30363 - Paralegal/Legal Assistant			31.60
III			31.00
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)			25.81
Technician I			20.01
30492 - Unexploded Ordnance (UXO)			31.23
Technician II			51.25
30493 - Unexploded Ordnance (UXO)			37.43
Technician III			37.43
30494 - Unexploded (UXO) Safety			25.81
Escort			23.01
30495 - Unexploded (UXO) Sweep			25.81
Personnel			23.01
30501 - Weather Forecaster I			27.21
30501 - Weather Forecaster I			
30620 - Weather Observer Combined	1000	2)	33.10 22.11
	(see	۷)	22.11
Upper Air Or Surface Programs			
_	/	2.\	24 57
30621 - Weather Observer Senior	(see	۷)	24.57
31000 - Transportation/Mobile			
Equipment Operation Occupations			21 22
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 hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4027

Daniel W. Simms Division of Director

Revision No.: 19 Wage Determinations | 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 Francestown 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		14.85
Representative I		
01042 - Customer Service		16.52
Representative II		
01043 - Customer Service		18.20
Representative III		
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		16.83
(Employment) I		
01262 - Personnel Assistant		18.81
(Employment) II		
01263 - Personnel Assistant		20.97
(Employment) III		
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		15.16
Operator/Receptionist		
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		-
-	Electrician	20.10
05040 - Automotive Glass Installer		19.33
05070 - Automotive Worker		19.33
05110 - Mobile Equipment Servicer		17.43
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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	14.70
05400 - Transmission Repair	20.95
Specialist	
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	28.72
Therapist Assistant	

12015 - Certified Physical Therapist 29.5 Assistant 12020 - Dental Assistant 23.8	34
	L 4
12025 - Dental Hygienist 44.1	
12030 - EKG Technician 34.8	32
12035 - Electroneurodiagnostic 34.8	32
Technologist	
12040 - Emergency Medical Technician 19.6	52
12071 - Licensed Practical Nurse I 20.5	55
12072 - Licensed Practical Nurse II 22.9	8
12073 - Licensed Practical Nurse III 25.6	51
12100 - Medical Assistant 20.9	8
12130 - Medical Laboratory 25.5	58
Technician	
12160 - Medical Record Clerk 17.9	
12190 - Medical Record Technician 21.7	78
12195 - Medical Transcriptionist 19.2	
12210 - Nuclear Medicine 50.4	19
Technologist	
12221 - Nursing Assistant I 12.0	
12222 - Nursing Assistant II 13.5	
12223 - Nursing Assistant III 14.7	
12224 - Nursing Assistant IV 16.5	
12235 - Optical Dispenser 20.0	
12236 - Optical Technician 20.5	
12250 - Pharmacy Technician 18.2	
12280 - Phlebotomist	
12305 - Radiologic Technologist 30.4	
12311 - Registered Nurse I 24.9	
12312 - Registered Nurse II 30.5 12313 - Registered Nurse II 30.5	
Specialist)4
12314 - Registered Nurse III 36.9	26
12314 - Registered Nurse III 36.3	-
Anesthetist	0
12316 - Registered Nurse IV 44.3	3 N
12317 - Scheduler (Drug and Alcohol 28.4	
Testing)	10
12320 - Substance Abuse Treatment 23.6	59
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I 20.0	9
13012 - Exhibits Specialist II 24.8	
13013 - Exhibits Specialist III 30.4	13
13041 - Illustrator I 20.0	9
13042 - Illustrator II 24.8	8 8
13043 - Illustrator III 30.4	13
13047 - Librarian 27.5	56
13050 - Library Aide/Clerk 13.7	78

13054 - Library Information Technology Systems			24.88
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			17.51
13110 - Video Teleconference			18.10
Technician			10.10
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 Operator V	(see	1 \	20.51
14072 - Computer Programmer II	(see	·	25.41
14072 - Computer Programmer III	(see	•	23.41
14073 - Computer Programmer IV	(see	·	
14101 - Computer Systems Analyst I	(see	·	
14102 - Computer Systems Analyst II	(see	•	
14102 - Computer Systems Analyst III	(see	•	
14150 - Peripheral Equipment	(500	1	16.60
Operator			10.00
14160 - Personal Computer Support			23.03
Technician			23.03
14170 - System Support Specialist			25.48
15000 - Instructional Occupations			23.40
15010 - Aircrew Training Devices			31.98
Instructor (Non-Rated)			31.70
15020 - Aircrew Training Devices			38.33
Instructor (Rated)			JU.JJ
15030 - Air Crew Training Devices			45.94
Instructor (Pilot)			10.94
15050 - Computer Based Training			31.98
Specialist / Instructor			J + • J O
15060 - Educational Technologist			36.92
15070 - Educational Technologist 15070 - Flight Instructor (Pilot)			45.94
15070 - Flight Instructor (Pliot) 15080 - Graphic Artist			23.22
15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed			45.94
Jet/Prop			7J.J4

15086 - Maintenance Test Pilot Rotary Wing	45.94
15088 - Non-Maintenance Test/Co-	45.94
Pilot	43.94
15090 - Technical Instructor	26.10
15090 - Technical Instructor 15095 - Technical Instructor/Course	31.93
Developer	31.93
15110 - Test Proctor	21.08
15110 - Test Floctor 15120 - Tutor	21.08
16000 - Laundry Dry-Cleaning Pressing	21.00
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	14.70
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And	10.10
Repair Occupations	
19010 - Machine-Tool Operator (Tool	24.56
Room)	
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	19.50
Processing)	
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	
Ī	
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	00 40
23382 - Ground Support Equipment	22.48
Worker	0.0
23391 - Gunsmith I	20.28
23392 - Gunsmith II	22.48
23393 - Gunsmith III	24.36 27.25
23410 - Heating Ventilation And Air-	21.25
Conditioning Mechanic	
Mechanic 23411 - Heating Ventilation And Air	28.24
	20.24
Contidioning Modhania (Poscarch Facility)	
Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic	26.32
23440 - Heavy Equipment Operator	20.32
52440 Heavy Eduthment Oberacor	$\angle \angle \cdot \mathcal{I}$

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	20.00
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	14.02
28515 - Recreation Specialist	22.60
28630 - Sports Official	15.29
28690 - Swimming Pool Operator	19.40
29000 - Stevedoring/Longshoremen	19.40
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	23.30
30010 - Air Traffic Control (see 2)	40.61
Specialist Center (HFO)	10.01
30011 - Air Traffic Control (see 2)	28.01
Specialist Station (HFO)	20.01
30012 - Air Traffic Control	30.84
Specialist Terminal (HFO) (see 2)	00.01
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
20002 Endineering lecunican II	17.40

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			23.36
Technician I			
30222 - Latent Fingerprint			25.81
Technician II			
30240 - Mathematical Technician			24.55
30361 - Paralegal/Legal Assistant I			20.85
30362 - Paralegal/Legal Assistant II			25.83
30363 - Paralegal/Legal Assistant			31.60
III			
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)			25.81
Technician I			20.01
30492 - Unexploded Ordnance (UXO)			31.23
Technician II			31.23
			37.43
30493 - Unexploded Ordnance (UXO) Technician III			37.43
			OF 01
30494 - Unexploded (UXO) Safety			25.81
Escort			05 01
30495 - Unexploded (UXO) Sweep			25.81
Personnel			
30501 - Weather Forecaster I			27.17
30502 - Weather Forecaster II			33.05
30620 - Weather Observer Combined	(see	2)	22.09
Upper Air Or			
Surface Programs			
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

*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 $29 \ \text{CFR} \ 4.6 \ \text{(b)} \ (2) \ \text{(iii)}$).

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

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

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4029

Daniel W. Simms Division of | Revision No.: 18

Director

Wage Determinations | 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		10 -
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		05.05
05005 - Automobile Body Repairer		25.27
Fiberglass		00 00
	Electrician	
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	0.0 1.0
09010 - Electrostatic Spray Painter	20.18
09040 - Furniture Handler 09080 - Furniture Refinisher	13.71
	19.56 15.93
09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor	17.83
09130 - Upholsterer	21.88
11000 - General Services And Support	21.00
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	31.55
Assistant	
12020 - Dental Assistant	25.31
12025 - Dental Hygienist	50.31
12030 - EKG Technician	38.43
12035 - Electroneurodiagnostic	38.43
Technologist	
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	26.65
Technician	
12160 - Medical Record Clerk	21.77
12190 - Medical Record Technician	25.65
12195 - Medical Transcriptionist	21.48
12210 - Nuclear Medicine	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	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
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	32.38
Testing)	
12320 - Substance Abuse Treatment	22.54
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	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			30.83
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		
14074 - Computer Programmer IV	(see	•	
14101 - Computer Systems Analyst I	(see	•	
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	
Rotary Wing	50.97
15088 - Non-Maintenance Test/Co-	50.97
Pilot	50.97
15090 - Technical Instructor	20 70
	28.79
15095 - Technical Instructor/Course	35.22
Developer	00 04
15110 - Test Proctor	23.24
15120 - Tutor	23.24
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	1 4 7 6
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	45 56
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	27.49
Room)	00 15
19040 - Tool And Die Maker	32.45
21000 - Materials Handling And Packing	
Occupations	10 50
21020 - Ferritaria Crestor	
21020 - Forklift Operator	19.53
21030 - Material Coordinator	27.47
21030 - Material Coordinator 21040 - Material Expediter	27.47 27.47
21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer	27.47 27.47 16.65
21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler	27.47 27.47 16.65 16.53
21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food	27.47 27.47 16.65
21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing)	27.47 27.47 16.65 16.53 19.53
21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer	27.47 27.47 16.65 16.53 19.53
21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk	27.47 27.47 16.65 16.53 19.53
21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I	27.47 27.47 16.65 16.53 19.53 19.26 19.26 14.81
21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk	27.47 27.47 16.65 16.53 19.53 19.26 19.26 14.81 19.00
21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant	27.47 27.47 16.65 16.53 19.53 19.26 19.26 14.81 19.00 19.53
21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist	27.47 27.47 16.65 16.53 19.53 19.26 19.26 14.81 19.00
21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And	27.47 27.47 16.65 16.53 19.53 19.26 19.26 14.81 19.00 19.53
21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations	27.47 27.47 16.65 16.53 19.53 19.26 19.26 14.81 19.00 19.53 19.53
21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder	27.47 27.47 16.65 16.53 19.53 19.26 19.26 14.81 19.00 19.53 19.53
21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23019 - Aircraft Logs and Records	27.47 27.47 16.65 16.53 19.53 19.26 19.26 14.81 19.00 19.53 19.53
21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23019 - Aircraft Logs and Records Technician	27.47 27.47 16.65 16.53 19.53 19.26 19.26 14.81 19.00 19.53 19.53
21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23019 - Aircraft Logs and Records	27.47 27.47 16.65 16.53 19.53 19.26 19.26 14.81 19.00 19.53 19.53

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	20 10
23411 - Heating Ventilation And Air	32.18
Contidioning	
Mechanic (Research Facility)	01 10
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 - Lifequard			14.45
28350 - Park Attendant (Aide)			20.66
28510 - Recreation Aide/Health			15.07
Facility Attendant			10.07
28515 - Recreation Specialist			25.59
28630 - Sports Official			16.45
28690 - Swimming Pool Operator			20.76
29000 - Stevedoring/Longshoremen			20.70
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)	(555	_ /	11.00
30011 - Air Traffic Control	(see	2)	30.93
Specialist Station (HFO)	(500	2 /	30.33
30012 - Air Traffic Control			34.06
Specialist Terminal (HFO) (see 2)			51.00
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
30062 - Cryogenic Technician II 30061 - Drafter/CAD Operator I			21.07
30061 - Drafter/CAD Operator I			
30062 - Drafter/CAD Operator II			23.57 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 - Engineering Technician VI		29.02
30095 - Evidence Control Specialist		27.03
30210 - Laboratory Technician		26.82
30221 - Latent Fingerprint		34.09
Technician I		
30222 - Latent Fingerprint		37.65
Technician II		00.10
30240 - Mathematical Technician		32.12
30361 - Paralegal/Legal Assistant I		20.66
30362 - Paralegal/Legal Assistant II		25.60
30363 - Paralegal/Legal Assistant		31.31
III		
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)		28.51
Technician I		
30492 - Unexploded Ordnance (UXO)		34.49
Technician II		
30493 - Unexploded Ordnance (UXO)		41.34
Technician III		11.01
30494 - Unexploded (UXO) Safety		28.51
Escort		20.01
30495 - Unexploded (UXO) Sweep		28.51
Personnel		20.01
30501 - Weather Forecaster I		32.34
30502 - Weather Forecaster II		39.33
	ee 2)	
·	E 2)	20.27
Upper Air Or		
Surface Programs 30621 - Weather Observer Senior (Se	- 21	29.20
	ee 2)	29.20
31000 - Transportation/Mobile		
Equipment Operation Occupations		24 40
31010 - Airplane Pilot		34.49
21000 - 364-		
31020 - Bus Aide		18.45
31030 - Bus Driver		18.45 23.99
31030 - Bus Driver 31043 - Driver Courier		18.45 23.99 19.61
31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant		18.45 23.99 19.61 15.55
31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver		18.45 23.99 19.61 15.55 19.16
31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver		18.45 23.99 19.61 15.55 19.16 16.57
31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver		18.45 23.99 19.61 15.55 19.16

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

*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 $29 \ \text{CFR} \ 4.6 \ \text{(b)} \ (2) \ \text{(iii)}$).

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

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

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4031

Daniel W. Simms Division of | Revision No.: 19

Director

Wage Determinations | 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		17.01
Representative I		
01042 - Customer Service		18.56
Representative II		

01043 - Customer Service Representative III		20.85
01051 - Data Entry Operator I		17.36
01051 - Data Entry Operator II		18.94
01060 - Dispatcher Motor Vehicle		21.84
01070 - Dispatcher Motor Vehicle 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		18.50
(Employment) I		10.50
01262 - Personnel Assistant		20.69
(Employment) II		20.03
01263 - Personnel Assistant		23.06
(Employment) III		23.00
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
01312 - Secretary III		23.71
01320 - Service Order Dispatcher		19.53
01410 - Supply Technician		32.37
01420 - Survey Worker		21.10
01420 - Survey Worker 01460 - Switchboard		16.97
Operator/Receptionist		10.57
01531 - Travel Clerk I		18.36
01531 - Havel Clerk I		19.86
01532 - 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		24.33
05000 - Automobile Body Repairer		25.21
Fiberglass		20.21
05010 - Automotive	Electrician	22.08
05040 - Automotive Glass Installer	Eleccifcian	21.11
05070 - Automotive Grass Installer		21.11
05110 - Mobile Equipment Servicer		19.12
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal		23.05
Mechanic		25.05
05160 - Motor Equipment Metal Worker		21.11
05100 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		23.05
05220 - Motor Vehicle Mechanic		17.98
Helper		11.30
nerber		

05250 - Motor Vehicle Upholstery	20.13
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	23.05
Specialist	
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	14 50
11030 - Cleaner Vehicles	14.73
11060 - Elevator Operator	14.73
11090 - Gardener	23.28
11122 - Housekeeping Aide 11150 - Janitor	17.72 17.72
11210 - Janitor 11210 - Laborer Grounds Maintenance	18.84
11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman	15.13
11240 - Mard Of Houseman	17.33
11270 - Tractor Operator	21.89
11330 - Trail Maintenance Worker	18.84
11360 - Window Cleaner	19.27
12000 - Health Occupations	10.0
12010 - Ambulance Driver	20.33
12011 - Breath Alcohol Technician	26.13
12012 - Certified Occupational	30.96
Therapist Assistant	
12015 - Certified Physical Therapist	30.64
	JU • U ¬
Assistant	50.04
	25.31
Assistant	
Assistant 12020 - Dental Assistant	25.31
Assistant 12020 - Dental Assistant 12025 - Dental Hygienist	25.31 49.29

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	26.65
Technician	
12160 - Medical Record Clerk	21.69
12190 - Medical Record Technician	25.65
12195 - Medical Transcriptionist	21.48
12210 - Nuclear Medicine	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	32.38
Testing)	
12320 - Substance Abuse Treatment	22.54
Counselor	
13000 - Information And Arts	
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	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)	21.10
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	·	
14101 - Computer Systems Analyst II	(see 1)	
	· ·	
14103 - Computer Systems Analyst III	(see 1)	10 00
14150 - Peripheral Equipment		18.26
Operator		05 22
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		J J J L L
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	24.51
Room)	
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	19.53
Processing)	
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 Equipment (ALSE) Mechanic	32.92
I	
23092 - Aircrew Life Support	35.95
Equipment (ALSE) Mechanic	
II	
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	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	33.84
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	31.06
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	25.50
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	00,00
23950 - Telephone Lineman	36.28
23960 - Welder Combination	26.04
Maintenance	20.01
23965 - Well Driller	30.04
23970 - Woodcraft Worker	32.61
23980 - Woodworker	25.44
24000 - Personal Needs Occupations	20.11
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
2,0,0 Liferighton	20.00

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		00.00
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		10.07
28515 - Recreation Specialist		25.59
28630 - Sports Official		16.45
28690 - Swimming Pool Operator		20.76
29000 - Stevedoring/Longshoremen		20.70
Occupational Services		
29010 - Blocker And Bracer		28.62
29010 - Blocker And Bracer 29020 - Hatch Tender		28.62
29030 - Hatch Tender 29030 - Line Handler		28.62
29041 - Stevedore I		27.29
29042 - Stevedore II		29.93
30000 - Technical Occupations	/ 2)	44.06
30010 - Air Traffic Control	(see 2)	44.86
Specialist Center (HFO)		20.02
30011 - Air Traffic Control	(see 2)	30.93
Specialist Station (HFO)		24.06
30012 - Air Traffic Control		34.06
Specialist Terminal (HFO) (see 2)		10 50
30021 - Archeological Technician I		19.50
30021 - Archeological Technician I 30022 - Archeological Technician II		21.82
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III		21.82 27.03
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician		21.82 27.03 27.03
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician		21.82 27.03 27.03 26.20
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I		21.82 27.03 27.03 26.20 29.93
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II		21.82 27.03 27.03 26.20 29.93 33.06
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I		21.82 27.03 27.03 26.20 29.93 33.06 19.50
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II		21.82 27.03 27.03 26.20 29.93 33.06 19.50 21.82
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II		21.82 27.03 27.03 26.20 29.93 33.06 19.50 21.82 24.32
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator IV		21.82 27.03 27.03 26.20 29.93 33.06 19.50 21.82 24.32 29.93
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I		21.82 27.03 27.03 26.20 29.93 33.06 19.50 21.82 24.32 29.93 17.23
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II		21.82 27.03 27.03 26.20 29.93 33.06 19.50 21.82 24.32 29.93 17.23 19.36
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician III		21.82 27.03 27.03 26.20 29.93 33.06 19.50 21.82 24.32 29.93 17.23 19.36 21.64
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III		21.82 27.03 27.03 26.20 29.93 33.06 19.50 21.82 24.32 29.93 17.23 19.36 21.64 26.81
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V		21.82 27.03 27.03 26.20 29.93 33.06 19.50 21.82 24.32 29.93 17.23 19.36 21.64 26.81 32.80
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI		21.82 27.03 27.03 26.20 29.93 33.06 19.50 21.82 24.32 29.93 17.23 19.36 21.64 26.81
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V		21.82 27.03 27.03 26.20 29.93 33.06 19.50 21.82 24.32 29.93 17.23 19.36 21.64 26.81 32.80
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI		21.82 27.03 27.03 26.20 29.93 33.06 19.50 21.82 24.32 29.93 17.23 19.36 21.64 26.81 32.80 39.69

Technician I 30222 - Latent Fingerprint 37.65 Technician II 30240 - Mathematical Technician 29.73 30361 - Paralegal/Legal Assistant I 20.01 30362 - Paralegal/Legal Assistant II 24.78 30363 - Paralegal/Legal Assistant II 30.31 III 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) 28.51
Technician II 30240 - Mathematical Technician 30361 - Paralegal/Legal Assistant I 20.01 30362 - Paralegal/Legal Assistant II 24.78 30363 - Paralegal/Legal Assistant II 30364 - Paralegal/Legal Assistant IV 36.67 30375 - Petroleum Supply Specialist 30390 - Photo-Optics Technician 30395 - Radiation Control Technician 30461 - Technical Writer I 30463 - Technical Writer III 30463 - Technical Writer III 302001 29.73 20.01 20.01 24.78 30.31 24.78 30.31
30240 - Mathematical Technician 29.73 30361 - Paralegal/Legal Assistant I 20.01 30362 - Paralegal/Legal Assistant II 24.78 30363 - Paralegal/Legal Assistant 30.31 III 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 III 35.11 30463 - Technical Writer III 42.49
30361 - Paralegal/Legal Assistant I 20.01 30362 - Paralegal/Legal Assistant II 24.78 30363 - Paralegal/Legal Assistant II 30.31 III 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
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30363 - Paralegal/Legal Assistant III 30364 - Paralegal/Legal Assistant IV 36.67 30375 - Petroleum Supply Specialist 33.06 30390 - Photo-Optics Technician 27.03 30395 - Radiation Control Technician 30461 - Technical Writer I 28.70 30462 - Technical Writer III 35.11 30463 - Technical Writer III
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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
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
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
30395 - Radiation Control Technician 33.06 30461 - Technical Writer I 28.70 30462 - Technical Writer II 35.11 30463 - Technical Writer III 42.49
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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 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 I	18.02
99252 - Laboratory Animal Caretaker II	19.15
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 Helper	18.44

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

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

*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)).

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4033

Daniel W. Simms Division of |

Director

Revision No.: 20 Wage Determinations | 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	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	25.21
Fiberglass	
05010 - Automotive Electrician	
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	17.90
-	20.13
05250 - Motor Vehicle Upholstery Worker	20.13
05280 - Motor Vehicle Wrecker	01 11
	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	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	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	38.43
Technologist	
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	28.13
Technician	
12160 - Medical Record Clerk	20.91
12190 - Medical Record Technician	25.65
12195 - Medical Transcriptionist	21.84
12210 - Nuclear Medicine	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	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
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	32.38
Testing)	
12320 - Substance Abuse Treatment	30.12
Counselor	
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 Technology Systems			30.83
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			21.10
13110 - Video Teleconference			27.67
Technician			27.07
14000 - Information Technology			
Occupations			
-			21.68
14041 - Computer Operator I			24.26
14042 - Computer Operator II			
14043 - Computer Operator III			27.04
14044 - Computer Operator IV			30.05
14045 - Computer Operator V	,	1 \	33.28
14071 - Computer Programmer I	(see	•	26.60
14072 - Computer Programmer II	(see		
14073 - Computer Programmer III	(see	•	
14074 - Computer Programmer IV	(see	•	
14101 - Computer Systems Analyst I	(see	•	
14102 - Computer Systems Analyst II	(see	•	
14103 - Computer Systems Analyst III	(see	⊥)	01 60
14150 - Peripheral Equipment			21.68
Operator			20 05
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 Rotary Wing	48.48
15088 - Non-Maintenance Test/Co-	48.48
Pilot	40.40
15090 - Technical Instructor	28.79
15090 - Technical Instructor 15095 - Technical Instructor/Course	35.22
Developer	33.22
15110 - Test Proctor	23.24
15110 - Test Floctor 15120 - Tutor	23.24
16000 - Laundry Dry-Cleaning Pressing	23.24
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	14.70
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And	13.10
Repair Occupations	
19010 - Machine-Tool Operator (Tool	24.99
Room)	21.00
19040 - Tool And Die Maker	29.50
21000 - Materials Handling And Packing	23.00
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	19.53
Processing)	
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 Servicer 23070 - Aircraft Survival Flight	34.43
Equipment Technician	34.43
23080 - Aircraft Worker	32.92
23090 - Aircraft Worker 23091 - Aircrew Life Support	32.92
Equipment (ALSE) Mechanic	32.92
I	
23092 - Aircrew Life Support	35.95
Equipment (ALSE) Mechanic	33.33
II	
23110 - Appliance Mechanic	26.37
23120 Appliance Mechanic 23120 - Bicycle Repairer	19.32
23125 - Cable Splicer	45.06
23130 - Carpenter Maintenance	29.68
23140 - Carpet Layer	31.81
23140 - Carpet Hayer 23160 - Electrician Maintenance	33.18
23181 - Electronics Technician	29.92
Maintenance I	27.72
23182 - Electronics Technician	31.31
Maintenance II	31.31
23183 - Electronics Technician	32.68
Maintenance III	32.00
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	00.00
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 - Lifequard			14.45
28350 - Effequard 28350 - Park Attendant (Aide)			20.66
·			
28510 - Recreation Aide/Health			15.07
Facility Attendant			05 50
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
50002 - 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 - Engineering rechnician VI	29.02
30095 - Evidence Control Specialist	27.03
30210 - Laboratory Technician	26.82
30221 - Latent Fingerprint	36.91
Technician I	40 50
30222 - Latent Fingerprint	40.78
Technician II	
30240 - Mathematical Technician	32.12
30361 - Paralegal/Legal Assistant I	21.82
30362 - Paralegal/Legal Assistant II	27.03
30363 - Paralegal/Legal Assistant	33.06
III	
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)	28.51
Technician I	_0,0_
30492 - Unexploded Ordnance (UXO)	34.49
Technician II	01.10
30493 - Unexploded Ordnance (UXO)	41.34
Technician III	41.54
30494 - Unexploded (UXO) Safety	28.51
Escort	20.51
30495 - Unexploded (UXO) Sweep	28.51
	20.51
Personnel	22 24
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	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

*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 $29 \ \text{CFR} \ 4.6 \ \text{(b)} \ (2) \ \text{(iii)}$).

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

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

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4035

Daniel W. Simms Division of | Director

Revision No.: 19 Wage Determinations | 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		17.01
Representative I		

01042 - Customer Service Representative II	18.56
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	10.50
01262 - Personnel Assistant	20.69
(Employment) II	20.09
01263 - Personnel Assistant	23.06
(Employment) III	23.00
01270 - Production Control Clerk	27.47
01270 - Froduction Control Clerk 01290 - Rental Clerk	19.15
01300 - Scheduler Maintenance	19.13
	19.02
01311 - Secretary I	21.27
01312 - Secretary II	
01313 - Secretary III	23.71
01320 - Service Order Dispatcher	19.53
01410 - Supply Technician	32.37
01420 - Survey Worker 01460 - Switchboard	21.10
	16.97
Operator/Receptionist	10 26
01531 - Travel Clerk I 01532 - Travel Clerk II	18.36
	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	05.01
05005 - Automobile Body Repairer	25.21
Fiberglass	00.00
05010 - Automotive Electrici	
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	23.65
Specialist	
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	20.18
09010 - Electrostatic Spray Painter 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
12010 - Ambulance Driver 12011 - Breath Alcohol Technician	26.13
12011 - Breath Alcohol Technician 12012 - Certified Occupational	30.96
Therapist Assistant	50.90
12015 - Certified Physical Therapist	32.37
Assistant	J. • J ,
12020 - Dental Assistant	25.31
12025 - Dental Hygienist	46.37
12030 - EKG Technician	38.43

12035 - Electroneurodiagnostic Technologist	38.43
	24.70
12040 - Emergency Medical Technician 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	26.65
Technician	00 11
12160 - Medical Record Clerk	22.11
12190 - Medical Record Technician	31.90
12195 - Medical Transcriptionist	21.41
12210 - Nuclear Medicine	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	27.53
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
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	32.38
Testing)	
12320 - Substance Abuse Treatment	22.54
Counselor	,
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	24.09
13042 - Illustrator II	29.83
13042 - IIIustrator III	36.50
13047 - Librarian	35.45
13050 - Library Aide/Clerk	17.29
13050 - Library Arde/Clerk 13054 - Library Information	30.83
Technology Systems	50.05
Administrator	
	23.73
13058 - Library Technician	
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)	20.00
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)	01 60
14150 - Peripheral Equipment	21.68
Operator	20 05
14160 - Personal Computer Support	30.05
Technician	45 66
14170 - System Support Specialist	45.66
15000 - Instructional Occupations	0
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)	
Instructor (Pilot) 15050 - Computer Based Training	35.72
Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor	35.72
Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist	35.72 37.07
Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	35.72 37.07 51.80
Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist	35.72 37.07
Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	35.72 37.07 51.80
Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	35.72 37.07 51.80 32.60
<pre>Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed</pre>	35.72 37.07 51.80 32.60
<pre>Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed Jet/Prop</pre>	35.72 37.07 51.80 32.60 48.48
<pre>Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed Jet/Prop 15086 - Maintenance Test Pilot</pre>	35.72 37.07 51.80 32.60 48.48
<pre>Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed Jet/Prop 15086 - Maintenance Test Pilot Rotary Wing</pre>	35.72 37.07 51.80 32.60 48.48 48.48

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	25.34
Room)	
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	19.53
Processing)	
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	25 25
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	32.92
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	35.95
Equipment (ALSE) Mechanic	
II	
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	39.95
Mechanic	
23312 - Fuel Distribution System	33.15
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	20 10
23411 - Heating Ventilation And Air	32.18
Contidioning Machania (Research Facility)	
Mechanic (Research Facility)	31.10
23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator	32.19
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	29.55
23465 - Laboratory/Shelter Mechanic	31.23
23470 - Laboratory/Shelter Mechanic	16.65
23510 - Locksmith	28.03
20010 HOCKBILL CII	20.00

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 - Rigger 23870 - Scale Mechanic	29.86
23890 - Sheet-Metal Worker	29.20
Maintenance	0.6.16
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	<u> </u>
Coordinator	
24630 - Homemaker	19.55
25000 - Plant And System Operations	19.00
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	2
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	25 50
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
<u>-</u>	
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
2000E Engineeming Machaidian V	
30085 - Engineering Technician V 30086 - Engineering Technician VI	32.93 39.69

30090 - Environmental Technician			30.43
30095 - Evidence Control Specialist			30.22
30210 - Laboratory Technician			26.82
30221 - Latent Fingerprint			37.06
Technician I			
30222 - Latent Fingerprint			40.94
Technician II			
30240 - Mathematical Technician			33.47
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			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)			28.51
Technician I			
30492 - Unexploded Ordnance (UXO)			34.49
Technician II			01.19
30493 - Unexploded Ordnance (UXO)			41.34
Technician III			11.51
30494 - Unexploded (UXO) Safety			28.51
Escort			20.51
			28.51
30495 - Unexploded (UXO) Sweep			20.31
Personnel			22 70
30501 - Weather Forecaster I			33.70
30502 - Weather Forecaster II		0.)	41.00
	see	2)	27.39
Upper Air Or			
Surface Programs			
	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:

<code>HEALTH & WELFARE: \$4.60</code> 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)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Daniel W. Simms Division of | Revision No.: 19 Director

| Wage Determination No.: 2015-4037

Wage Determinations | 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		17.01
Representative I		
01042 - Customer Service		18.56
Ponrocontativo II		

Representative II

01043 - Customer Service Representative III		20.85
01051 - Data Entry Operator I		17.37
01051 - Data Entry Operator II		18.95
01060 - Dispatcher Motor Vehicle		21.84
		18.96
01070 - Document Preparation Clerk		
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		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		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		16.97
Operator/Receptionist		10.97
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	
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		18.03
Helper		
-		

05250 - Motor Vehicle Upholstery	20.30
Worker	
	21.44
	22.66
• •	21.44
05370 - Tire Repairer 1	6.32
05400 - Transmission Repair 2	23.65
Specialist	
07000 - Food Preparation And Service	
Occupations	
	5.39
	9.40
	21.41
	4.85
	4.82
	22.10
·	4.25
09000 - Furniture Maintenance And	
Repair Occupations	
	20.18
	3.71
	9.56
•	5.93
•	7.83
•	21.88
11000 - General Services And Support	
Occupations	4 50
	4.73
	5.36
	23.28
• •	7.72
	7.72
	8.84
	7.33
	21.89
<u>•</u>	8.84
	9.27
12000 - Health Occupations	-9.41
_	22.36
	26.13
	30.96
Therapist Assistant	
-	32.37
Assistant	• 5 /
	25.31
	16.05
	37.63
12035 - Electroneurodiagnostic	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	26.65
Technician	
12160 - Medical Record Clerk	19.72
12190 - Medical Record Technician	31.90
12195 - Medical Transcriptionist	21.41
12210 - Nuclear Medicine	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	32.38
Testing)	
12320 - Substance Abuse Treatment	22.54
Counselor	
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	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	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)	20.03
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	•	
14101 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	10 10
14150 - Peripheral Equipment		18.40
Operator		05 51
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		J J T L L
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	24.51
Room)	
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	19.53
Processing)	
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 Equipment (ALSE) Mechanic	32.92
I	
23092 - Aircrew Life Support	35.95
Equipment (ALSE) Mechanic	
II	
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	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	33.84
Mechanic	
23312 - Fuel Distribution System	30.12
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	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	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
30081 - Engineering Technician I 30082 - Engineering Technician II			17.23 19.36
30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III			17.23 19.36 21.64
30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV			17.23 19.36 21.64 26.81
30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V			17.23 19.36 21.64 26.81 32.80
30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI			17.23 19.36 21.64 26.81 32.80 39.69
30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI 30090 - Environmental Technician			17.23 19.36 21.64 26.81 32.80 39.69 27.03
30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI			17.23 19.36 21.64 26.81 32.80 39.69

30221 - Latent Fingerprint Technician I	37.06
	40.94
Technician II	10.71
	33.24
	19.59
_ · _	24.27
	29.68
III	23.00
	35.92
	36.97
** * *	30.22
<u>-</u>	36.97
	31.44
	38.47
	46.54
30491 - Unexploded Ordnance (UXO) Technician I	28.51
	34.49
30492 - Unexploded Ordnance (UXO) Technician II	34.49
	11 21
•	41.34
Technician III	00 [1
- · · · · ·	28.51
Escort	00 51
	28.51
Personnel	22 47
	33.47
	40.70
· · · · · · · · · · · · · · · · · · ·	27.20
Upper Air Or	
Surface Programs	
· · · · ·	30.22
31000 - Transportation/Mobile	
Equipment Operation Occupations	
-	34.49
	18.45
	23.99
	19.61
_	15.55
	19.16
	15.72
	20.86
	21.96
-	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 36.37

99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker	17.07
99252 - Laboratory Animal Caretaker II	18.32
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 Helper	16.87

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

*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)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Daniel W. Simms Division of | Revision No.: 19 Director

| Wage Determination No.: 2015-4039

Wage Determinations | 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		17.01
Representative I		
01042 - Customer Service		18.56
Representative II		

01043 - Customer Service		20.85
Representative III		17.37
01051 - Data Entry Operator I 01052 - Data Entry Operator II		18.95
01060 - Dispatcher Motor Vehicle		23.95
01070 - Dispatcher Motor Vehicle 01070 - Document Preparation Clerk		18.96
01070 - Document Freparation Clerk 01090 - Duplicating Machine Operator		18.96
01111 - General Clerk I		16.07
01112 - General Clerk II		17.54
01112 - General Clerk III		19.70
01120 - Housing Referral Assistant		23.71
01141 - Messenger Courier		17.34
01191 - Messenger Courier 01191 - Order Clerk I		20.49
01191 - Order Clerk I		22.36
01261 - Personnel Assistant		18.50
(Employment) I		10.50
01262 - Personnel Assistant		20.69
(Employment) II		20.09
01263 - Personnel Assistant		23.06
(Employment) III		23.00
01270 - Production Control Clerk		27.47
01270 - Production Control Clerk 01290 - Rental Clerk		19.15
01300 - Rental Clerk 01300 - Scheduler Maintenance		19.13
		19.02
01311 - Secretary I		
01312 - Secretary II		21.27
01313 - Secretary III		23.71
01320 - Service Order Dispatcher		21.32
01410 - Supply Technician		32.37
01420 - Survey Worker 01460 - Switchboard		21.10
Operator/Receptionist		16.97
01531 - Travel Clerk I		20 20
01531 - Travel Clerk I 01532 - Travel Clerk II		20.20
01532 - Travel Clerk II 01533 - Travel Clerk III		21.85
01611 - Word Processor I		23.55
		20.33
01612 - Word Processor II		22.84
01613 - Word Processor III		25.54
05000 - Automotive Service Occupations		05 01
05005 - Automobile Body Repairer		25.21
Fiberglass	T1 + - : - : - : - :	22 00
05010 - Automotive 05040 - Automotive Glass Installer	Electrician	22.08
05070 - Automotive Worker		21.11
05110 - Mobile Equipment Servicer		19.12
05130 - Motor Equipment Metal		23.05
Mechanic		01 11
05160 - Motor Equipment Metal Worker		21.11
05190 - Motor Vehicle Mechanic		23.05
05220 - Motor Vehicle Mechanic		17.98
Helper		

0.000	00 10
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	23.05
Specialist	
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	30.96
Therapist Assistant	
12015 - Certified Physical Therapist	32.37
Assistant	0.5
12020 - Dental Assistant	25.31
12025 - Dental Hygienist	45.42
12030 - EKG Technician	37.63
12035 - Electroneurodiagnostic	37.63
Technologist	

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	25.84
Technician	
12160 - Medical Record Clerk	21.21
12190 - Medical Record Technician	25.65
12195 - Medical Transcriptionist	21.41
12210 - Nuclear Medicine	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	32.38
Testing)	
12320 - Substance Abuse Treatment	26.42
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	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	00 50
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	24.51
Room)	
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	20.00
Processing)	
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	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 Equipment (ALSE) Mechanic	32.92
I	25 25
23092 - Aircrew Life Support	35.95
Equipment (ALSE) Mechanic	
II	04.00
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	29.97
Maintenance I	21 24
23182 - Electronics Technician	31.34
Maintenance II	00 00
23183 - Electronics Technician	32.72
Maintenance III	0.6.65
23260 - Fabric Worker	26.65
23290 - Fire Alarm System Mechanic	35.08
23310 - Fire Extinguisher Repairer	27.05
23311 - Fuel Distribution System	37.64
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	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	23.20
23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic	36.99
I	30.99
23932 - Telecommunications Mechanic	39.02
	39.02
II	38.25
23950 - Telephone Lineman	
23960 - Welder Combination	26.04
Maintenance	20 04
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
	01.07

27101 - Guard I			17.51
27101 - Guard I 27102 - Guard II			19.58
27102 - Guard II 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
			29.93
30000 - Technical Occupations	/	2)	11 00
30010 - Air Traffic Control	(see	∠)	44.86
Specialist Center (HFO)	,	0.)	20 02
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

30222 - Latent Fingerprint 39.66 Technician II 30240 - Mathematical Technician 32.12 30361 - Paralegal/Legal Assistant I 21.36 30362 - Paralegal/Legal Assistant II 26.46 30363 - Paralegal/Legal Assistant II 30.37 39.16 30.37 Paralegal/Legal Assistant IV 39.16 30.37 Petroleum Supply Specialist 33.06 30.390 - Photo-Optics Technician 29.20 30.395 - Radiation Control Technician 33.06 30.461 - Technical Writer II 31.84 30.462 - Technical Writer II 38.94 30.463 - Technical Writer III 47.13 30.491 - Unexploded Ordnance (UXO) 34.49 Technician II 30.492 - Unexploded Ordnance (UXO) 34.49 Technician II 30.493 - Unexploded Ordnance (UXO) 41.34 Technician III 30.493 - Unexploded (UXO) Safety 28.51 Tescont 30.3950 - Weather Forecaster II 30.393 30.502 - Weather Observer Combined (see 2) 26.27 Upper Air Or Surface Programs 30.502 - Weather Observer Senior (see 2) 29.20 31.000 - Transportation/Mobile Equipment Operation Occupations 31.01 - Airplane Pilot 34.49 31.020 - Bus Aide 31.63 - Truckdriver Light 31.65 - Parking and Lot Attendant 31.55 31.361 - Truckdriver Light 20.86 31.362 - Truckdriver Medium 21.96 31.363 - Truckdriver Medium 21.96 31.363 - Truckdriver Heavy 24.05 30.30 - Cashier 30.30 - Desk Clerk 47.00 47.00 47.00 47.00 47.00 47.00 47.00 47.00 47.00 47.00 47.00 47.	30221 - Latent Fingerprint Technician I	35.90
Technician II 30240 - Mathematical Technician 30361 - Paralegal/Legal Assistant I 201.36 30362 - Paralegal/Legal Assistant II 26.46 30363 - Paralegal/Legal Assistant II 26.46 30363 - 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 II 30.462 - Technical Writer II 30.463 - Technical Writer III 30.491 - Unexploded Ordnance (UXO) 30.491 - Unexploded Ordnance (UXO) 30.492 - Unexploded Ordnance (UXO) 30.493 - Unexploded Ordnance (UXO) 30.493 - Unexploded Ordnance (UXO) 30.494 - Unexploded Ordnance (UXO) 30.495 - Unexploded (UXO) Safety 30.495 - Unexploded (UXO) Safety 30.501 - Weather Forecaster I 30.501 - Weather Forecaster I 30.501 - Weather Forecaster II 30.502 - Weather Forecaster II 30.620 - Weather Observer Combined (see 2) 30.20 30.20 - Transportation/Mobile 30.20 - Waather Observer Senior (see 2) 30.20 31000 - Transportation/Mobile 30.20 - Bus Aide 31.20 - Parking and Lot Attendant 31.20 - Parking and Lot Attendant 31.20 - Shuttle Bus Driver 31.361 - Truckdriver Light 31.362 - Truckdriver Medium 31.363 - Truckdriver Heavy 31.364 - Truckdriver Heavy 31.365 - Truckdriver Heavy 31.365 - Truckdriver Heavy 31.366 - Truckdriver Heavy 31.367 - Truckdriver Heavy 31.368 - Truckdriver Heavy 31.369 - Cashier 39000 - Cashier 39000 - Cashier 39000 - Desk Clerk		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 II 32.37 30364 - Paralegal/Legal Assistant IV 39.16 30375 - Petroleum Supply Specialist 33.06 30395 - Photo-Optics Technician 29.20 30395 - Radiation Control Technician 33.06 30461 - Technical Writer II 31.84 30462 - Technical Writer II 38.94 30463 - Technical Writer III 47.13 30491 - Unexploded Ordnance (UXO) 28.51 Technician II 30491 - Unexploded Ordnance (UXO) 41.34 Technician III 30493 - Unexploded Ordnance (UXO) 41.34 Technician III 30494 - Unexploded (UXO) Safety 28.51 Escort 30495 - Unexploded (UXO) Safety 28.51 Escort 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 19.61 31360 - Truckdriver Light 20.86 31362 - Truckdriver Medium 21.96 31363 - Truckdriver Medium 21.96 31363 - Truckdriver Medium 31363 - Truckdriver Heavy 24.05 31364 - Truckdriver Heavy 24.05 31363		33.00
30361 - Paralegal/Legal Assistant I 26.46		32 12
30362 - Paralegal/Legal Assistant II 26.46 30363 - Paralegal/Legal Assistant 32.37 III 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) 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) Safety 28.51 Personnel 30501 - Weather Forecaster I 32.34 30502 - Weather Observer Combined (see 2) 26.27 Upper Air Or Surface Programs 30621 - Weather Observer Combined (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 31361 - Truckdriver Light 31362 - Truckdriver Medium 21.96 31363 - Truckdriver Medium 21.96 31364 - Truckdriver Medium 21.96 31363 - Truckdriver Medium 21.96 31364 - Truckdriver Tractor-Trailer 24.05 99030 - Cashier 13.60 99050 - Desk Clerk 14.70		
30363 - Paralegal/Legal Assistant 32.37 III		
Name		
30364 - Paralegal/Legal Assistant IV 39.16		02.07
30375 - Petroleum Supply Specialist 30390 - Photo-Optics Technician 29.20 30395 - Radiation Control Technician 33.06 30461 - Technical Writer I 31.84 30462 - Technical Writer III 38.94 30463 - Technical Writer III 47.13 30491 - Unexploded Ordnance (UXO) 34.49 Technician I 30492 - Unexploded Ordnance (UXO) 34.49 Technician II 30493 - Unexploded Ordnance (UXO) 34.34 Technician III 30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Safety 28.51 Escort 30495 - Unexploded (UXO) Sweep Personnel 30501 - Weather Forecaster I 30501 - Weather Forecaster II 30620 - Weather Forecaster II 30620 - Weather Cobserver Combined (see 2) Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31507 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Heavy 31364 - Truckdriver Heavy 31364 - Truckdriver Heavy 31364 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier 99050 - Desk Clerk		39 16
30390 - Photo-Optics Technician 29.20		
30395 - Radiation Control Technician 33.06		
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99050 - Desk Clerk 14.70		
	99095 - Embalmer	39.85

99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	18.30
99252 - Laboratory Animal Caretaker II	19.47
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 Helper	19.26

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

- (1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;
- (2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;
- (3) The design documentation testing creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Daniel W. Simms Division of | Director

| Wage Determination No.: 2015-4041 Revision No.: 19

Wage Determinations | 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		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
01051 - Data Entry Operator II		18.95
01060 - Dispatcher Motor Vehicle		21.84
01070 - Dispatcher Motor Vehicle 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		18.50
(Employment) I		10.50
01262 - Personnel Assistant		20.69
(Employment) II		20.00
01263 - Personnel Assistant		23.06
(Employment) III		23.00
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
01312 - Secretary III		23.71
01320 - Service Order Dispatcher		19.53
01410 - Supply Technician		32.37
01420 - Survey Worker		21.10
01420 - Survey Worker 01460 - Switchboard		16.97
Operator/Receptionist		10.57
01531 - Travel Clerk I		18.36
01531 - Havel Clerk I		19.86
01532 - 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		23.34
05000 - Automobile Body Repairer		25.21
Fiberglass		20.21
05010 - Automotive	Electrician	22.08
05010 - Automotive Glass Installer	Electician	21.11
05070 - Automotive Grass Installer		21.11
05110 - Mobile Equipment Servicer		19.12
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal		23.05
Mechanic		23.03
05160 - Motor Equipment Metal Worker		21.11
05100 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		23.05
05220 - Motor Vehicle Mechanic		17.98
Helper		11.90
nerber		

05250 - Motor Vehicle Upholstery Worker	20.13
05280 - Motor Vehicle Wrecker	21.11
05310 - Painter Automotive	22.08
05310 - Fainter Automotive 05340 - Radiator Repair Specialist	21.11
05370 - Radiator Repair Specialist	15.96
05400 - Transmission Repair	23.05
Specialist	23.03
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 15.13
11240 - Maid or Houseman 11260 - Pruner	17.33
11270 - Fruner 11270 - Tractor Operator	21.89
11330 - Trail Maintenance Worker	18.84
11360 - Window Cleaner	19.27
12000 - Health Occupations	17.21
12010 - Ambulance Driver	25.57
12011 - Breath Alcohol Technician	26.13
12012 - Certified Occupational	30.96
Therapist Assistant	
=	32.52
12015 - Certified Physical Therapist Assistant	32.52
12015 - Certified Physical Therapist	32.52 25.31
12015 - Certified Physical Therapist Assistant	
12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant	25.31
12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist	25.31 45.89

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	27.47
Technician	
12160 - Medical Record Clerk	20.53
12190 - Medical Record Technician	25.27
12195 - Medical Transcriptionist	22.46
12210 - Nuclear Medicine	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	32.38
Testing)	
12320 - Substance Abuse Treatment	31.46
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	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	20.68
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	27.99
Room)	
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	21.70
Processing)	
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	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 Equipment (ALSE) Mechanic	32.92
I	
23092 - Aircrew Life Support	35.95
Equipment (ALSE) Mechanic	
II	
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	29.92
Maintenance I	21 21
23182 - Electronics Technician	31.31
Maintenance II	20.60
23183 - Electronics Technician	32.68
Maintenance III	00 15
23260 - Fabric Worker	28.47
23290 - Fire Alarm System Mechanic	35.08
23310 - Fire Extinguisher Repairer	27.05
23311 - Fuel Distribution System	38.87
Mechanic	
23312 - Fuel Distribution System	32.26
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	17.64
23510 - Locksmith	28.03
23530 - Machinery Maintenance	30.38
Mechanic	
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 - Lifequard			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	34.20
Technician II	34.20
30240 - Mathematical Technician	32.12
	20.44
30361 - Paralegal/Legal Assistant I	
30362 - Paralegal/Legal Assistant II	25.32
30363 - Paralegal/Legal Assistant	30.97
III	27 46
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)	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	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 I	19.44
99252 - Laboratory Animal Caretaker II	20.85
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 Helper	20.02

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

- (1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;
- (2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;
- (3) The design documentation testing creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4043

Daniel W. Simms Division of Director

Revision No.: 19 Wage Determinations | 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	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	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	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	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	16.97
Operator/Receptionist	
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	
	rician 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	17.50
05250 - Motor Vehicle Upholstery	20.13
Worker	20.15
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	23.05
Specialist	
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 11210 - Laborer Grounds Maintenance	17.72
	18.62
11240 - Maid or Houseman 11260 - Pruner	13.74 17.33
11270 - Fruner 11270 - Tractor Operator	21.19
11330 - Trail Maintenance Worker	18.62
11360 - Window Cleaner	19.27
12000 - Health Occupations	19.41
12010 - Medicin Occupations 12010 - Ambulance Driver	20.33
12010 Amburance Driver 12011 - Breath Alcohol Technician	26.13
12012 - Certified Occupational	30.96
Therapist Assistant	00.00

12015 - Certified Physical Therapist	32.37
Assistant 12020 - Dental Assistant	0 F 2 1
	25.31
12025 - Dental Hygienist 12030 - EKG Technician	45.42
	37.63
12035 - Electroneurodiagnostic	37.63
Technologist 12040 - Emergency Medical Technician	20.33
12071 - Licensed Practical Nurse I	23.37
12071 - Licensed Fractical Nurse II	26.13
12072 - Licensed Fractical Nurse II	29.13
12100 - Medical Assistant	20.90
12130 - Medical Laboratory	25.58
Technician	20.00
12160 - Medical Record Clerk	20.53
12190 - Medical Record Technician	25.27
12195 - Medical Transcriptionist	21.41
12210 - Nuclear Medicine	45.11
Technologist	10.11
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
Specialist	
12314 - Registered Nurse III	38.97
12315 - Registered Nurse III	38.97
Anesthetist	
12316 - Registered Nurse IV	46.71
12317 - Scheduler (Drug and Alcohol	32.36
Testing)	
12320 - Substance Abuse Treatment	26.42
Counselor	
13000 - Information And Arts	
Occupations	01 01
13011 - Exhibits Specialist I	21.21
13012 - Exhibits Specialist II	26.28
13013 - Exhibits Specialist III	32.14
13041 - Illustrator I 13042 - Illustrator II	21.74
13042 - Illustrator II 13043 - Illustrator III	26.94 32.95
13043 - Illustrator III 13047 - Librarian	32.95
13050 - Library Aide/Clerk	16.73
12020 - HIDIATA WING/CIETY	10./3

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)	24.05
14072 - Computer Programmer III (see 1)	
14073 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14102 - Computer Systems Analyst II (see 1) 14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment	18.26
Operator	10.20
-	25.33
14160 - Personal Computer Support Technician	23.33
14170 - System Support Specialist	40.95
	40.93
15000 - Instructional Occupations	22 12
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.43
	10 16
15020 - Aircrew Training Devices	40.46
Instructor (Rated)	10 10
15030 - Air Crew Training Devices	48.48
Instructor (Pilot)	22 42
15050 - Computer Based Training	33.43
Specialist / Instructor	26 27
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	10 10
15088 - Non-Maintenance Test/Co-	48.48
Pilot	00 50
15090 - Technical Instructor	28.79
15095 - Technical Instructor/Course	35.22
Developer	0.2 0.4
15110 - Test Proctor	23.24
15120 - Tutor	23.24
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	14.76
16010 - Assembler	14.76
16030 - Counter Attendant	
16040 - Dry Cleaner 16070 - Finisher Flatwork Machine	16.86
16070 - Finisher Flatwork Machine 16090 - Presser Hand	14.76 14.76
16110 - Presser Machine Drycleaning 16130 - Presser Machine Shirts	14.76 14.76
	14.76
16160 - Presser Machine Wearing	14.76
Apparel Laundry	17.56
16190 - Sewing Machine Operator 16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And	13.40
Repair Occupations	
19010 - Machine-Tool Operator (Tool	24.51
Room)	24.51
19040 - Tool And Die Maker	28.65
21000 - Materials Handling And Packing	20.03
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	19.55
Processing)	23.00
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	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	34.43
23080 - Aircraft Worker	32.92
23090 - Aircraft Worker 23091 - Aircrew Life Support	32.92
Equipment (ALSE) Mechanic	32.92
I	
23092 - Aircrew Life Support	35.95
Equipment (ALSE) Mechanic	33.33
II	
23110 - Appliance Mechanic	24.93
23120 Appliance Mechanic 23120 - Bicycle Repairer	17.42
23125 - Cable Splicer	37.35
23130 - Carpenter Maintenance	29.21
23140 - Carpet Layer	27.97
23140 - Carpet Hayer 23160 - Electrician Maintenance	33.18
23181 - Electronics Technician	29.92
Maintenance I	27.72
23182 - Electronics Technician	31.31
Maintenance II	31.31
23183 - Electronics Technician	32.68
Maintenance III	32.00
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	00.01
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 33.40 23810 - Plumber Maintenance 33.40 23820 - Pneudraulic Systems Mechanic 32.61 23820 - Pneudraulic Systems Mechanic 32.61 23890 - Scale Mechanic 29.86 23890 - Sheet-Metal Worker 29.20 Maintenance 23910 - Small Engine Mechanic 35.50 I 23932 - Telecommunications Mechanic 36.04 Maintenance 23965 - Welder Combination 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 - Woodcworker 32.64 24500 - 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
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 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 - Welder Combination 26.04 Maintenance 23960 - Welder Combination 25.40 23970 - Woodcraft Worker 32.61 23970 - Case Manager 36.52 24000 - Personal Needs Occupations 24550 - Case Manager 36.52 24620 - Family Readiness And Support 36.52 24620 - Family Readiness And Support 36.52 25000 - Plant And System Operations 25000 - Plant And System Oper
23510 - Locksmith 23530 - Machinery Maintenance 23530 - Machinery Maintenance 23550 - Machinist Maintenance 23550 - Machinist Maintenance 23550 - Machinist Maintenance 23591 - Metrology Technician I 29.55 23592 - Metrology Technician II 30.74 23593 - Metrology Technician III 31.97 23640 - Millwright 23760 - Painter Maintenance 23760 - Painter Maintenance 23760 - Painter Maintenance 23810 - Plumber Maintenance 23810 - Plumber Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23890 - Scale Mechanic 23890 - Sheet-Metal Worker 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic 35.50 I 23932 - Telecommunications Mechanic 35.50 I 23930 - Welder Combination Maintenance 23965 - Well Driller 23960 - Wedder Combination Maintenance 23965 - Well Driller 23970 - Woodcraft Worker 23980 - Powodworker 24500 - Case Manager 2450 - Child Care Attendant 2450 - Child Care Attendant 24580 - Child Care Center Clerk 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations
23530 - Machinery Maintenance 29.38 Mechanic 25581 23580 - Maintenance Trades Helper 16.86 23591 - Metrology Technician I 29.55 23592 - Metrology Technician III 30.74 23593 - Metrology Technician III 31.97 23640 - Millwright 29.76 23710 - Office Appliance Repairer 22.59 23760 - Painter 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 35.50 I 23931 - Telecommunications Mechanic 36.93 II 23930 - Welder Combination 26.04 Maintenance 23960 - Welder Combination 26.04 23970 - Woodcraft Worker 32.61 23980 - Woodworker 25.42 24570 - Child Care Attendant 14.78 24580 - Child Care Center Clerk 18.46 24580 - Child Care Center Clerk 18.46 24620 - Family Readines
Mechanic 23550 - Machinist Maintenance 25.81 23580 - Maintenance Trades Helper 16.86 23591 - Metrology Technician I 29.55 23592 - Metrology Technician III 30.74 23593 - Metrology Technician III 31.97 23640 - Millwright 29.76 23710 - Office Appliance Repairer 22.59 23760 - Painter Maintenance 32.41 23790 - Pipefitter Maintenance 33.67 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 23931 - Telecommunications Mechanic 35.50 I 23932 - Telecommunications Mechanic 36.93 II 23950 - Welder Combination 26.04 Maintenance 23965 - Well Driller 30.04 23970 - Woodworker 32.61 23980 - Woodworker 25.44 24000 - Personal Needs Occupations 24550 - Case Manager 16.52 24550 - Child Care Attendan
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 35.50 I 23931 - Telecommunications Mechanic 36.93 II 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 18.62 24620 - Family Readiness And Support 16.52 Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations
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 35.40 23810 - Plumber Maintenance 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 I 23950 - Telephone Lineman 34.25 23960 - Welder Combination 26.04 Maintenance 23965 - Well Driller 30.04 23970 - Woodcraft Worker 32.61 23980 - Woodcraft Worker 32.61 23980 - Woodcraft Worker 25.44 24000 - Personal Needs Occupations 24550 - Case Manager 16.52 24550 - 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 25000 - Plant And System Operations 26000 - 20000 -
23591 - Metrology Technician I
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 35.50 I 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 42550 - Case Manager 24570 - Child Care Attendant 14.78 24580 - 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
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 35.50 I 23931 - Telecommunications Mechanic 35.50 I 23932 - Telecommunications Mechanic 36.93 II 23950 - Telephone Lineman 34.25 23960 - Welder Combination 36.04 23970 - Woodcraft Worker 32.61 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
23640 - Millwright 23710 - Office Appliance Repairer 23770 - Painter Maintenance 23760 - Painter Maintenance 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 23931 - Telecommunications Mechanic 35.50 I 23932 - Telecommunications Mechanic 36.93 II 23950 - Telephone Lineman 34.25 23960 - Welder Combination Maintenance 23965 - Well Driller 30.04 23970 - Woodcraft Worker 32.61 23980 - Woodworker 24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 14.78 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations
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 35.50 I 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
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 35.50 I 23931 - Telecommunications Mechanic 35.50 I 23932 - Telecommunications Mechanic 36.93 II 23950 - Telephone Lineman 34.25 23960 - Welder Combination 26.04 Maintenance 3965 - 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 24630 - Homemaker 16.52 25000 - Plant And System Operations
23810 - Plumber Maintenance 33.67
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Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations
Coordinator 24630 - Homemaker 16.52 25000 - Plant And System Operations
24630 - Homemaker 16.52 25000 - Plant And System Operations
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
<i>y</i> y			

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			35.90
Technician I			
30222 - Latent Fingerprint			39.66
Technician II			
30240 - Mathematical Technician			29.73
30361 - Paralegal/Legal Assistant I			21.02
30362 - Paralegal/Legal Assistant II			26.05
30363 - Paralegal/Legal Assistant			31.87
III			
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)			28.51
Technician I			20.51
30492 - Unexploded Ordnance (UXO)			34.49
Technician II			34.49
			11 21
30493 - Unexploded Ordnance (UXO) Technician III			41.34
			00 [1
30494 - Unexploded (UXO) Safety			28.51
Escort			00 51
30495 - Unexploded (UXO) Sweep			28.51
Personnel			
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			17.92
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

*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 $29 \ \text{CFR} \ 4.6 \ \text{(b)} \ (2) \ \text{(iii)}$).

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

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

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Daniel W. Simms Director

| Wage Determination No.: 2015-4045 Division of | Revision No.: 20

Wage Determinations | 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	19.14
Representative III	
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	19.04
(Employment) I	
01262 - Personnel Assistant	21.30
(Employment) II	
01263 - Personnel Assistant	23.75
(Employment) III	
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	17.07
Operator/Receptionist	1.4.06
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	24.65
05005 - Automobile Body Repairer Fiberglass	24.03
-	ctrician 25.02
05010 - Automotive 05040 - Automotive Glass Installer	23.93
05040 - Automotive Glass Installer 05070 - Automotive Worker	
	23.93
05110 - Mobile Equipment Servicer	26.11
05130 - Motor Equipment Metal Mechanic	20.11
Mechanic	

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	0E 10
	25.10
12011 - Breath Alcohol Technician	25.10
12012 - Certified Occupational	35.17
Therapist Assistant	33.82
12015 - Certified Physical Therapist Assistant	JJ.84
12020 - Dental Assistant	22.48
12020 - Dental Assistant	22.40

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12025 - Dental Hygienist	42.25
12030 - EKG Technician	37.50
12035 - Electroneurodiagnostic	37.50
Technologist	05 10
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	32.77
Technician	00 71
12160 - Medical Record Clerk	23.71
12190 - Medical Record Technician	26.52
12195 - Medical Transcriptionist	22.92
12210 - Nuclear Medicine	56.33
Technologist	
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	40.19
Specialist	
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III	48.63
Anesthetist	
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol	31.09
Testing)	
12320 - Substance Abuse Treatment	28.57
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	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	28.03
Technology Systems	

Administrator

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
14042 - Computer Operator III		29.74
14044 - Computer Operator IV		33.06
14045 - Computer Operator V	/ 1)	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		•00
15086 - Maintenance Test Pilot		42.56
Rotary Wing		12.50
15088 - Non-Maintenance Test/Co-		42.56
Pilot		74.50
FIIOC		

15090 - Technical Instructor 25.37 15095 - Technical Instructor/Course 31.02 Developer 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 16100 - Presser Machine Drycleaning 14.44 16100 - Presser Machine Drycleaning 14.44 16100 - Presser Machine Shirts 14.44 16100 - Presser Machine Wearing 14.44 16100 - Presser Machine Operator 17.56 16220 - Tailor 18.26 16220 - Tailor 18.26 16250 - Washer Machine Operator 15.14 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool 29.87 Room) 19040 - Tool And Die Maker 34.74 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 24.05 21030 - Material Expediter 24.05 21030 - Material Expediter 24.05 21050 - Material Expediter 24.05 21050 - Material Expediter 24.05 21010 - Order Filler 15.37 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 20.06 21130 - Shipping Packer 20.06 21130 - Shipping Packer 30.06 21140 - Store Worker I 14.58 21150 - Stock Clerk 19.86 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 31.34 23019 - Aircraft Mechanic II 30.21 23022 - Aircraft Mechanic II 30.21 23022 - Aircraft Mechanic II 31.34 23023 - Aircraft Mechanic III 32.64 23040 - Aircraft Mechanic III 32.64 23040 - Aircraft Mechanic III 32.64 23050 - Aircraft Mechanic III 32.64 23060 - Aircraft Mechanic III 32.64		
Developer		25.37
15110 - Test Proctor 20.47 15120 - Tutor 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 16040 - Dry Cleaner 14.44 16040 - Presser Hand 14.44 16130 - Presser Machine Drycleaning 14.44 16130 - Presser Machine Wearing 14.44 16160 - Presser Machine Wearing 14.44 16160 - Presser Machine Wearing 16.220 - Tailor 18.26 16250 - Washer Machine 15.14 19000 - Machine Tool Operator 17.56 16220 - Tailor 18.26 16250 - Washer Machine 15.14 19000 - Machine Tool Operator (Tool 29.87 Room) 19040 - Tool And Die Maker 34.74 21000 - Material Handling And Packing 34.74 21000 - Material Coordinator 24.05 21030 - Material Coordinator 24.05 21030 - Material Expediter 24.05 21050 - Material Expediter 24.05 21100 - Shipping Packer 20.06 21110 - Shipping Packer 20.06 21140 - Store Worker I 14.58 21150 - Stock Clerk 19.72 21210 - Tools And Parts Attendant 19.86 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 31.34 23010 - Aerospace Structural Welder 31.34 23010 - Aerospace Structural Welder 31.34 23021 - Aircraft Mechanic II 30.21 23022 - Aircraft Mechanic III 32.64 23040 - Aircr		31.02
15120 - Tutor 16000 - Laundry Dry-Cleaning Pressing	•	
### And Related Occupations 16010 - Assembler 16010 - Assembler 16040 - Dry Cleaner 16040 - Dry Cleaner 16050 - Finisher Flatwork Machine 16070 - Finisher Flatwork Machine 16010 - Presser Hand 16110 - Presser Machine Drycleaning 14.44 16110 - Presser Machine Shirts 14.44 16130 - Presser Machine Wearing 16190 - Sewing Machine Operator 16250 - Washer Machine 16250 - Washer Machine 19010 - Machine-Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21040 - Material Expediter 21050 - Material Expediter 21050 - Material Expediter 21050 - Material Expediter 21051 - Order Filler 21051 - Shipping Packer 21110 - Shipping Packer 21130 - Shock Clerk 21150 - Stock Clerk 21150 - Stock Clerk 21150 - Stock Clerk 21150 - Stock Clerk 21000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23010 - Aerospace Structural Welder 23010 - Aerospace Structural Welder 23021 - Aircraft Mechanic II 23022 - Aircraft Mechanic III 32.64 23040 - Aircraft Mechanic III 32.64 23040 - Aircraft Mechanic III 32.64 23040 - Aircraft Mechanic III 32.64 23050 - Aircraft Mechanic III	15110 - Test Proctor	
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 1900 - Machine Tool Operation And Repair Occupations 19010 - Machine Tool Operator (Tool 29.87 Room) 19040 - Tool And Die Maker 34.74 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 24.05 21020 - Forklift Operator 24.05 21040 - Material Expediter 24.05 21050 - Material Expediter 24.05 21050 - Material Handling Laborer 16.64 21071 - Order Filler 15.37 21080 - Production Line Worker (Food 19.86 Processing) 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 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 31.34 23010 - Aerospace Structural Welder 31.34 23012 - Aircraft Mechanic II 30.21 23022 - Aircraft Mechanic II 31.34 23023 - Aircraft Mechanic III 31.34 23023 - Aircraft Mechanic III 32.64 23040 - Aircraft Mechanic III 32.64		20.47
16010 - Assembler		
16030 - Counter Attendant	=	
16040 - Dry Cleaner 16.86 16070 - Finisher Flatwork Machine 14.44 16090 - Presser Hand 14.44 16110 - Presser Machine Drycleaning 14.44 16110 - Presser Machine Shirts 14.44 16130 - Presser Machine Shirts 14.44 16160 - Presser Machine Wearing 14.44 16160 - Presser Machine Wearing 17.56 16220 - Tailor 18.26 16250 - Washer Machine 15.14 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool 29.87 Room) 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 19.86 Processing) 21110 - Shipping Packer 20.06 21140 - Store Worker I 14.58 21150 - Stock Clerk 19.72 21210 - Tools And Parts Attendant 19.86 21010 - Marendouse Specialist 19.86 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 31.34 23023 - Aircraft Mechanic II 30.21 23022 - Aircraft Mechanic III 31.34 23023 - Aircraft Mechanic III 32.64 23040 - Aircraft Mechanic III 32.64 23050 - Ai		-
16070 - Finisher Flatwork Machine		-
16090 - Presser Hand	•	
16110 - Presser Machine Drycleaning		
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 29.87 Room) 19040 - Tool And Die Maker 34.74 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 24.05 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 19.86 Processing) 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 30.21 23022 - Aircraft Mechanic I 30.21 23023 - Aircraft Mechanic II 31.34 23023 - Aircraft Mechanic II 31.34 23024 - Aircraft Mechanic II 32.38 23050 - Aircraft Mechanic Helper 23.38 23050 - Aircraft Mechanic Helper 23.38		-
14.44 Apparel Laundry		
Apparel Laundry 16190 - Sewing Machine Operator 16250 - Washer Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21050 - Material Handling Laborer 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21210 - Tools And Parts Attendant 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23019 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23034 23030 - Aircraft Mechanic III 23034 23040 - Aircraft Mechanic III 23038 23050 - Aircraft Mechanic Helper 23.38 23050 - Aircraft Painter		
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 29.87 Room) 29.80 Room 29.87 Room) 29.80 Room 29		14.44
16220 - Tailor 15.14 16250 - Washer Machine 15.14 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool 29.87 Room) 20.00 - Materials Handling And Packing 24.05 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 19.86 Processing) 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 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 31.34 23019 - Aircraft Mechanic I 30.21 23022 - Aircraft Mechanic II 31.34 23023 - Aircraft Mechanic II 32.64 23040 - Aircraft Mechanic III 32.64 23040 - Aircraft Mechanic Helper 23.38 23050 - Aircraft Mechanic Helper 23.38		
16250 - Washer Machine 15.14 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool 29.87 Room) 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 21040 - Material Expediter 24.05 21050 - Material Handling Laborer 16.64 21071 - Order Filler 15.37 21080 - Production Line Worker (Food 19.86 Processing) 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 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 31.34 23019 - Aircraft Mechanic I 30.21 23022 - Aircraft Mechanic I 30.21 23022 - Aircraft Mechanic I 32.64 23040 - Aircraft Mechanic III 32.64 23040 - Aircraft Mechanic Helper 23.38 23050 - Aircraft Painter 28.95		
19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool 29.87 Room) 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 19.86 Processing) 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 Mechanic I 30.21 23022 - Aircraft Mechanic I 31.34 23023 - Aircraft Mechanic III 32.64 23040 - Aircraft Mechanic III 32.64 23040 - Aircraft Mechanic Helper 23.38 23050 - Aircraft Painter		
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19010 - Machine-Tool Operator (Tool	_	
Room 19040 - Tool And Die Maker	_	
19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 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 19.86 Processing) 21110 - Shipping Packer 20.06 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21150 - Stock Clerk 21160 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23019 - Aircraft Logs and Records 26.32 Technician 23021 - Aircraft Mechanic II 23022 - Aircraft Mechanic III 31.34 23023 - Aircraft Mechanic III 32.64 23040 - Aircraft Mechanic Helper 23.38 23050 - Aircraft Painter	19010 - Machine-Tool Operator (Tool	29.87
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 19.86 Processing) 21110 - Shipping Packer 20.06 21130 - Shipping/Receiving Clerk 20.06 21140 - Store Worker 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	•	
Occupations		34.74
21020 - Forklift Operator 19.86	21000 - Materials Handling And Packing	
21030 - Material Coordinator 24.05	-	
21040 - Material Expediter 24.05	_	
21050 - Material Handling Laborer		
21071 - Order Filler	_	
21080 - Production Line Worker (Food 19.86 Processing) 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		
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21110 - Shipping Packer 20.06	•	19.86
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23019 - Aircraft Logs and Records 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		
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23040 - Aircraft Mechanic Helper 23.38 23050 - Aircraft Painter 28.95		
23050 - Aircraft Painter 28.95		
	-	
23060 - Aircraft Servicer 26.32		
	23060 - Aircraft Servicer	26.32

23070 - Aircraft Survival Flight Equipment Technician	28.95
23080 - Aircraft Worker	27.69
23091 - Aircrew Life Support	27.69
Equipment (ALSE) Mechanic	
ī	
23092 - Aircrew Life Support	30.21
Equipment (ALSE) Mechanic	
II	
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	31.48
Mechanic	
23312 - Fuel Distribution System	26.12
Operator	
23370 - General Maintenance Worker	24.00
23380 - Ground Support Equipment	30.21
Mechanic	
23381 - Ground Support Equipment	26.32
Servicer	0.7. 6.0
23382 - Ground Support Equipment	27.69
Worker	0.5.05
23391 - Gunsmith I	25.87
23392 - Gunsmith II	28.57
23393 - Gunsmith III	31.18
23410 - Heating Ventilation And Air-	30.18
Conditioning Mechanic	
	20 00
23411 - Heating Ventilation And Air	30.96
Contidioning Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29.58
23440 - Heavy Equipment Operator	33.21
23460 - Instrument Mechanic	31.18
23465 - Laboratory/Shelter Mechanic	29.87
23470 - Laborar	16.64
23510 - Locksmith	29.87
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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 29.69 23820 - Pneudraulic Systems Mechanic 31.18 23850 - Rigger 28.62 23870 - Scale Mechanic 22.57 23890 - Sheet-Metal Worker 34.63 Maintenance 23910 - Small Engine Mechanic 23930 - Sheet-Metal Worker 34.63 Maintenance 23910 - Small Engine Mechanic 38.83 1 23932 - Telecommunications Mechanic 34.23 36.33	23530 - Machinery Maintenance	28.18
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27008 - Corrections Officer 35.99		
27010 Could becarity officer	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	20.01
28515 - Recreation Specialist	26.33
28630 - Sports Official	16.92
28690 - Swimming Pool Operator	22.30
29000 - Stevedoring/Longshoremen	22.00
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	23.07
30010 - Air Traffic Control (see	2) 44.86
Specialist Center (HFO)	2) 11.00
30011 - Air Traffic Control (see	2) 30.93
Specialist Station (HFO)	_,
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	01.00
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
20000 Engineering recuireran vi	41.50

30090 - Environmental Technician			29.41
30095 - Evidence Control Specialist			25.92
30210 - Laboratory Technician			25.29
30221 - Latent Fingerprint			30.79
Technician I			
30222 - Latent Fingerprint			34.00
Technician II			
30240 - Mathematical Technician			29.20
30361 - Paralegal/Legal Assistant I			21.85
30362 - Paralegal/Legal Assistant II			27.06
30363 - Paralegal/Legal Assistant			33.10
III			
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)			28.51
Technician I			20.51
			34.49
30492 - Unexploded Ordnance (UXO)			34.49
Technician II			41 04
30493 - Unexploded Ordnance (UXO)			41.34
Technician III			00 51
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			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 Medium 31363 - Truckdriver Heavy			26.94
31364 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer			
			26.94
99000 - Miscellaneous Occupations			16.00
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:

<code>HEALTH & WELFARE: \$4.60</code> 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.

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Daniel W. Simms Director

Division of |

| Wage Determination No.: 2015-4047

Revision No.: 18

Wage Determinations | 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
	FOOINOIE	KAIL
01000 - Administrative Support And		
Clerical Occupations		10.00
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		17.01
Representative I		
01042 - Customer Service		18.91
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		17.34
01191 - Messenger Courier 01191 - Order Clerk I		20.49
01191 - Order Clerk I 01192 - Order Clerk II		20.49
01261 - Personnel Assistant		18.59
(Employment) I		10.39
01262 - Personnel Assistant		20 00
		20.80
(Employment) II		22 10
01263 - Personnel Assistant		23.19
(Employment) III		07 47
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		20.20
01532 - Travel Clerk II		21.85

01611 - Word Processor I	
	23.55
	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
	21.60
• •	19.58
• •	23.59
Mechanic	
	21.60
	23.59
	18.40
Helper	
• •	20.59
Worker	
	21.60
	22.60
	21.60
-	15.08
•	23.59
Specialist	
07000 - Food Preparation And Service	
Occupations	1 5 2 0
	15.39
07041 - Cook I 07042 - Cook II	19.40 21.41
	$\Delta \perp \cdot 4 \perp$
07070 - Dicheschem	
07070 - Dishwasher	14.85
07130 - Food Service Worker	14.85 14.82
07130 - Food Service Worker 07210 - Meat Cutter	14.85 14.82 22.10
07130 - Food Service Worker 07210 - Meat Cutter 07260 - Waiter/Waitress	14.85 14.82
07130 - Food Service Worker 07210 - Meat Cutter 07260 - Waiter/Waitress 09000 - Furniture Maintenance And	14.85 14.82 22.10
07130 - Food Service Worker 07210 - Meat Cutter 07260 - Waiter/Waitress 09000 - Furniture Maintenance And Repair Occupations	14.85 14.82 22.10 14.25
07130 - Food Service Worker 07210 - Meat Cutter 07260 - Waiter/Waitress 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter	14.85 14.82 22.10 14.25
07130 - Food Service Worker 07210 - Meat Cutter 07260 - Waiter/Waitress 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 09040 - Furniture Handler	14.85 14.82 22.10 14.25 20.18 15.90
07130 - Food Service Worker 07210 - Meat Cutter 07260 - Waiter/Waitress 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 09040 - Furniture Handler 09080 - Furniture Refinisher	14.85 14.82 22.10 14.25 20.18 15.90 20.88
07130 - Food Service Worker 07210 - Meat Cutter 07260 - Waiter/Waitress 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper	14.85 14.82 22.10 14.25 20.18 15.90 20.88 16.86
07130 - Food Service Worker 07210 - Meat Cutter 07260 - Waiter/Waitress 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor	14.85 14.82 22.10 14.25 20.18 15.90 20.88
07130 - Food Service Worker 07210 - Meat Cutter 07260 - Waiter/Waitress 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor	14.85 14.82 22.10 14.25 20.18 15.90 20.88 16.86 18.98
07130 - Food Service Worker 07210 - Meat Cutter 07260 - Waiter/Waitress 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer	14.85 14.82 22.10 14.25 20.18 15.90 20.88 16.86 18.98
07130 - Food Service Worker 07210 - Meat Cutter 07260 - Waiter/Waitress 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support	14.85 14.82 22.10 14.25 20.18 15.90 20.88 16.86 18.98
07130 - Food Service Worker 07210 - Meat Cutter 07260 - Waiter/Waitress 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles	14.85 14.82 22.10 14.25 20.18 15.90 20.88 16.86 18.98 21.88
07130 - Food Service Worker 07210 - Meat Cutter 07260 - Waiter/Waitress 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator	14.85 14.82 22.10 14.25 20.18 15.90 20.88 16.86 18.98 21.88
07130 - Food Service Worker 07210 - Meat Cutter 07260 - Waiter/Waitress 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener	14.85 14.82 22.10 14.25 20.18 15.90 20.88 16.86 18.98 21.88
07130 - Food Service Worker 07210 - Meat Cutter 07260 - Waiter/Waitress 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener	14.85 14.82 22.10 14.25 20.18 15.90 20.88 16.86 18.98 21.88 14.73 15.52 23.28

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	30.96
Therapist Assistant	
12015 - Certified Physical Therapist	32.52
Assistant	
12020 - Dental Assistant	25.31
12025 - Dental Hygienist	47.23
12030 - EKG Technician	38.43
12035 - Electroneurodiagnostic	38.43
Technologist	
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	26.65
Technician	
12160 - Medical Record Clerk	22.94
12190 - Medical Record Technician	26.20
12195 - Medical Transcriptionist	23.14
12210 - Nuclear Medicine	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	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	32.36
Testing)	
12320 - Substance Abuse Treatment	22.54
Counselor	

13000 - Information And Arts		
Occupations		
13011 - Exhibits Specialist I		22.17
13012 - Exhibits Specialist II		27.46
13013 - Exhibits Specialist III		33.59
13041 - Illustrator I		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
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	(500 1)	21.68
Operator		21.00
14160 - Personal Computer Support		30.05
Technician		50.05
14170 - System Support Specialist		41.12
15000 - Instructional Occupations		1 + + 1 4
15010 - Aircrew Training Devices		35.72
Instructor (Non-Rated)		55.72
15020 - Aircrew Training Devices		43.22
Instructor (Rated)		10.22
1.10 01 40 CO1 (1.46 CA)		

15030 - Air Crew Training Devices	51.80
Instructor (Pilot)	
15050 - Computer Based Training	35.72
Specialist / Instructor	
15060 - Educational Technologist	36.83
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	29.29
15095 - Technical Instructor/Course	35.83
Developer	
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	14.76
Apparel Laundry	15.56
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And	
Repair Occupations	04 51
19010 - Machine-Tool Operator (Tool	24.51
Room)	00 65
19040 - Tool And Die Maker	28.65
21000 - Materials Handling And Packing	
Occupations	10 50
21020 - Forklift Operator 21030 - Material Coordinator	19.53
	27.47
21040 - Material Expediter	27.47 16.65
21050 - Material Handling Laborer 21071 - Order Filler	17.06
21071 - Order Filler 21080 - Production Line Worker (Food	19.53
Processing)	19.00
21110 - Shipping Packer	19.26
21110 - Snipping Packer 21130 - Shipping/Receiving Clerk	19.26
21130 - Shipping/Receiving Clerk 21140 - Store Worker I	14.81
21140 - Store Worker 1 21150 - Stock Clerk	19.00
SIIOO - BLOCK CIGIK	⊥ <i>9</i> • U U

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	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	21 21
23182 - Electronics Technician	31.31
Maintenance II	20.60
23183 - Electronics Technician	32.68
Maintenance III 23260 - Fabric Worker	20 47
	28.47
23290 - Fire Alarm System Mechanic	35.08
23310 - Fire Extinguisher Repairer	27.05
23311 - Fuel Distribution System Mechanic	39.95
	22 1 5
23312 - Fuel Distribution System Operator	33.15
23370 - General Maintenance Worker	24.52
23380 - Ground Support Equipment	35.95
Mechanic	55.95
23381 - Ground Support Equipment	31.39
Servicer	J1.J9
23382 - Ground Support Equipment	32.92
Worker	52.52
23391 - Gunsmith I	27.05
23392 - Gunsmith II	29.86
20072 Guilding II	27.00

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	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	23.11
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.46
27007 - Riaim Monitor 27007 - Baggage Inspector	17.51
27007 - Baggage Inspector 27008 - Corrections Officer	36.18
	33.88
27010 - Court Security Officer	
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)	31.00
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57
30023 - Archeological Technician III	29.20
30030 - Cartographic Technician	29.20
30030 - Carcographic recimiteran	∠9.∠U

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	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	00 51
30494 - Unexploded (UXO) Safety	28.51
Escort	00 51
30495 - Unexploded (UXO) Sweep	28.51
Personnel	20 24
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)	20 20
·	29.20
31000 - Transportation/Mobile Equipment Operation Occupations	
Edathweir Oberacion Occubacions	

31010 - Airplane Pilot	34.49
31020 - Bus Aide	18.66
31030 - Bus Arde	24.27
31043 - Driver Courier	19.61
	15.55
31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	16.57
31361 - Taxi Driver 31361 - Truckdriver Light	20.86
31362 - Truckdriver Medium	21.96
31362 - Truckdriver Medium 31363 - Truckdriver Heavy	25.42
31364 - Truckdriver Tractor-Trailer	25.42
	23.42
99000 - Miscellaneous Occupations	16.82
99020 - Cabin Safety Specialist 99030 - Cashier	13.60
99050 - Cashier 99050 - Desk Clerk	14.70
99050 - Desk Clerk 99095 - Embalmer	40.21
	28.51
99130 - Flight Follower	
99251 - Laboratory Animal Caretaker	19.09
99252 - Laboratory Animal Caretaker	20.31
II	20.31
99260 - Marketing Analyst	34.51
99310 - Mortician	40.21
99410 - Pest Controller	23.48
99510 - Pest Controller 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	10.00

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

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

- (2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;
- (3) The design documentation testing creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in

those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

the request.

- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4049

Daniel W. Simms Division of | Revision No.: 19

Director

Wage Determinations | 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		17.01
Representative I		

01042 - Customer Service Representative II		18.91
01043 - Customer Service		20.85
Representative III		_ 0.00
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		18.59
(Employment) I		10.00
01262 - Personnel Assistant		20.80
(Employment) II		20.00
01263 - Personnel Assistant		23.19
(Employment) III		20.19
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		16.97
Operator/Receptionist		10.57
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		20.04
05005 - Automobile Body Repairer		25.21
Fiberglass		
05010 - Automotive	Electrician	22.60
05040 - Automotive Glass Installer	LICCCIICIUII	21.60
05070 - Automotive Worker		21.60
05110 - Mobile Equipment Servicer		19.58
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal		23.59
Mechanic		20.09
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	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	00.10
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 09130 - Upholsterer	21.88
11000 - General Services And Support	21.00
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	30.96
Therapist Assistant	20 50
12015 - Certified Physical Therapist	32.52
Assistant 12020 - Dental Assistant	25 21
	25.31 47.23
12025 - Dental Hygienist 12030 - EKG Technician	38.43
12030 - ENG TECHNITCIAN	30.43

12035 - Electroneurodiagnostic	38.43
Technologist	00 41
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	26.65
Technician	
12160 - Medical Record Clerk	22.94
12190 - Medical Record Technician	26.20
12195 - Medical Transcriptionist	23.14
12210 - Nuclear Medicine	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	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
12312 - Registered Nurse II 12313 - Registered Nurse II	40.19
	40.19
Specialist	40 60
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III	48.63
Anesthetist	F0 00
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol	32.36
Testing)	00 54
12320 - Substance Abuse Treatment	22.54
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	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

25.84
28.80
19.21
21.48
26.61
32.55
39.39
22.14
27.67
21.68
24.26
27.04
30.05
33.28
26.60
20.00
01 60
21.68
20 05
30.05
41 10
41.12
05 50
35.72
12 22
43.22
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50.97
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50.97 35.72 36.83
50.97 35.72 36.83 50.97
50.97 35.72 36.83 50.97 32.60
50.97 35.72 36.83 50.97 32.60
50.97 35.72 36.83 50.97 32.60 48.48
50.97 35.72 36.83 50.97 32.60 48.48
50.97 35.72 36.83 50.97 32.60 48.48 48.48

15095 - Technical Instructor/Course	35.83
Developer 15110 - Test Proctor	23.65
15110 - Test Proctor 15120 - Tutor	23.65
	23.03
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	24.51
Room)	
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	19.53
Processing)	
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	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	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	39.95
Mechanic	22 15
23312 - Fuel Distribution System	33.15
Operator 23370 - General Maintenance Worker	24.52
23380 - Ground Support Equipment	35.95
Mechanic	33.93
23381 - Ground Support Equipment	31.39
Servicer	31.33
23382 - Ground Support Equipment	32.92
Worker	02.52
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	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	01.02
23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic	37.51
I	0,.01
23932 - Telecommunications Mechanic	39.56
II	33 . 30
23950 - Telephone Lineman	44.33
23960 - Welder Combination	26.68
Maintenance	20.00
23965 - Well Driller	31.52
23970 - Woodcraft Worker	32.61
23980 - Woodworker	27.05
24000 - Personal Needs Occupations	_ , , 0 0
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 5acility 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 29030 - Line Handler 28.62 29041 - Stevedore I 29.93 30000 - Technical Occupations 30010 - Air Traffic Control (see 2) 44.86 Specialist Station (HFO) 30011 - Air Traffic Control (see 2) 30.93 Specialist Station (HFO) 30012 - Air Traffic Control (see 2) 30.93 Specialist Terminal (HFO) 30022 - Archeological Technician I 20.07 30022 - Archeological Technician II 29.20 30030 - Cartographic Technician III 29.20 30040 - Civil Engineering Technician 29.20 30040 - Civil Engineering Technician 28.36				
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 29030 - Line Handler 28.62 29030 - Line Handler 28.62 29041 - Stevedore II 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) 30.021 - Archeological Technician II 29.20 30023 - Archeological Technician III 29.20 30030 - Cartographic Technician III 20.20	27030 - Detection Dog Handler			19.58
27101 - Guard I	27040 - Detention Officer			36.18
27102 - Guard II 32.80 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 II 27.29 29042 - Stevedore II 29.93 30000 - Technical Occupations 30010 - Air Traffic Control (see 2) 30.93 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) 30.93 Specialist Terminal (HFO) (see 2) 30.92 - Archeological Technician II 23.57 30023 - Archeological Technician III 29.20 30030 - Cartographic Technician III 20.20 30030 - Cartographic Technician III 20.20 30030 -	27070 - Firefighter			31.57
27131 - Police Officer II 36.46	27101 - Guard I			17.51
27132 - Police Officer II 36.46	27102 - Guard II			19.58
28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 14.00 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health 28515 - Recreation Specialist 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 3011 - Air Traffic Control Specialist Terminal (HFO) 30021 - Archeological Technician I 29.20 30030 - Cartographic Technician III 29.20 30030 - Cartographic Technician III 29.20 30030 - Cartographic Technician III 29.20	27131 - Police Officer I			32.80
28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health 28515 - Recreation Specialist 2850 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29042 - Stevedore II 20030 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Terminal (HFO) 30022 - Archeological Technician II 29.20 30030 - Cartographic Technician III 29.20 30030 - Cartographic Technician III 29.20 30030 - Cartographic Technician III 29.20	27132 - Police Officer II			36.46
28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health 28515 - Recreation Specialist 2850 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29042 - Stevedore II 20030 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Terminal (HFO) 30022 - Archeological Technician II 29.20 30030 - Cartographic Technician III 29.20 30030 - Cartographic Technician III 29.20 30030 - Cartographic Technician III 29.20	28000 - Recreation Occupations			
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28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28530 - Sports Official 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 28.62 29020 - Hatch Tender 28.62 29030 - Line Handler 28.62 29041 - Stevedore II 29.93 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician II 29.20 30030 - Cartographic Technician III 29.20 30030 - Cartographic Technician III 29.20	= = = =			
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28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 28.62 29020 - Hatch Tender 28.62 29030 - Line Handler 28.62 29041 - Stevedore II 27.29 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician II 20.20 30023 - Archeological Technician III 29.20 30030 - Cartographic Technician III 29.20				
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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 27.29 29042 - Stevedore II (see 2) 44.86 Specialist Center (HFO) 30010 - 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 III 29.20 30030 - Cartographic Technician III 29.20				25 59
28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 28.62 29020 - Hatch Tender 28.62 29030 - Line Handler 29.93 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 29.20 30030 - Cartographic Technician III 29.20 30030 - Cartographic Technician 29.20	-			
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29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 29030 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) 30011 - Air Traffic Control Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 20022 - Archeological Technician II 20020 30030 - Cartographic Technician III 20020				
29041 - Stevedore II 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 29.20 30030 - Cartographic Technician				
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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		(see	۷)	44.00
Specialist Station (HFO) 30012 - Air Traffic Control 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	•	(500	21	30 03
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		(500	۷)	30.93
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	-			31 06
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30023 - Archeological Technician III29.2030030 - Cartographic Technician29.20	_			
30030 - Cartographic Technician 29.20				
30051 - Cryogenic Technician 1 29.93				
30052 - Cryogenic Technician II 33.06				
30052 - Cryogenic Technician II 33.06 30061 - Drafter/CAD Operator I 21.07	_			
30052 - Cryogenic Technician II 33.06 30061 - Drafter/CAD Operator I 21.07 30062 - Drafter/CAD Operator II 23.57	_			
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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	-			
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30051 - Cryogenic Technician I 29.93	30051 - Cryogenic Technician I			
30052 - Cryogenic Technician II 33.06				
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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
			29.20
30390 - Photo-Optics Technician			
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	(500	2,	20.27
Surface Programs			
30621 - Weather Observer Senior	(see	21	29.20
	(500	2)	29.20
31000 - Transportation/Mobile			
Equipment Operation Occupations			24 40
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 I	19.09
99252 - Laboratory Animal Caretaker II	20.31
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 Helper	15.89

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:

<code>HEALTH & WELFARE: \$4.60</code> 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.

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4051

Daniel W. Simms Division of | Revision No.: 19

Director

Wage Determinations | 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		17.01
Representative I		
01042 - Customer Service		18.56
Representative II		

01043 - Customer Service		20.85
Representative III		17.37
01051 - Data Entry Operator I 01052 - Data Entry Operator II		18.95
01052 - Data Entry Operator II 01060 - Dispatcher Motor Vehicle		21.84
01070 - Dispatcher Motor Vehicle 01070 - Document Preparation Clerk		18.96
01070 - Document Freparation Clerk 01090 - Duplicating Machine Operator		18.96
01111 - General Clerk I		16.07
01111 - General Clerk I 01112 - General Clerk II		17.54
01112 - 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		10.50
01262 - Personnel Assistant		20.69
(Employment) II		20.09
01263 - Personnel Assistant		23.06
(Employment) III		23.00
01270 - Production Control Clerk		27.47
01270 - Production Control Clerk 01290 - Rental Clerk		19.15
01300 - Scheduler Maintenance		19.13
01311 - Secretary I		19.02
01311 - Secretary I		21.27
01312 - Secretary II 01313 - Secretary III		23.71
01313 - Secretary III 01320 - Service Order Dispatcher		19.53
01410 - Supply Technician		32.37
01410 - Supply Technician 01420 - Survey Worker		21.10
01420 - Survey Worker 01460 - Switchboard		16.97
Operator/Receptionist		10.97
01531 - Travel Clerk I		18.36
01531 - Iravel Clerk I 01532 - Travel Clerk II		19.86
01532 - Havel Clerk II 01533 - Travel Clerk III		21.41
01611 - Word Processor I		20.33
01611 - Word Processor I		
01612 - Word Processor II 01613 - Word Processor III		22.84 25.54
05000 - Automotive Service Occupations		23.34
05000 - Automotive Service Occupations 05005 - Automobile Body Repairer		25.21
		23.21
Fiberglass 05010 - Automotive	Electrician	22.08
05010 - Automotive 05040 - Automotive Glass Installer	Electrician	21.11
05070 - Automotive Grass Installer		21.11
		19.12
05110 - Mobile Equipment Servicer		23.05
05130 - Motor Equipment Metal Mechanic		23.03
		21.11
05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		23.05
05220 - Motor Vehicle Mechanic		
U522U - MOTOR VENICIE MECHANIC Helper		17.98
uerber		

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	23.05
Specialist	23.00
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	30.96
Therapist Assistant	20 50
12015 - Certified Physical Therapist	32.52
Assistant	05 01
12020 - Dental Assistant	25.31
12025 - Dental Hygienist	47.98
12030 - EKG Technician	38.43
12035 - Electroneurodiagnostic	38.43
Technologist	

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	28.13
Technician	
12160 - Medical Record Clerk	20.69
12190 - Medical Record Technician	25.48
12195 - Medical Transcriptionist	22.28
12210 - Nuclear Medicine	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	32.36
Testing)	
12320 - Substance Abuse Treatment	19.51
Counselor	
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)	20.00
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		
14101 - Computer Systems Analyst II	(see 1)	
	· ·	
14103 - Computer Systems Analyst III	(see 1)	21 (0
14150 - Peripheral Equipment		21.68
Operator		20.05
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		00.22
15110 - Test Proctor		23.24
		1

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	27.50
Room)	
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	19.55
Processing)	
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 Equipment (ALSE) Mechanic	32.92
I	25 25
23092 - Aircrew Life Support	35.95
Equipment (ALSE) Mechanic	
II	
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	29.97
Maintenance I	21 24
23182 - Electronics Technician	31.34
Maintenance II	
23183 - Electronics Technician	32.72
Maintenance III	00 15
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	0 = - :
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	23.20
23910 - Small Engine Mechanic	26.30
23931 - Telecommunications Mechanic	36.99
I	30.99
23932 - Telecommunications Mechanic	39.02
	39.02
II	44 22
23950 - Telephone Lineman	44.33
23960 - Welder Combination	26.04
Maintenance	21 50
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
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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			00.10
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 - Lifequard			14.45
28350 - Park Attendant (Aide)			20.66
28510 - Recreation Aide/Health			15.07
Facility Attendant			10.07
28515 - Recreation Specialist			25.59
28630 - Sports Official			16.45
28690 - Swimming Pool Operator			21.38
29000 - Stevedoring/Longshoremen			21.50
Occupational Services			
29010 - Blocker And Bracer			28.62
29010 - Blocker And Bracer 29020 - Hatch Tender			28.62
29030 - Line Handler			28.62
29030 - Line Handler 29041 - Stevedore I			27.29
29041 - Stevedore I 29042 - Stevedore II			
			29.93
30000 - Technical Occupations 30010 - Air Traffic Control	/	2)	11 00
	(see	۷)	44.86
Specialist Center (HFO)	/	2)	20 02
30011 - Air Traffic Control	(see	۷)	30.93
Specialist Station (HFO)			24 06
30012 - Air Traffic Control			34.06
Specialist Terminal (HFO) (see 2)			01 07
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	36.69
Technician II	30.03
30240 - Mathematical Technician	32.12
	20.44
30361 - Paralegal/Legal Assistant I	
30362 - Paralegal/Legal Assistant II 30363 - Paralegal/Legal Assistant	25.32
	30.97
III	27 16
30364 - Paralegal/Legal Assistant IV	37.46
30375 - Petroleum Supply Specialist	29.20
30390 - Photo-Optics Technician 30395 - Radiation Control Technician	33.06
30461 - Technical Writer I	
30461 - Technical Writer I 30462 - Technical Writer II	28.70
	35.11
30463 - Technical Writer III	42.49
30491 - Unexploded Ordnance (UXO)	28.51
Technician I	24 40
30492 - Unexploded Ordnance (UXO)	34.49
Technician II	41 04
30493 - Unexploded Ordnance (UXO)	41.34
Technician III	00 51
30494 - Unexploded (UXO) Safety	28.51
Escort	
30495 - Unexploded (UXO) Sweep	28.51
Personnel	00 04
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	

99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	18.67
99252 - Laboratory Animal Caretaker II	19.87
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 Helper	20.02

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

- (1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;
- (2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;
- (3) The design documentation testing creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION \mid WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4053

Division of | Revision No.: 19 Daniel W. Simms

Director

Wage Determinations | 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	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	25.21
Fiberglass	
05010 - Automotive Electrician	
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	17.50
05250 - Motor Vehicle Upholstery	20.13
Worker	20.15
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	23.05
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	15.72
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 11210 - Laborer Grounds Maintenance	17.72
	18.84
11240 - Maid or Houseman 11260 - Pruner	15.13 17.33
11270 - Fruner 11270 - Tractor Operator	21.89
11330 - Trail Maintenance Worker	18.84
11360 - Window Cleaner	19.27
12000 - Health Occupations	19.41
12010 - Medicin Occupations 12010 - Ambulance Driver	25.57
12010 Amburance Driver 12011 - Breath Alcohol Technician	26.13
12012 - Certified Occupational	30.96
Therapist Assistant	00.00

12015 - Certified Physical Therapist	32.52
Assistant	
12020 - Dental Assistant	25.31
12025 - Dental Hygienist	47.98
12030 - EKG Technician	38.43
12035 - Electroneurodiagnostic	38.43
Technologist	
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	28.13
Technician	
12160 - Medical Record Clerk	20.69
12190 - Medical Record Technician	25.48
12195 - Medical Transcriptionist	22.28
12210 - Nuclear Medicine	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	32.36
Testing)	
12320 - Substance Abuse Treatment	19.51
Counselor	
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 Technology Systems			30.83
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)			10 01
15030 - Air Crew Training Devices			48.81
Instructor (Pilot)			25 70
15050 - Computer Based Training			35.72
Specialist / Instructor			27 07
15060 - Educational Technologist			37.07 48.81
15070 - Flight Instructor (Pilot)			
15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed			32.60
Jet/Prop			48.48
ner, trob			

15086 - Maintenance Test Pilot Rotary Wing	48.48
15088 - Non-Maintenance Test/Co-	48.48
Pilot	40.40
15090 - Technical Instructor	28.79
15090 - Technical Instructor 15095 - Technical Instructor/Course	35.22
Developer	33.22
15110 - Test Proctor	23.24
15110 - Test Floctor 15120 - Tutor	23.24
16000 - Laundry Dry-Cleaning Pressing	23.24
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	14.70
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And	13.10
Repair Occupations	
19010 - Machine-Tool Operator (Tool	27.50
Room)	27.00
19040 - Tool And Die Maker	31.98
21000 - Materials Handling And Packing	01.30
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	19.55
Processing)	
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 Servicer 23070 - Aircraft Survival Flight	34.43
Equipment Technician	34.43
23080 - Aircraft Worker	32.92
23090 - Aliciait Worker 23091 - Aircrew Life Support	32.92
Equipment (ALSE) Mechanic	32.92
I	
23092 - Aircrew Life Support	35.95
Equipment (ALSE) Mechanic	33.33
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
23140 Carpet Dayer 23160 - Electrician Maintenance	33.18
23181 - Electronics Technician	29.97
Maintenance I	23.31
23182 - Electronics Technician	31.34
Maintenance II	31.34
23183 - Electronics Technician	32.72
Maintenance III	J2 • 72
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
<i>y</i> y			

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 - Engineering Technician VI	29.02
	27.03
30095 - Evidence Control Specialist	
30210 - Laboratory Technician	26.82
30221 - Latent Fingerprint	33.22
Technician I	
30222 - Latent Fingerprint	36.69
Technician II	00.10
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	2000
30495 - Unexploded (UXO) Sweep	28.51
Personnel	20.01
30501 - Weather Forecaster I	32.34
30502 - Weather Forecaster II	39.33
30620 - Weather Observer Combined (see	
Upper Air Or	20.27
Surface Programs	
30621 - Weather Observer Senior (see	2) 29.20
	2) 29.20
31000 - Transportation/Mobile	
Equipment Operation Occupations	24 40
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 31362 - Truckdriver Medium	20.86 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	10 07
99252 - Laboratory Animal Caretaker	19.87
II	22 20
99260 - Marketing Analyst	33.38
99310 - Mortician	39.85
99410 - Pest Controller	21.80
99510 - Photofinishing Worker	18.56
99710 - Recycling Laborer	22.71 26.39
99711 - Recycling Specialist 99730 - Refuse Collector	
99810 - Sales Clerk	20.89
	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

*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 $29 \ \text{CFR} \ 4.6 \ \text{(b)} \ (2) \ \text{(iii)}$).

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

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

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Daniel W. Simms Division of | Director

| Wage Determination No.: 2015-4055 Revision No.: 20

Wage Determinations | 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		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		17.34
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		20.09
01263 - Personnel Assistant		23.06
(Employment) III		23.00
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		16.97
Operator/Receptionist		
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	- 7	00 07
	Electrician	
05040 - Automotive Glass Installer		21.40
05070 - Automotive Worker		21.40
05110 - Mobile Equipment Servicer		19.38
05130 - Motor Equipment Metal		23.35
Mechanic		

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	0.0 = -
12015 - Certified Physical Therapist	32.52
Assistant	0.5.01
12020 - Dental Assistant	25.31

10005 - 1 1 1 1	45 40
12025 - Dental Hygienist	45.42
12030 - EKG Technician	38.43
12035 - Electroneurodiagnostic	38.43
Technologist	0.4.00
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	26.65
Technician	0001
12160 - Medical Record Clerk	22.94
12190 - Medical Record Technician	26.20
12195 - Medical Transcriptionist	21.41
12210 - Nuclear Medicine	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	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	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	32.36
Testing)	
12320 - Substance Abuse Treatment	22.54
Counselor	
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	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		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
		27.04
14043 - Computer Operator III		
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)		10.11
15030 - Air Crew Training Devices		51.80
Instructor (Pilot)		01.00
15050 - Computer Based Training		35.72
Specialist / Instructor		33.72
15060 - Educational Technologist		37.07
15070 - Educational Technologist 15070 - Flight Instructor (Pilot)		51.80
-		
15080 - Graphic Artist		32.60
15085 - Maintenance Test Pilot Fixed		48.48
Jet/Prop		40 40
15086 - Maintenance Test Pilot		48.48
Rotary Wing		4.6
15088 - Non-Maintenance Test/Co-		48.48
Pilot		

15090 - Technical Instructor	33.77
15095 - Technical Instructor/Course	41.28
Developer	
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	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	27.49
Room)	
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	19.53
Processing)	
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	32.92
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	35.95
Equipment (ALSE) Mechanic	
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	39.95
Mechanic	22 15
23312 - Fuel Distribution System	33.15
Operator 23370 - General Maintenance Worker	24.52
23380 - Ground Support Equipment	35.95
Mechanic	33.93
23381 - Ground Support Equipment	31.39
Servicer	51.55
23382 - Ground Support Equipment	32.92
Worker	02.52
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	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	0.1
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			38.36
Technician I			
30222 - Latent Fingerprint			42.38
Technician II			
30240 - Mathematical Technician			34.88
30361 - Paralegal/Legal Assistant I			20.44
30362 - Paralegal/Legal Assistant II			25.32
30363 - Paralegal/Legal Assistant			30.97
III			30.37
			37.46
30364 - Paralegal/Legal Assistant IV			
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)			28.51
Technician I			
30492 - Unexploded Ordnance (UXO)			34.49
Technician II			01.15
30493 - Unexploded Ordnance (UXO)			41.34
Technician III			41.04
			00 F1
30494 - Unexploded (UXO) Safety			28.51
Escort			
30495 - Unexploded (UXO) Sweep			28.51
Personnel			
30501 - Weather Forecaster I			35.11
30502 - Weather Forecaster II			42.71
30620 - Weather Observer Combined	(see	2)	28.54
Upper Air Or			
Surface Programs			
30621 - Weather Observer Senior	(see	2)	31.71
31000 - Transportation/Mobile	(555)	_ /	01011
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
TOTA GANTII DATECY OPECTATION			10.02

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	10.07
99252 - Laboratory Animal Caretaker	19.87
II	13.07
99260 - Marketing Analyst	41.20
99310 - Mortician	39.85
99410 - Pest Controller	23.48
99510 - Pest Controller 99510 - Photofinishing Worker	18.56
99710 - Recycling Laborer	22.71
99711 - Recycling Laborer 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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

under the EO is available at www.dol.gov/whd/govcontracts.

<code>HEALTH & WELFARE: \$4.60</code> 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)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Daniel W. Simms Director

| Wage Determination No.: 2015-4061

Division of | Revision No.: 21

Wage Determinations | 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		15.21
Representative I		
01042 - Customer Service		16.60
Renresentative TT		

Representative II

01043 - Customer Service		18.65
Representative III		14.96
01051 - Data Entry Operator I		16.33
01052 - Data Entry Operator II		
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		18.33
(Employment) I		
01262 - Personnel Assistant		20.51
(Employment) II		
01263 - Personnel Assistant		22.87
(Employment) III		
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		16.64
Operator/Receptionist		
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		20.51
05005 - Automobile Body Repairer		22.85
Fiberglass		22.00
05010 - Automotive	Electrician	19.58
05010 - Automotive Glass Installer	Electifician	18.84
05040 - Automotive Glass Installer 05070 - Automotive Worker		
		18.84
05110 - Mobile Equipment Servicer		17.24
05130 - Motor Equipment Metal		20.37
Mechanic		10 04
05160 - Motor Equipment Metal Worker		18.84
05190 - Motor Vehicle Mechanic		20.37
05220 - Motor Vehicle Mechanic		16.14
Helper		

05250 - Motor Vehicle Upholstery Worker	18.12
05280 - Motor Vehicle Wrecker	18.84
05310 - Painter Automotive	19.58
05310 - Fainter Automotive 05340 - Radiator Repair Specialist	18.84
05370 - Radiator Repair Specialist 05370 - Tire Repairer	17.12
05400 - Transmission Repair	20.37
Specialist	20.57
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	10.02
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	32.33
Therapist Assistant	00 45
12015 - Certified Physical Therapist	33.45
Assistant	00 15
12020 - Dental Assistant	23.45
12025 - Dental Hygienist	41.92
12030 - EKG Technician	38.46
12035 - Electroneurodiagnostic	38.46
Technologist	

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	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	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	•	20,10
14073 - Computer Programmer III	(see	•	
14074 - Computer Programmer IV	(see		
14101 - Computer Systems Analyst I	(see	•	
14102 - Computer Systems Analyst II	(see	•	
14102 - Computer Systems Analyst III	(see	•	
14100 - Peripheral Equipment	(see	Τ)	14.66
			14.00
Operator			21.25
14160 - Personal Computer Support			21.23
Technician			00 54
14170 - System Support Specialist			23.54
15000 - Instructional Occupations			20 05
15010 - Aircrew Training Devices			32.05
Instructor (Non-Rated)			00 50
15020 - Aircrew Training Devices			38.79
Instructor (Rated)			16 10
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	20.59
Room)	
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	18.99
Processing)	
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	26.35
Technician	
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	28.48
Equipment Technician	07 44
23080 - Aircraft Worker	27.41

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	27.41
I	
23092 - Aircrew Life Support	29.62
Equipment (ALSE) Mechanic	
II	
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	27.41
Maintenance I	
23182 - Electronics Technician	28.48
Maintenance II	
23183 - Electronics Technician	29.62
Maintenance III	
23260 - Fabric Worker	26.35
23290 - Fire Alarm System Mechanic	29.62
23310 - Fire Extinguisher Repairer	24.93
23311 - Fuel Distribution System	29.62
Mechanic	
23312 - Fuel Distribution System	24.93
Operator	
23370 - General Maintenance Worker	20.77
23380 - Ground Support Equipment	29.62
Mechanic	
23381 - Ground Support Equipment	26.35
Servicer	
23382 - Ground Support Equipment	27.41
Worker	
23391 - Gunsmith I	24.93
23392 - Gunsmith II	27.41
23393 - Gunsmith III	29.62
23410 - Heating Ventilation And Air-	26.69
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	27.65
Contidioning	
Mechanic (Research Facility)	
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	27.28
Mechanic	
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
	29.02
Maintenance	27.41
23910 - Small Engine Mechanic	
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	10.51
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	00 11
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)		
00010		
30012 - Air Traffic Control		34.06
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)		34.06
		34.06 17.24
Specialist Terminal (HFO) (see 2)		
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I		17.24
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II		17.24 18.98
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician		17.24 18.98 23.51
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician		17.24 18.98 23.51 23.51
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician		17.24 18.98 23.51 23.51 23.51
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I		17.24 18.98 23.51 23.51 23.51 25.26
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II		17.24 18.98 23.51 23.51 23.51 25.26 27.91
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician III 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I		17.24 18.98 23.51 23.51 23.51 25.26 27.91 16.92
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician III 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV		17.24 18.98 23.51 23.51 23.51 25.26 27.91 16.92 18.98
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I		17.24 18.98 23.51 23.51 23.51 25.26 27.91 16.92 18.98 20.75 25.54 14.67
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician III 30023 - Archeological Technician IIII 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician II		17.24 18.98 23.51 23.51 23.51 25.26 27.91 16.92 18.98 20.75 25.54 14.67 16.92
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician III 30023 - Archeological Technician IIII 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician III		17.24 18.98 23.51 23.51 23.51 25.26 27.91 16.92 18.98 20.75 25.54 14.67 16.92 18.98
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician III 30023 - Archeological Technician IIII 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician III 30083 - Engineering Technician III		17.24 18.98 23.51 23.51 25.26 27.91 16.92 18.98 20.75 25.54 14.67 16.92 18.98 23.51
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician III 30023 - Archeological Technician IIII 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician III 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V		17.24 18.98 23.51 23.51 23.51 25.26 27.91 16.92 18.98 20.75 25.54 14.67 16.92 18.98 23.51 28.77
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician II 30022 - Archeological Technician III 30023 - Archeological Technician IIII 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator II 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician VI		17.24 18.98 23.51 23.51 23.51 25.26 27.91 16.92 18.98 20.75 25.54 14.67 16.92 18.98 23.51 28.77 34.25
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician III 30023 - Archeological Technician IIII 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator IVI 30064 - Drafter/CAD Operator IVI 30081 - Engineering Technician II 30082 - Engineering Technician III 30084 - Engineering Technician IVI 30085 - Engineering Technician VI 30086 - Engineering Technician VI 30090 - Environmental Technician		17.24 18.98 23.51 23.51 23.51 25.26 27.91 16.92 18.98 20.75 25.54 14.67 16.92 18.98 23.51 28.77 34.25 23.51
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician II 30022 - Archeological Technician III 30023 - Archeological Technician IIII 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator II 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician VI		17.24 18.98 23.51 23.51 23.51 25.26 27.91 16.92 18.98 20.75 25.54 14.67 16.92 18.98 23.51 28.77 34.25

Technician I 30222 - Latent Fingerprint 27.91 Technician II 30240 - Mathematical Technician 23.51 30361 - Paralegal/Legal Assistant I 21.53 30362 - Paralegal/Legal Assistant II 26.66 30363 - 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) 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 25.54 30502 - Weather Forecaster II 30.73 30620 - Weather Forecaster II 30.73 30620 - Weather Observer Combined (see 2) 20.75 Upper Air Or Surface Programs
Technician II 30240 - Mathematical Technician 30361 - Paralegal/Legal Assistant I 21.53 30362 - Paralegal/Legal Assistant II 26.66 30363 - Paralegal/Legal Assistant II 30364 - Paralegal/Legal Assistant IV 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) 28.51 Technician I 30492 - Unexploded Ordnance (UXO) 41.34 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 30501 - Weather Forecaster I 30502 - Weather Forecaster II 30620 - Weather Observer Combined (see 2) 20.75 Upper Air Or Surface Programs
30240 - Mathematical Technician 30361 - Paralegal/Legal Assistant I 30362 - Paralegal/Legal Assistant II 20.66 30363 - Paralegal/Legal Assistant II 30364 - Paralegal/Legal Assistant IV 30.375 - Petroleum Supply Specialist 28.26 30390 - Photo-Optics Technician 23.51 30395 - Radiation Control Technician 28.26 30461 - Technical Writer I 20.51 30462 - Technical Writer II 20.77 30463 - Technical Writer III 30491 - Unexploded Ordnance (UXO) Technician I 30492 - Unexploded Ordnance (UXO) 34.49 Technician III 30493 - Unexploded Ordnance (UXO) Technician III 30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Safety Escort 30501 - Weather Forecaster I 30501 - Weather Forecaster II 30502 - Weather Forecaster II 30620 - Weather Observer Combined (See 2) Upper Air Or Surface Programs
30361 - Paralegal/Legal Assistant I 21.53 30362 - Paralegal/Legal Assistant II 26.66 30363 - Paralegal/Legal Assistant II 32.62 III 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) 28.51 Technician I 30492 - Unexploded Ordnance (UXO) 34.49 Technician III 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 25.54 30502 - Weather Forecaster II 30.73 30620 - Weather Observer Combined (see 2) 20.75 Upper Air Or Surface Programs
30362 - Paralegal/Legal Assistant II 26.66 30363 - Paralegal/Legal Assistant 32.62 III 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) 28.51 Technician I 30492 - Unexploded Ordnance (UXO) 34.49 Technician III 30493 - Unexploded Ordnance (UXO) 41.34 Technician III 30494 - Unexploded (UXO) Safety 28.51 Escort 30494 - Unexploded (UXO) Sweep 28.51 Personnel 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
30363 - Paralegal/Legal Assistant 30364 - Paralegal/Legal Assistant IV 30375 - Petroleum Supply Specialist 30390 - Photo-Optics Technician 30395 - Radiation Control Technician 30461 - Technical Writer I 30462 - Technical Writer II 30463 - Technical Writer III 30491 - Unexploded Ordnance (UXO) Technician I 30492 - Unexploded Ordnance (UXO) Technician II 30493 - Unexploded Ordnance (UXO) Technician III 30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Sweep 28.51 Personnel 30501 - Weather Forecaster I 30502 - Weather Forecaster II 30620 - Weather Observer Combined (See 2) Upper Air Or Surface Programs
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) 28.51 Technician I 30492 - Unexploded Ordnance (UXO) 34.49 Technician III 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 25.54 30502 - Weather Forecaster II 30.73 30620 - Weather Observer Combined (see 2) 20.75 Upper Air Or Surface Programs
30364 - Paralegal/Legal Assistant TV 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 30463 - Technical Writer III 34.25 30491 - Unexploded Ordnance (UXO) 28.51 Technician I 30492 - Unexploded Ordnance (UXO) 34.49 Technician III 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 30502 - Weather Forecaster II 30620 - Weather Observer Combined (see 2) 20.75 Upper Air Or Surface Programs
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) 28.51 Technician I 30492 - Unexploded Ordnance (UXO) 34.49 Technician III 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 25.54 30502 - Weather Forecaster II 30.73 30620 - Weather Observer Combined (See 2) 20.75 Upper Air Or Surface Programs
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) 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 25.54 30502 - Weather Forecaster II 30.73 30620 - Weather Observer Combined (See 2) 20.75 Upper Air Or Surface Programs
30395 - Radiation Control Technician 30461 - Technical Writer I 30462 - Technical Writer III 30463 - Technical Writer III 30491 - Unexploded Ordnance (UXO) Technician I 30492 - Unexploded Ordnance (UXO) Technician III 30493 - Unexploded Ordnance (UXO) Technician III 30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Sweep Personnel 30501 - Weather Forecaster I 30502 - Weather Forecaster II 30620 - Weather Observer Combined (See 2) Upper Air Or Surface Programs
30461 - Technical Writer I 30462 - Technical Writer II 30463 - Technical Writer III 30491 - Unexploded Ordnance (UXO) Technician I 30492 - Unexploded Ordnance (UXO) Technician II 30493 - Unexploded Ordnance (UXO) Technician III 30494 - Unexploded Ordnance (UXO) Escort 30495 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Sweep Personnel 30501 - Weather Forecaster I 30502 - Weather Forecaster II 30620 - Weather Observer Combined (See 2) Upper Air Or Surface Programs
30462 - Technical Writer II 34.25 30463 - Technical Writer III 34.25 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 25.54 30502 - Weather Forecaster II 30.73 30620 - Weather Observer Combined (See 2) 20.75 Upper Air Or Surface Programs
30463 - Technical Writer III 34.25 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 25.54 30502 - Weather Forecaster II 30.73 30620 - Weather Observer Combined (See 2) 20.75 Upper Air Or Surface Programs
30491 - Unexploded Ordnance (UXO) Technician I 30492 - Unexploded Ordnance (UXO) 34.49 Technician II 30493 - Unexploded Ordnance (UXO) Technician III 30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Sweep 28.51 Personnel 30501 - Weather Forecaster I 30502 - Weather Forecaster II 30620 - Weather Observer Combined (See 2) Upper Air Or Surface Programs
Technician I 30492 - Unexploded Ordnance (UXO) Technician II 30493 - Unexploded Ordnance (UXO) Technician III 30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Sweep Personnel 30501 - Weather Forecaster I 30502 - Weather Forecaster II 30620 - Weather Observer Combined (see 2) Upper Air Or Surface Programs
30492 - Unexploded Ordnance (UXO) Technician II 30493 - Unexploded Ordnance (UXO) Technician III 30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Sweep 28.51 Personnel 30501 - Weather Forecaster I 30502 - Weather Forecaster II 30.73 30620 - Weather Observer Combined (see 2) Upper Air Or Surface Programs
Technician II 30493 - Unexploded Ordnance (UXO) Technician III 30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Sweep Personnel 30501 - Weather Forecaster I 30502 - Weather Forecaster II 30.73 30620 - Weather Observer Combined (see 2) Upper Air Or Surface Programs
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 25.54 30502 - Weather Forecaster II 30.73 30620 - Weather Observer Combined (see 2) 20.75 Upper Air Or Surface Programs
Technician III 30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Sweep 28.51 Personnel 30501 - Weather Forecaster I 30502 - Weather Forecaster II 30.73 30620 - Weather Observer Combined (see 2) Upper Air Or Surface Programs
30494 - Unexploded (UXO) Safety 28.51 Escort 30495 - Unexploded (UXO) Sweep 28.51 Personnel 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
Escort 30495 - Unexploded (UXO) Sweep 28.51 Personnel 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
30495 - Unexploded (UXO) Sweep Personnel 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
Personnel 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
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
30502 - Weather Forecaster II 30.73 30620 - Weather Observer Combined (see 2) 20.75 Upper Air Or Surface Programs
30620 - Weather Observer Combined (see 2) 20.75 Upper Air Or Surface Programs
Upper Air Or Surface Programs
Surface Programs
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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
99252 - Laboratory Animal Caretaker	17.17
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 Helper	20.25

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)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4063

Daniel W. Simms Division of | Revision No.: 19

Wage Determinations | Date Of Last Revision: 12/27/2021 Director

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		14.94
Representative I		

01042 - Customer Service Representative II		16.79
01043 - Customer Service		18.32
Representative III		
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		19.25
(Employment) I		
01262 - Personnel Assistant		21.54
(Employment) II		
01263 - Personnel Assistant		24.01
(Employment) III		
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		15.94
Operator/Receptionist		
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		0.4.55
05005 - Automobile Body Repairer		24.65
Fiberglass		
	Electrician	
05040 - Automotive Glass Installer		21.02
05070 - Automotive Worker		21.02
05110 - Mobile Equipment Servicer		19.02
05130 - Motor Equipment Metal		22.95
Mechanic		01 00
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	22.95
Specialist	
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
11050 - Cleaner Venicles 11060 - Elevator Operator	15.37
11000 Hievator operator 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	33.66
Therapist Assistant	
12015 - Certified Physical Therapist	33.02
Assistant	
12020 - Dental Assistant	22.64
12025 - Dental Hygienist	42.35
12030 - EKG Technician	37.80

12035 - Electroneurodiagnostic Technologist	37.80
	24 04
12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I	24.94 22.31
12072 - Licensed Practical Nurse II	24.94
12073 - Licensed Practical Nurse III	27.80
12100 - Medical Assistant	17.63
12130 - Medical Laboratory	22.31
Technician	
12160 - Medical Record Clerk	21.94
12190 - Medical Record Technician	26.10
12195 - Medical Transcriptionist	22.31
12210 - Nuclear Medicine	54.81
Technologist	
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
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	30.89
Testing)	
12320 - Substance Abuse Treatment	22.08
Counselor	,
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
13042 - IIIustrator III	38.11
13047 - Librarian	34.75
13050 - Library Aide/Clerk	18.56
13050 - Library Aide/Clerk 13054 - Library Information	29.69
Technology Systems	∠ y • U y
Administrator	
	23.97
13058 - Library Technician	
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
	(see	·	24.00
14072 - Computer Programmer II	,	•	
14073 - Computer Programmer III	(see	,	
14074 - Computer Programmer IV	(see	•	
14101 - Computer Systems Analyst I	(see	·	
14102 - Computer Systems Analyst II	(see		
14103 - Computer Systems Analyst III	(see	⊥)	0.4 6.0
14150 - Peripheral Equipment			21.68
Operator			0000
14160 - Personal Computer Support			30.05
Technician			00 00
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	32.62
Developer 15110 - Test Proctor	21 52
15110 - Test Proctor 15120 - Tutor	21.52
	21.32
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	14.70
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And	13.40
Repair Occupations	
19010 - Machine-Tool Operator (Tool	26.54
Room)	20.54
19040 - Tool And Die Maker	30.91
21000 - Materials Handling And Packing	30.31
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	19.26
Processing)	
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	24.38
Technician	
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

23080 - Aircraft Worker 25.48	23070 - Aircraft Survival Flight Equipment Technician	26.54
Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support 28.22 Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic II 23110 - Appliance Mechanic 26.54 23120 - Bicycle Repairer 22.74 23125 - Cable Splicer 30.77 23130 - Carpenter Maintenance 28.56 23140 - Carpet Layer 23160 - Electrician Maintenance 33.27 23181 - Electronics Technician 26.39 Maintenance II 23182 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23.37 23311 - Fuel Distribution System 28.28 Mechanic 23312 - Fuel Distribution System 23.37 Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment 23.38 Servicer 23381 - Ground Support Equipment 24.38 Servicer 23382 - Ground Support Equipment 24.38 Servicer 23393 - Gunsmith II 23400 - Heating Ventilation And Air Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Mechanic 23465 - Laboratory/Shelter Mechanic 23465 - Laboratory/Shelter Mechanic 23465 - Laboratory/Shelter Mechanic	<u> </u>	25 48
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T 23092 - Aircrew Life Support Equipment (ALSE) Mechanic IT 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 30.77 23130 - Carpenter Maintenance 28.56 23140 - Carpet Layer 23160 - Electrician Maintenance 33.27 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23390 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23.37 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System 23.37 Operator 23370 - General Maintenance Worker 23.380 - Ground Support Equipment 24.38 Servicer 23381 - Ground Support Equipment 24.38 Servicer 23392 - Gound Support Equipment 24.38 Servicer 23391 - Gunsmith I 23392 - Gunsmith II 23393 - Gunsmith II 23393 - Gunsmith II 23393 - Gunsmith II 23393 - Gunsmith II 23394 - Heating Ventilation And Air- Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Mechanic 23460 - Instrument Mechanic		20.40
Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23140 - Carpenter Maintenance 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23260 - Fabric Worker 23390 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23370 - General Maintenance Worker 23380 - Ground Support Equipment 23380 - Ground Support Equipment 23391 - Gunsmith II 23392 - Gunsmith III 23393 - Gunsmith III 23391 - Heating Ventilation And Air Conditioning Mechanic 23411 - Heating Ventilation And Air Conditioning Mechanic 23410 - Heavy Equipment Mechanic 23440 - Heavy Equipment Mechanic 23465 - Laboratory/Shelter Mechanic 23460 - Instrument Mechanic 23460 - Instrument Mechanic 2365 - Laboratory/Shelter Mechanic 2366 - Laborer 2367 - Laborer 2367 - Laborer		
Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 30.77 23130 - Carpenter Maintenance 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23390 - Fire Alarm System Mechanic 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System 23312 - Fuel Distribution System 23313 - Fuel Distribution System 23380 - Ground Support Equipment 23381 - Ground Support Equipment 24.38 Servicer 23382 - Ground Support Equipment 25.48 Worker 23391 - Gunsmith I 23392 - Gunsmith II 23393 - Gunsmith II 23393 - Gunsmith II 23410 - Heating Ventilation And Air Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic 23440 - Heavy Equipment Mechanic 23460 - Instrument Mechanic 23460 - Laboratory/Shelter Mechanic 23470 - Laborer 15.16	_	28.22
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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 III 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 28.28 Mechanic 23370 - General Maintenance Worker 23.18 23380 - Ground Support Equipment 28.22 Mechanic 23381 - Ground Support Equipment 28.22 Mechanic 23381 - Ground Support Equipment 25.48 Worker 23391 - Gunsmith I 23.37 Cerronicer 23391 - Gunsmith I 25.48 23392 - Gunsmith II 25.48 23393 - Gunsmith III 25.48 23393 - Gunsmith III 25.48 23391 - Heating Ventilation And Air 25.02 Conditioning Mechanic 23410 - Heating Ventilation And Air 26.02 Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 27.62 23440 - Heavy Equipment Mechanic 27.62 23460 - Instrument Mechanic 27.62 23465 - Laboratory/Shelter Mechanic 27.65 23470 - Laborer 15.16		
23120 - Bicycle Repairer 22.74	23110 - Appliance Mechanic	26.54
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23311 - Fuel Distribution System 28.28 Mechanic 23.37 Operator 23.70 - General Maintenance Worker 23.18 23380 - Ground Support Equipment 28.22 Mechanic 23.381 - Ground Support Equipment 24.38 Servicer 23.382 - Ground Support Equipment 25.48 Worker 23.391 - Gunsmith I 23.37 23392 - Gunsmith II 25.48 23393 - Gunsmith III 27.62 23410 - Heating Ventilation And Air- 25.02 Conditioning Mechanic 23411 - Heating Ventilation And Air 26.02 Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 27.62 23440 - Heavy Equipment Mechanic 27.62 23460 - Instrument Mechanic 27.62 23465 - Laboratory/Shelter Mechanic 26.54 23470 - Laborer 15.16	23290 - Fire Alarm System Mechanic	27.62
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23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23.18 23380 - Ground Support Equipment 28.22 Mechanic 23381 - Ground Support Equipment 24.38 Servicer 23382 - Ground Support Equipment 25.48 Worker 23391 - Gunsmith I 23.37 23392 - Gunsmith II 25.48 23393 - Gunsmith III 27.62 23410 - Heating Ventilation And Air- Conditioning Mechanic 23411 - Heating Ventilation And Air 26.02 Contidioning Mechanic (Research Facility) 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	23311 - Fuel Distribution System	28.28
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23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment 25.48 Worker 23391 - Gunsmith I 23.37 23392 - Gunsmith II 25.48 23393 - Gunsmith III 27.62 23410 - Heating Ventilation And Air- 25.02 Conditioning Mechanic 23411 - Heating Ventilation And Air 26.02 Contidioning Mechanic (Research Facility) 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	23380 - Ground Support Equipment	28.22
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23465 - Laboratory/Shelter Mechanic 26.54 23470 - Laborer 15.16		
23470 - Laborer 15.16		
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	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	20.00
28515 - Recreation Specialist	22.62
28630 - Sports Official	14.47
28690 - Swimming Pool Operator	19.84
29000 - Stevedoring/Longshoremen	19.01
Occupational Services	
29010 - Blocker And Bracer	25.48
29020 - Hatch Tender	25.48
29030 - Line Handler	25.48
29041 - Stevedore I	24.38
29041 - Stevedore II	26.54
30000 - Technical Occupations	20.54
30010 - Air Traffic Control (see 2)	44.86
Specialist Center (HFO)	44.00
30011 - Air Traffic Control (see 2)	30.93
Specialist Station (HFO)	30.33
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	34.00
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
-	23.57
30062 - Drafter/CAD Operator II	
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			20.51
30492 - Unexploded Ordnance (UXO)			34.49
Technician II			34.49
			11 21
30493 - Unexploded Ordnance (UXO)			41.34
Technician III			00 [1
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
			ZZ•Z1
99000 - Miscellaneous Occupations			16 00
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 I	19.53
99252 - Laboratory Animal Caretaker II	20.51
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 Helper	19.53

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

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal

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:

<code>HEALTH & WELFARE: \$4.60</code> 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.

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4065

Daniel W. Simms Division of | Revision No.: 19

Director

Wage Determinations | 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		17.01
Representative I		
01042 - Customer Service		18.56
Representative II		

01043 - Customer Service Representative III		20.85
01051 - Data Entry Operator I		17.37
01051 - Data Entry Operator II		18.95
01060 - Dispatcher Motor Vehicle		21.84
01070 - Dispatcher Motor Vehicle 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		18.50
(Employment) I		10.00
01262 - Personnel Assistant		20.69
(Employment) II		20.03
01263 - Personnel Assistant		23.06
(Employment) III		23.00
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		10.57
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		20.01
05005 - Automobile Body Repairer		25.21
Fiberglass		20.21
05010 - Automotive	Electrician	22.08
05040 - Automotive Glass Installer	Diccolletan	21.11
05070 - Automotive Worker		21.11
05110 - Mobile Equipment Servicer		19.12
05130 - Motor Equipment Metal		23.05
Mechanic		20.00
05160 - Motor Equipment Metal Worker		21.11
05190 - Motor Vehicle Mechanic		23.05
05220 - Motor Vehicle Mechanic		17.98
Helper		1,.50

05250 - Motor Vehicle Upholstery Worker	20.13
05280 - Motor Vehicle Wrecker	21.11
05310 - Painter Automotive	22.08
05310 - Fainter Automotive 05340 - Radiator Repair Specialist	21.11
05370 - Radiator Repair Specialist	15.64
05400 - Transmission Repair	23.05
Specialist	23.03
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	05 57
12010 - Ambulance Driver	25.57
12011 - Breath Alcohol Technician	26.13
12012 - Certified Occupational	30.96
Therapist Assistant 12015 - Certified Physical Therapist	32.52
Assistant	JZ • JZ
12020 - Dental Assistant	25.31
12020 - Dental Assistant 12025 - Dental Hygienist	45.89
12030 - EKG Technician	38.43
12030 - ENG Technician 12035 - Electroneurodiagnostic	38.43
Technologist	50.15

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	27.47
Technician	
12160 - Medical Record Clerk	20.53
12190 - Medical Record Technician	25.27
12195 - Medical Transcriptionist	22.46
12210 - Nuclear Medicine	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	32.36
Testing)	
12320 - Substance Abuse Treatment	31.46
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	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	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
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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)	20.00
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		
14101 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	21 (0
14150 - Peripheral Equipment		21.68
Operator		20 05
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		JJ•22
15110 - Test Proctor		23.24
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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	27.99
Room)	
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	21.70
Processing)	
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	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 Equipment (ALSE) Mechanic	32.92
I	
23092 - Aircrew Life Support	35.95
Equipment (ALSE) Mechanic	
II	
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	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	38.87
Mechanic	
23312 - Fuel Distribution System	32.26
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	17.64
23510 - Locksmith	28.03
23530 - Machinery Maintenance	30.38
Mechanic	
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
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27101 - Guard I			17.51
27101 - Guard I 27102 - Guard II			19.58
27102 - Guard II 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			201,2
Occupational Services			
29010 - Blocker And Bracer			28.62
29020 - Hatch Tender			28.62
29030 - Line Handler			28.62
29030 - Line Handler 29041 - Stevedore I			
			27.29
29042 - Stevedore II			29.93
30000 - Technical Occupations		0.	
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
			32.93
30085 - Engineering Technician V			
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	34.20
Technician II	J4.20
30240 - Mathematical Technician	32.12
	20.44
30361 - Paralegal/Legal Assistant I	
30362 - Paralegal/Legal Assistant II	25.32
30363 - Paralegal/Legal Assistant	30.97
III	27 46
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)	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	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	7 0 0
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 I	19.44
99252 - Laboratory Animal Caretaker II	20.85
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 Helper	20.02

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

- (1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;
- (2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;
- (3) The design documentation testing creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4067

Daniel W. Simms Division of | Revision No.: 20

Director

Wage Determinations | 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		17.01
Representative I		
01042 - Customer Service		18.56
Representative II		

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		18.50
(Employment) I		10.50
01262 - Personnel Assistant		20.69
(Employment) II		20.03
01263 - Personnel Assistant		23.06
(Employment) III		23.00
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		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		20.01
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		17.98
Helper		7
•		

05250 - Motor Vehicle Upholstery Worker	20.13
05280 - Motor Vehicle Wrecker	21.11
05310 - Painter Automotive	22.08
05310 - Painter Automotive 05340 - Radiator Repair Specialist	21.11
05340 - Radiator Repair Specialist 05370 - Tire Repairer	15.08
05370 - Tile Repairer 05400 - Transmission Repair	23.05
Specialist	23.03
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	11.20
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	30.96
Therapist Assistant	
12015 - Certified Physical Therapist	32.37
Assistant	
12020 - Dental Assistant	25.31
12025 - Dental Hygienist	45.42
12030 - EKG Technician	37.63
12035 - Electroneurodiagnostic	37.63
Technologist	

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	26.65
Technician	
12160 - Medical Record Clerk	22.40
12190 - Medical Record Technician	25.65
12195 - Medical Transcriptionist	21.41
12210 - Nuclear Medicine	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	32.36
Testing)	
12320 - Substance Abuse Treatment	22.54
Counselor	
13000 - Information And Arts	
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	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	27.49
Room)	
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	22.51
Processing)	
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	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 Equipment (ALSE) Mechanic	32.92
I	
23092 - Aircrew Life Support	35.95
Equipment (ALSE) Mechanic	
II	
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	31.87
Maintenance I	00 00
23182 - Electronics Technician	33.33
Maintenance II	
23183 - Electronics Technician	34.78
Maintenance III	
23260 - Fabric Worker	28.47
23290 - Fire Alarm System Mechanic	35.08
23310 - Fire Extinguisher Repairer	27.05
23311 - Fuel Distribution System	39.61
Mechanic	
23312 - Fuel Distribution System	32.81
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)	04 40
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	29.38
Mechanic	0.5
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	23.37
23910 - Small Engine Mechanic	27.27
23931 - Telecommunications Mechanic	35.50
	33.30
I	26.02
23932 - Telecommunications Mechanic	36.93
II	00 61
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	23.77
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.46
27004 - Alarm Monitor 27007 - Baggage Inspector	17.51
27007 - Baggage Inspector 27008 - Corrections Officer	36.18
	33.88
27010 - Court Security Officer	
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 - Lifequard			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			20.70
Occupational Services			
29010 - Blocker And Bracer			28.62
29010 - Blocker And Bracer 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
30000 - Engineering Technician VI			29.02
30095 - Evidence Control Specialist 30210 - Laboratory Technician			27.03
!!! - ! DOY>FOY: "!OODD101>D			26.82

30221 - Latent Fingerprint Technician I	37.06
30222 - Latent Fingerprint	40.94
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	30.97
III	30.37
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
30462 - Technical Writer II	42.49
30491 - Unexploded Ordnance (UXO) Technician I	28.51
	34.49
30492 - Unexploded Ordnance (UXO) Technician II	34.49
	41 24
30493 - Unexploded Ordnance (UXO)	41.34
Technician III	00 F1
30494 - Unexploded (UXO) Safety	28.51
Escort	00 51
30495 - Unexploded (UXO) Sweep	28.51
Personnel	20 24
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
99252 - Laboratory Animal Caretaker	20.29
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 Helper	20.02

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

- (1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;
- (2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;
- (3) The design documentation testing creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Daniel W. Simms Division of | Director

| Wage Determination No.: 2015-4069 Revision No.: 18

Wage Determinations | 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		16.38
Representative II		10.50
01043 - Customer Service		17.88
Representative III		17.00
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		18.45
(Employment) I		
01262 - Personnel Assistant		20.63
(Employment) II		
01263 - Personnel Assistant		22.99
(Employment) III		
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		15.45
Operator/Receptionist		1 4 00
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		44.90
_	Electrician	20.40
05010 - Automotive 05040 - Automotive Glass Installer	ETECCTICIAII	19.60
05070 - Automotive Glass Installer		19.60
05110 - Mobile Equipment Servicer		17.53
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal		21.30
Mechanic		21.50
110011411110		

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	00 01
12010 - Ambulance Driver	22.01
12011 - Breath Alcohol Technician	23.94
12012 - Certified Occupational	32.84
Therapist Assistant	21 70
12015 - Certified Physical Therapist Assistant	31.72
12020 - Dental Assistant	21.73
12020 - Delical Assistant	21.13

1000E Bankal Warrianiak	40 02
12025 - Dental Hygienist	40.93
12030 - EKG Technician	36.27
12035 - Electroneurodiagnostic	36.27
Technologist	00 01
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	21.41
Technician	10 71
12160 - Medical Record Clerk	19.71
12190 - Medical Record Technician	27.41
12195 - Medical Transcriptionist 12210 - Nuclear Medicine	21.41
	52.60
Technologist	10 10
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 12280 - Phlebotomist	18.32
	21.19
12305 - Radiologic Technologist	36.27
12311 - Registered Nurse I	36.27
12312 - Registered Nurse II	36.27
12313 - Registered Nurse II Specialist	30.27
12314 - Registered Nurse III	45.75
12315 - Registered Nurse III	43.73
Anesthetist	43.70
12316 - Registered Nurse IV	52.60
12317 - Scheduler (Drug and Alcohol	29.66
Testing)	27.00
12320 - Substance Abuse Treatment	25.51
Counselor	20.01
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	24.22
Technology Systems	

Administrator

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		18.14
Clerk		
13110 - Video Teleconference		18.56
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		14.66
14042 - Computer Operator II		16.96
14042 - Computer Operator III		18.59
		21.25
14044 - Computer Operator IV		
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		14.66
Operator		
14160 - Personal Computer Support		21.25
Technician		
14170 - System Support Specialist		23.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		32.41
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		39.24
Instructor (Rated)		
15030 - Air Crew Training Devices		47.00
Instructor (Pilot)		
15050 - Computer Based Training		32.41
Specialist / Instructor		
15060 - Educational Technologist		29.66
15070 - Flight Instructor (Pilot)		47.00
15080 - Graphic Artist		23.96
15085 - Maintenance Test Pilot Fixed		43.82
Jet/Prop		70.04
15086 - Maintenance Test Pilot		43.82
		40.02
Rotary Wing		42.00
15088 - Non-Maintenance Test/Co-		43.82
Pilot		

15090 - Technical Instructor	25.19
15095 - Technical Instructor/Course	30.82
Developer	
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	14.61
Apparel Laundry	45.56
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And	
Repair Occupations	0.5.00
19010 - Machine-Tool Operator (Tool	25.39
Room)	0000
19040 - Tool And Die Maker	29.39
21000 - Materials Handling And Packing	
Occupations	0000
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	20.92
Processing)	16 70
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	32.18
23010 - Aerospace Structural Welder	
23019 - Aircraft Logs and Records Technician	27.03
23021 - Aircraft Mechanic I	31.04
23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II	32.18
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III	32.18
23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter	23.76
23050 - Aircraft Painter 23060 - Aircraft Servicer	29.73
25000 - Alfcraft Servicer	27.03

23070 - Aircraft Survival Flight Equipment Technician	29.73
23080 - Aircraft Worker	28.56
23091 - Aircrew Life Support	28.56
Equipment (ALSE) Mechanic	20.50
T	
23092 - Aircrew Life Support	31.04
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	_0.00
23182 - Electronics Technician	29.73
Maintenance II	_5,
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	31.04
Mechanic	
23312 - Fuel Distribution System	25.53
Operator	
23370 - General Maintenance Worker	19.33
23380 - Ground Support Equipment	31.04
Mechanic	
23381 - Ground Support Equipment	27.03
Servicer	
23382 - Ground Support Equipment	28.56
Worker	
23391 - Gunsmith I	25.53
23392 - Gunsmith II	28.56
23393 - Gunsmith III	31.04
23410 - Heating Ventilation And Air-	28.56
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	29.62
Contidioning Machania (Bassauch Basilita)	
Mechanic (Research Facility)	20 60
23430 - Heavy Equipment Mechanic	30.62
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	29.71
	31.04
23465 - Laboratory/Shelter Mechanic 23470 - Laborer	29.73
23470 - Laborer 23510 - Locksmith	14.73
53310 - HOCKSHITCH	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	01.01
23932 - Telecommunications Mechanic	32.18
II	32.10
23950 - Telephone Lineman	33.43
23960 - Welder Combination	26.36
Maintenance	20.00
23965 - Well Driller	31.04
23970 - Woodcraft Worker	31.04
23980 - Woodworker	25.10
24000 - Personal Needs Occupations	20.10
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	20.00
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

			10 60
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			10.41
Occupational Services			
29010 - Blocker And Bracer			28.56
29010 - Blocker And Bracer 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
			01.20

30090 - Environmental Technician	22.78
30095 - Evidence Control Specialist	22.71
30210 - Laboratory Technician	24.56
30221 - Latent Fingerprint	25.17
Technician I	20.17
30222 - Latent Fingerprint	27.80
Technician II	27.00
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	01.10
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	20.33
30492 - Unexploded Ordnance (UXO)	34.30
Technician II	34.30
30493 - Unexploded Ordnance (UXO)	41.11
Technician III	41.11
30494 - Unexploded (UXO) Safety	28.35
Escort	20.33
30495 - Unexploded (UXO) Sweep	28.35
Personnel	20.33
30501 - Weather Forecaster I	25.54
30502 - Weather Forecaster II	30.61
30620 - Weather Observer Combined (see 2)	20.75
Upper Air Or	20.75
Surface Programs	
30621 - Weather Observer Senior (see 2)	22.78
31000 - Transportation/Mobile	22.70
Equipment Operation Occupations	
31010 - Airplane Pilot	34.30
31020 - Bus Aide	16.27
31030 - Bus Driver	21.85
31043 - Driver Courier	18.22
	14.76
31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver	17.81
31310 - Taxi Driver	14.89
31361 - Taxi Driver 31361 - Truckdriver Light	19.59
31361 - Truckdriver Light 31362 - Truckdriver Medium	20.74
31362 - Truckdriver Medium 31363 - Truckdriver Heavy	23.08
31364 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer	
	23.08
99000 - Miscellaneous Occupations	16 70
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:

<code>HEALTH & WELFARE: \$4.60</code> 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.

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4071

Daniel W. Simms Division of | Revision No.: 19

Wage Determinations | Date Of Last Revision: 12/27/2021 Director

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		18.56
Representative II		10.50
01043 - Customer Service		20.85
Representative III		20.05
01051 - Data Entry Operator I		17.37
01051 - 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		18.50
(Employment) I		10.00
01262 - Personnel Assistant		20.69
(Employment) II		_ 0 . 0 0
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		25.21
Fiberglass		
05010 - Automotive	Electrician	
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	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

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12025 - Dental Hygienist	45.42
12030 - EKG Technician	38.43
12035 - Electroneurodiagnostic	38.43
Technologist	05 57
12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I	25.57
	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 04
	22.94
12190 - Medical Record Technician	26.20
12195 - Medical Transcriptionist	21.92
12210 - Nuclear Medicine	46.81
Technologist	10 06
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
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	32.36
Testing)	
12320 - Substance Abuse Treatment	21.65
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	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	30.83
Technology Systems	

Administrator

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		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
14042 - Computer Operator III		27.04
		30.05
14044 - Computer Operator IV		
14045 - Computer Operator V	(1)	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		- 3 • 3 2
15086 - Maintenance Test Pilot		48.52
Rotary Wing		10.52
15088 - Non-Maintenance Test/Co-		48.52
Pilot		70.JZ
FITOL		

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	24.85
Room)	
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	19.53
Processing)	
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	32.92
Equipment (ALSE) Mechanic	02.52
T	
23092 - Aircrew Life Support	35.95
Equipment (ALSE) Mechanic	
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	34.51
Mechanic	
23312 - Fuel Distribution System	28.64
Operator	0.4.50
23370 - General Maintenance Worker	24.52
23380 - Ground Support Equipment	35.95
Mechanic	21 20
23381 - Ground Support Equipment	31.39
Servicer 23382 - Ground Support Equipment	32.92
Worker	32.92
23391 - Gunsmith I	27.05
23392 - Gunsmith II	29.86
23393 - Gunsmith III	32.61
23410 - Heating Ventilation And Air-	30.94
Conditioning	00.51
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	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	1010
28515 - Recreation Specialist	25.59
28630 - Sports Official	16.45
28690 - Swimming Pool Operator	21.38
29000 - Stevedoring/Longshoremen	21.00
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	23.33
30010 - Air Traffic Control (see 2)	44.86
Specialist Center (HFO)	11.00
30011 - Air Traffic Control (see 2)	30.93
Specialist Station (HFO)	
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	01.00
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
2000 migricorring recimiroran vi	33.03

30090 - Environmental Technician	29.02
30095 - Evidence Control Specialist	27.03
30210 - Laboratory Technician	26.82
30221 - Latent Fingerprint	37.06
Technician I	37.00
30222 - Latent Fingerprint	40.94
Technician II	10.51
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	30.37
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	20.31
	34.49
30492 - Unexploded Ordnance (UXO) Technician II	34.49
	41.34
30493 - Unexploded Ordnance (UXO)	41.34
Technician III	00 [1
30494 - Unexploded (UXO) Safety	28.51
Escort	00 51
30495 - Unexploded (UXO) Sweep	28.51
Personnel	20 24
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	0000
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.

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4073

Daniel W. Simms Division of | Revision No.: 19

Wage Determinations | Date Of Last Revision: 12/27/2021 Director

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		17.01
Representative I		

01042 - Customer Service Representative II		18.56
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		17.34
01191 - Order Clerk I		20.49
01192 - Order Clerk II		22.36
01261 - Personnel Assistant		18.50
(Employment) I		10.50
01262 - Personnel Assistant		20.69
(Employment) II		20.09
01263 - Personnel Assistant		23.06
(Employment) III		23.00
01270 - Production Control Clerk		27.47
01270 - Production Control Clerk 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		1006
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	
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	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	00.10
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 11000 - General Services And Support	21.88
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	00.0=
12015 - Certified Physical Therapist	32.37
Assistant	05 01
12020 - Dental Assistant	25.31
12025 - Dental Hygienist	45.42
12030 - EKG Technician	38.43

12035 - Electroneurodiagnostic Technologist	38.43
	25.57
12040 - Emergency Medical Technician 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	26.70
Technician	
12160 - Medical Record Clerk	22.94
12190 - Medical Record Technician	26.20
12195 - Medical Transcriptionist	21.92
12210 - Nuclear Medicine	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	22.06
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
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	32.36
Testing)	
12320 - Substance Abuse Treatment	21.65
Counselor	21,00
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
13042 - IIIustrator III	36.72
13047 - Librarian	35.45
13050 - Library Aide/Clerk	17.29
13050 - Library Arde/Clerk 13054 - Library Information	30.83
Technology Systems	50.03
Administrator	
	23.73
13058 - Library Technician	
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	•	
14073 - Computer Programmer III	(see	•	
14074 - Computer Programmer IV	(see	,	
14101 - Computer Systems Analyst I	(see	•	
14102 - Computer Systems Analyst II	(see	•	
14103 - Computer Systems Analyst III	(see		
14150 - Peripheral Equipment	(500	- /	21.68
Operator			21.00
14160 - Personal Computer Support			30.05
Technician			30.03
14170 - System Support Specialist			34.07
15000 - Instructional Occupations			31.07
15010 - Aircrew Training Devices			35.84
Instructor (Non-Rated)			33.01
15020 - Aircrew Training Devices			43.38
Instructor (Rated)			13.30
15030 - Air Crew Training Devices			51.99
Instructor (Pilot)			J1.99
15050 - Computer Based Training			35.84
Specialist / Instructor			33.04
15060 - Educational Technologist			37.07
_			51.99
15070 - Flight Instructor (Pilot) 15080 - Graphic Artist			32.60
15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed			48.52
Jet/Prop			40.32
_			10 E 2
15086 - Maintenance Test Pilot			48.52
Rotary Wing			40 E 2
15088 - Non-Maintenance Test/Co-			48.52
Pilot 15090 - Technical Instructor			20 70
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	24.85
Room)	
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	19.53
Processing)	
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	32.92
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	35.95
Equipment (ALSE) Mechanic	
II	
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	34.51
Mechanic	
23312 - Fuel Distribution System	28.64
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	0.7.0.5
23391 - Gunsmith I	27.05
23392 - Gunsmith II	29.86
23393 - Gunsmith III	32.61
23410 - Heating Ventilation And Air-	30.94
Conditioning	
Mechanic	32.18
23411 - Heating Ventilation And Air	32.10
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	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

			40 50
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
30000 Bilgineering lecimitatin VI			55.05

30090 - Environmental Technician	29.02
30095 - Evidence Control Specialist	27.03
30210 - Laboratory Technician	26.82
30221 - Latent Fingerprint	37.06
Technician I	37.00
30222 - Latent Fingerprint	40.94
Technician II	10.51
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	30.37
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
30462 - Technical Writer III	42.49
30491 - Unexploded Ordnance (UXO)	28.51
Technician I	20.51
	34.49
30492 - Unexploded Ordnance (UXO) Technician II	34.49
	41.34
30493 - Unexploded Ordnance (UXO)	41.54
Technician III	00 F1
30494 - Unexploded (UXO) Safety	28.51
Escort (WO) Garage	00 F1
30495 - Unexploded (UXO) Sweep	28.51
Personnel 30501 - Weather Forecaster I	20 24
	32.34
30502 - Weather Forecaster II	39.33
30620 - Weather Observer Combined (see 2)	26.27
Upper Air Or	
Surface Programs	00 00
30621 - Weather Observer Senior (see 2)	29.20
31000 - Transportation/Mobile	
Equipment Operation Occupations	0.4.40
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	13 . 00
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:

<code>HEALTH & WELFARE: \$4.60</code> 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)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4075

Daniel W. Simms Division of |

Director

Revision No.: 18 Wage Determinations | 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		15.55
Representative I		10.00
01042 - Customer Service		16.97
Representative II		
01043 - Customer Service		19.06
Representative III		
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		20.20
(Employment) I		
01262 - Personnel Assistant		22.61
(Employment) II		0.5.00
01263 - Personnel Assistant		25.20
(Employment) III		0.6.00
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		16.30
Operator/Receptionist 01531 - Travel Clerk I		14.38
01531 - Travel Clerk I 01532 - Travel Clerk II		15.55
01532 - Iravel Clerk II 01533 - Travel Clerk III		16.71
01611 - Word Processor I		16.71
01612 - Word Processor I		19.01
01612 - Word Processor II 01613 - Word Processor III		21.27
05000 - Automotive Service Occupations		∠ ⊥ • ∠ <i>l</i>
05005 - Automobile Body Repairer		24.65
Fiberglass		_ 1.00
-	Electrician	22.40
05040 - Automotive Glass Installer	LICCCIICIUII	21.41
05070 - Automotive Worker		21.41
05110 - Mobile Equipment Servicer		19.27
05130 - Motor Equipment Metal		23.37
Mechanic		

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	00
12020 - Dental Assistant	22.44

1000E Pontol Warrianist	4E 22
12025 - Dental Hygienist	45.33
12030 - EKG Technician	36.79
12035 - Electroneurodiagnostic	36.79
Technologist	26 12
12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I	26.13
12071 - Licensed Fractical Nurse I 12072 - Licensed Practical Nurse II	21.71
12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III	27.06
12100 - Medical Assistant	20.53
	28.42
12130 - Medical Laboratory Technician	20.42
12160 - Medical Record Clerk	19.82
12100 - Medical Record Clerk 12190 - Medical Record Technician	22.49
12195 - Medical Transcriptionist	21.71
12195 - Medicar Franscriptionist 12210 - Nuclear Medicine	51.49
Technologist	31.49
12221 - Nursing Assistant I	13.19
12221 - Nursing Assistant I 12222 - Nursing Assistant II	14.83
12222 - Nursing Assistant II 12223 - Nursing Assistant III	16.19
12224 - Nursing Assistant IV	18.17
12235 - Optical Dispenser	24.81
12236 - Optical Technician	21.71
12250 - Optical 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	40.19
Specialist	10.13
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III	48.63
Anesthetist	10.00
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol	30.07
Testing)	
12320 - Substance Abuse Treatment	23.10
Counselor	
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	28.62
Technology Systems	

Administrator

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		_0,0_
13110 - Video Teleconference		24.99
Technician		21.55
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14042 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
		30.25
14045 - Computer Operator V	(1)	
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	31.02
Developer	
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	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	28.69
Room)	
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	20.79
Processing)	10 60
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	22 40
23010 - Aerospace Structural Welder	33.40
23019 - Aircraft Logs and Records	28.02
Technician 23021 - Aircraft Mechanic I	32.18
23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II	32.18
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III	34.79
	24.74
23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter	29.50
23050 - Aircraft Painter 23060 - Aircraft Servicer	
25000 - Alfcraft Servicer	28.02

23080 - Aircraft Worker 29.08 23091 - Aircrew Life Support 29.08 Equipment (ALSE) Mechanic I	23070 - Aircraft Survival Flight Equipment Technician	29.50
Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic II 23110 - Appliance Mechanic II 23110 - Appliance Mechanic 29.33 23120 - Bicycle Repairer 24.80 23125 - Cable Splicer 23140 - Carpenter Maintenance 29.48 23160 - Electrician Maintenance 32.18 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System 24.80 Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23382 - Ground Support Equipment Mechanic 23382 - Ground Support Equipment Mechanic 23393 - Gunsmith I 23393 - Gunsmith II 23393 - Gunsmith II 23393 - Gunsmith II 23393 - Gunsmith II 23391 - Heating Ventilation And Air Conditioning Mechanic 23411 - Heating Ventilation And Air Conditioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Mechanic 23440 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 29.93 23460 - Instrument Mechanic 29.93 23470 - Laborer		29.08
Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 24.80 23125 - Cable Splicer 23140 - Carpent Endiren 23160 - Electrician Maintenance 23.18 23181 - Electronics Technician 29.48 Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23311 - Fuel Distribution System 2311 - Fuel Distribution System 23310 - Fire Extinguisher Repairer 23312 - Fuel Distribution System 24.80 Operator 23370 - General Maintenance Worker 23381 - Ground Support Equipment 23380 - Ground Support Equipment 23381 - Ground Support Equipment 23381 - Ground Support Equipment 23393 - Gunsmith II 23393 - Gunsmith II 23393 - Gunsmith II 23393 - Gunsmith II 23410 - Heating Ventilation And Air Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Mechanic 23460 - Instrument Mechanic 29.80 23460 - Instrument Mechanic 29.81 23465 - Laboratory/Shelter Mechanic 29.33 23470 - Laboratory/Shelter Mechanic	23091 - Aircrew Life Support	
Table		
Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 24.80 23125 - Cable Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer 23181 - Electroics Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment 23381 - Ground Support Equipment 23381 - Ground Support Equipment 23382 - Ground Support Equipment 23392 - Gunsmith II 23392 - Gunsmith II 23393 - Gunsmith II 23393 - Gunsmith II 23410 - Heating Ventilation And Air Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic 23440 - Heavy Equipment Mechanic 29.80 23440 - Heavy Equipment Mechanic 29.91 23460 - Instrument Mechanic 29.93 23470 - Laborer 17.83		
Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 24.80 23125 - Cable Splicer 23130 - Carpenter Maintenance 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23370 - General Maintenance Worker 23381 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment 28.02 Servicer 23382 - Ground Support Equipment 29.08 Worker 23391 - Gunsmith II 23392 - Gunsmith III 23393 - Gunsmith III 23410 - Heating Ventilation And Air Conditioning Mechanic 23411 - Heating Ventilation And Air Conditioning Mechanic 23440 - Heavy Equipment Mechanic 29.80 23440 - Heavy Equipment Mechanic 29.91 23460 - Instrument Mechanic 29.93 23470 - Laborer 17.83	23092 - Aircrew Life Support	32.18
23110 - Appliance Mechanic 29.33 23120 - Bicycle Repairer 24.80 23125 - Cable Splicer 42.83 23130 - Carpenter Maintenance 32.21 23140 - Carpett Layer 29.48 23160 - Electrician Maintenance 32.18 23181 - Electronics Technician 30.84 Maintenance I 23182 - Electronics Technician 30.84 Maintenance III 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 29.08 Worker 23381 - Ground Support Equipment 29.08 Worker 23391 - Gunsmith I 27.48 23392 - Gunsmith II 27.48 23393 - Gunsmith III 29.91 23410 - Heating Ventilation And Air- Conditioning Mechanic 29.31 Mechanic 23411 - Heating Ventilation And Air- Contidioning Mechanic 29.80 Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 29.80 23440 - Heavy Equipment Mechanic 29.80 23465 - Laboratory/Shelter Mechanic 29.33 23470 - Laborer 17.83	==	
23120 - Bicycle Repairer 24.80	II	
23125 - Cable Splicer	23110 - Appliance Mechanic	29.33
23130 - Carpenter Maintenance 32.21	23120 - Bicycle Repairer	24.80
23140 - Carpet Layer 29.48 23160 - Electrician Maintenance 32.18 23181 - Electronics Technician 29.48 23181 - Electronics Technician 30.84 23182 - Electronics Technician 30.84	23125 - Cable Splicer	42.83
23160 - Electrician Maintenance 32.18 23181 - Electronics Technician 29.48 Maintenance I	23130 - Carpenter Maintenance	32.21
23181 - Electronics Technician 29.48 Maintenance I 30.84 Maintenance III 30.81 Maintenance III 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 24.80 Operator 23.18 23380 - General Maintenance Worker 23.18 23380 - Ground Support Equipment 28.02 Servicer 23381 - Ground Support Equipment 29.08 Worker 23391 - Gunsmith I 25.42 23392 - Gunsmith II 25.42 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 23465 - Laboratory/Shelter Mechanic 29.33 23470 - Laborer 17.83	23140 - Carpet Layer	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 23310 - Fire Extinguisher Repairer 25.42 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System 24.80 Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment 32.18 Mechanic 23381 - Ground Support Equipment 28.02 Servicer 23382 - Ground Support Equipment 29.08 Worker 23391 - Gunsmith I 27.48 23392 - Gunsmith II 29.91 23410 - Heating Ventilation And Air Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Mechanic 23465 - Laboratory/Shelter Mechanic 29.33 23470 - Laborer	23160 - Electrician Maintenance	32.18
23182 - Electronics Technician 30.84	23181 - Electronics Technician	29.48
Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 25. 42 23311 - Fuel Distribution System 31.11 Mechanic 23370 - General Maintenance Worker 23370 - General Maintenance Worker 23380 - Ground Support Equipment 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 Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 29. 33 23470 - Laborer	Maintenance I	
Maintenance III 23260 - Fabric Worker 26.65 23290 - Fire Alarm System Mechanic 29.91 23310 - Fire Extinguisher Repairer 25.42 23311 - Fuel Distribution System 24.80 23312 - Fuel Distribution System 24.80 23370 - General Maintenance Worker 23.18 23380 - Ground Support Equipment 32.18 23381 - Ground Support Equipment 28.02 23381 - Ground Support Equipment 29.08 23382 - Ground Support Equipment 29.08 Worker 23392 - 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 Mechanic 29.80 23460 - Instrument Mechanic 29.33 23470 - Laborer 17.83	23182 - Electronics Technician	30.84
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 29.80 23440 - Heavy Equipment Mechanic 29.80 23440 - Heavy Equipment Mechanic 29.81 23465 - Laboratory/Shelter Mechanic 29.33 23470 - Laborer 17.83	Maintenance II	
23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 25.42 23311 - Fuel Distribution System 31.11 Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment 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- Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 34.96 23465 - Laboratory/Shelter Mechanic 29.33 23470 - Laborer	23183 - Electronics Technician	32.18
23290 - Fire Alarm System Mechanic 29.91	Maintenance III	
23310 - Fire Extinguisher Repairer 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- Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Mechanic 23465 - Laboratory/Shelter Mechanic 29.33 23470 - Laborer	23260 - Fabric Worker	26.65
Mechanic 23312 - Fuel Distribution System 24.80	23290 - Fire Alarm System Mechanic	29.91
Mechanic 23312 - Fuel Distribution System 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment 28.02 Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I 25.42 23392 - Gunsmith II 27.48 23393 - Gunsmith III 29.91 23410 - Heating Ventilation And Air- Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Mechanic 23465 - Laboratory/Shelter Mechanic 29.33 23470 - Laborer	23310 - Fire Extinguisher Repairer	25.42
Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment 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 Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 29.80 23440 - Heavy Equipment Operator 34.96 23465 - Laboratory/Shelter Mechanic 29.33 23470 - Laborer 17.83		31.11
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- Conditioning Mechanic 23411 - Heating Ventilation And Air 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		
23370 - General Maintenance Worker 23380 - Ground Support Equipment 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- Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 34.96 23460 - Instrument Mechanic 29.33 23470 - Laborer 23.18 32.18	-	24.80
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 31.90 Mechanic 23411 - Heating Ventilation And Air 31.90 Contidioning 31.90 Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 29.80 23440 - Heavy Equipment Operator 34.96 23465 - Laboratory/Shelter Mechanic 29.33 23470 - Laborer 17.83	-	
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 23465 - Laboratory/Shelter Mechanic 29.33 23470 - Laborer 17.83		
23381 - Ground Support Equipment 28.02 Servicer 23382 - Ground Support Equipment 29.08 Worker 23391 - Gunsmith I 25.42 23392 - Gunsmith III 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		32.18
Servicer 23382 - Ground Support Equipment 29.08 Worker 23391 - Gunsmith I 25.42 23392 - Gunsmith III 27.48 23393 - Gunsmith III 29.91 23410 - Heating Ventilation And Air- 30.75 Conditioning Second And Air 31.90 Contidioning Mechanic 29.80 Contidioning Second 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		
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 Second Control		28.02
Worker 23391 - Gunsmith I 25.42 23392 - Gunsmith III 29.91 23410 - Heating Ventilation And Air- Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 29.91 23465 - Laboratory/Shelter Mechanic 29.33 23470 - Laborer		0.0.00
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		29.08
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		0.51.0
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		
23410 - Heating Ventilation And Air- Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 29.80 23465 - Laboratory/Shelter Mechanic 29.33 23470 - Laborer		
Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 34.96 23460 - Instrument Mechanic 29.91 23465 - Laboratory/Shelter Mechanic 29.33 23470 - Laborer		
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23411 - Heating Ventilation And Air 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		
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		21 00
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	_	31.90
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	_	
23440 - Heavy Equipment Operator 34.96 23460 - Instrument Mechanic 29.91 23465 - Laboratory/Shelter Mechanic 29.33 23470 - Laborer 17.83	• •	29 80
23460 - Instrument Mechanic 29.91 23465 - Laboratory/Shelter Mechanic 29.33 23470 - Laborer 17.83		
23465 - Laboratory/Shelter Mechanic 29.33 23470 - Laborer 17.83		
23470 - Laborer 17.83		
	= :	
23510 - Locksmith 29.33	23510 - Locksmith	29.33

23530 - Machinery Maintenance Mechanic	30.61
23550 - Machinist Maintenance	30.61
23580 - Maintenance Trades Helper	23.71
23590 - Maintenance Trades Helper 23591 - Metrology Technician I	29.91
= =	31.03
23592 - Metrology Technician II	32.22
23593 - Metrology Technician III	31.20
23640 - Millwright	29.33
23710 - Office Appliance Repairer 23760 - Painter Maintenance	26.07
	35.11
23790 - Pipefitter Maintenance 23810 - Plumber Maintenance	33.66
	30.61
23820 - Pneudraulic Systems Mechanic	
23850 - Rigger 23870 - Scale Mechanic	30.61
	28.05
23890 - Sheet-Metal Worker	30.93
Maintenance	00.05
23910 - Small Engine Mechanic	28.05
23931 - Telecommunications Mechanic	30.57
I	
23932 - Telecommunications Mechanic	32.67
II	00.05
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	20.10
28515 - Recreation Specialist	26.14
28630 - Sports Official	16.80
28690 - Swimming Pool Operator	21.38
29000 - Stevedoring/Longshoremen	21.50
Occupational Services	
29010 - Blocker And Bracer	28.63
29020 - Hatch Tender	28.63
29030 - Line Handler	28.63
29041 - Stevedore I	26.58
29041 - Stevedore II	29.24
30000 - Technical Occupations	29.24
30010 - Air Traffic Control (see 2)	44.86
Specialist Center (HFO)	44.00
30011 - Air Traffic Control (see 2)	30.93
Specialist Station (HFO)	30.93
30012 - Air Traffic Control	34.06
Specialist Terminal (HFO) (see 2)	34.00
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 30081 - Engineering Technician I	34.41 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	34.41
Technician I	J 1 • 1 ±
30222 - Latent Fingerprint	38.01
Technician II	30.01
30240 - Mathematical Technician	31.08
30361 - Paralegal/Legal Assistant I	22.22
30362 - Paralegal/Legal Assistant II	27.85
30363 - Paralegal/Legal Assistant	34.07
III	01.07
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
30462 - Technical Writer III	45.99
	28.51
30491 - Unexploded Ordnance (UXO)	20.31
Technician I	24 40
30492 - Unexploded Ordnance (UXO)	34.49
Technician II	41 24
30493 - Unexploded Ordnance (UXO)	41.34
Technician III	00 51
30494 - Unexploded (UXO) Safety	28.51
Escort	00 51
30495 - Unexploded (UXO) Sweep	28.51
Personnel	24 41
30501 - Weather Forecaster I	34.41
30502 - Weather Forecaster II	41.86
30620 - Weather Observer Combined (see 2)	27.97
Upper Air Or	
Surface Programs	
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	15.70
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
	15.62
99820 - School Crossing Guard	
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

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:

<code>HEALTH & WELFARE: \$4.60</code> 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.

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4077

Daniel W. Simms Division of | Revision No.: 19

Director

Wage Determinations | 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		15.55
Representative I		
01042 - Customer Service		16.97
Representative II		

01043 - Customer Service		19.06
Representative III 01051 - Data Entry Operator I		14.79
01051 - Data Entry Operator II		16.14
01060 - Dispatcher Motor Vehicle		23.42
01070 - Dispatcher Motor Vehicle 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		19.03
(Employment) I		13.00
01262 - Personnel Assistant		21.29
(Employment) II		21.29
01263 - Personnel Assistant		23.73
(Employment) III		20.70
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		16.17
Operator/Receptionist		
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		16.53
Helper		

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	21.35
Specialist	
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
11030 - Cleaner Venicies 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	33.31
Therapist Assistant	
12015 - Certified Physical Therapist	33.31
Assistant	00 44
12020 - Dental Assistant	22.44
12025 - Dental Hygienist 12030 - EKG Technician	45.93
12030 - EKG Technician 12035 - Electroneurodiagnostic	36.79
12033 - Frectionentograduostro	
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	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	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	28.69
Room)	
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	20.79
Processing)	
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 Equipment (ALSE) Mechanic	27.48
I	
23092 - Aircrew Life Support	29.91
Equipment (ALSE) Mechanic	
II	
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	27.48
Maintenance I	00.00
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-	30.75
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	31.74
Contidioning	
Mechanic (Research Facility)	
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	27.49
Mechanic	0.5 = -
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	23.31
23910 - Small Engine Mechanic	27.43
23931 - Telecommunications Mechanic	29.91
I	23.31
23932 - Telecommunications Mechanic	31.03
II	31.03
23950 - Telephone Lineman	27.89
23960 - Welder Combination	26.99
Maintenance	26.99
23965 - Well Driller	29.91
23970 - Weil Driller 23970 - Woodcraft Worker	29.91
23980 - Woodworker	24.80
24000 - Personal Needs Occupations	10 64
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	10.64
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	21.24
Technician I	
30222 - Latent Fingerprint	23.46
Technician II	
30240 - Mathematical Technician	23.06
30361 - Paralegal/Legal Assistant I	21.78
30362 - Paralegal/Legal Assistant II	26.99
30363 - Paralegal/Legal Assistant	33.02
III	
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)	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	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
-	20.03
31310 - Taxi Driver	19.37
31361 - Truckdriver Light	18.80
	19.83
31363 - Truckdriver Heavy	25.31
_	25.31
99000 - Miscellaneous Occupations	
_	16.82
	13.76
	15.87
	29.67

99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	18.11
99252 - Laboratory Animal Caretaker II	18.89
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 Helper	20.48

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

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

*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)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4079

Daniel W. Simms Division of | Director

Revision No.: 18 Wage Determinations | 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		15.55
Representative I		
01042 - Customer Service		16.97
Representative II		
01043 - Customer Service		19.06
Representative III		
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		19.03
(Employment) I		
01262 - Personnel Assistant		21.29
(Employment) II		
01263 - Personnel Assistant		23.73
(Employment) III		
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		16.17
Operator/Receptionist		
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 Equipment Metal Worker 05190 - Motor Vehicle Mechanic	19.65
05220 - Motor Vehicle Mechanic	15.18
Helper	13.10
05250 - Motor Vehicle Upholstery	17.19
Worker	11.19
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	19.65
Specialist	13.00
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	33.31
Therapist Assistant	

12015 - Certified Physical Therapist Assistant	33.31
12020 - Dental Assistant	22.44
12025 - Dental Hygienist	42.79
12030 - EKG Technician	36.79
	36.79
12035 - Electroneurodiagnostic Technologist	30.79
-	22.97
12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I	21.71
	24.28
12072 - Licensed Practical Nurse II	
12073 - Licensed Practical Nurse III	27.06
12100 - Medical Assistant	20.53
12130 - Medical Laboratory	25.00
Technician	10.00
12160 - Medical Record Clerk	19.82
12190 - Medical Record Technician	24.40
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	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
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	30.07
Testing)	
12320 - Substance Abuse Treatment	26.01
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
Harari Hackery	T O • J T

13054 - Library Information Technology Systems			25.69
Administrator			
13058 - Library Technician			22.11
13061 - Media Specialist I			18.54
13062 - Media Specialist II			20.74
13062 - Media Specialist III			23.11
13071 - Photographer I			18.54
13072 - Photographer II			20.74
			25.69
13074 Photographer III			31.42
13074 - Photographer IV			
13075 - Photographer V			38.03
13090 - Technical Order Library			20.61
Clerk			00 46
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)			00.11
15030 - Air Crew Training Devices			46.06
Instructor (Pilot)			10.00
15050 - Computer Based Training			31.76
Specialist / Instructor			J ± • / U
15060 - Educational Technologist			30.91
_			46.06
15070 - Flight Instructor (Pilot)			
15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed			25.39
Jet/Prop			46.06
, 			

15086 - Maintenance Test Pilot Rotary Wing	46.06
15088 - Non-Maintenance Test/Co-	46.06
Pilot	40.00
15090 - Technical Instructor	23.87
15090 - Technical Instructor 15095 - Technical Instructor/Course	29.20
Developer	29.20
15110 - Test Proctor	19.27
15110 - Test Floctor 15120 - Tutor	19.27
16000 - Laundry Dry-Cleaning Pressing	19.27
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	14.70
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And	10.10
Repair Occupations	
19010 - Machine-Tool Operator (Tool	28.69
Room)	
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	20.79
Processing)	
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 Servicer 23070 - Aircraft Survival Flight	28.69
Equipment Technician	20.09
23080 - Aircraft Worker	27.48
23090 - Aircraft worker 23091 - Aircrew Life Support	27.48
Equipment (ALSE) Mechanic	27.40
I	
23092 - Aircrew Life Support	29.91
Equipment (ALSE) Mechanic	20.91
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
23140 Carpet Dayer 23160 - Electrician Maintenance	31.36
23181 - Electronics Technician	27.48
Maintenance I	27.40
23182 - Electronics Technician	28.69
Maintenance II	20.05
23183 - Electronics Technician	29.91
Maintenance III	20.01
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	07.00
23950 - Telephone Lineman	27.89
23960 - Welder Combination	24.06
Maintenance	0.0 0.1
23965 - Well Driller	29.91
23970 - Woodcraft Worker	29.91
23980 - Woodworker 24000 - Personal Needs Occupations	24.80
	18.64
24550 - Case Manager 24570 - Child Care Attendant	
	14.08
24580 - Child Care Center Clerk 24610 - Chore Aide	17.57
24610 - Chore Aide 24620 - Family Readiness And Support	15.27
Services	18.64
Coordinator	
24630 - Homemaker	18.64
25000 - Plant And System Operations	10.04
Occupations	
25010 - Boiler Tender	29.91
25010 - Boller Tender 25040 - Sewage Plant Operator	28.07
25070 - Stationary Engineer	29.91
25190 - Ventilation Equipment Tender	22.60
25210 - Water Treatment Plant	28.07
Operator	20.07
27000 - Protective Service Occupations	
5.000 ITOGEOUTAE DETAICE OCCUPACIONS	

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	01.01
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 - Lifequard	14.64
28350 - Elleguard 28350 - Park Attendant (Aide)	20.98
, ,	
28510 - Recreation Aide/Health	15.30
Facility Attendant	05.00
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
50002 Ingineering recumican ii	10.92

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			21.24
Technician I			
30222 - Latent Fingerprint			23.46
Technician II			
30240 - Mathematical Technician			23.06
30361 - Paralegal/Legal Assistant I			22.22
30362 - Paralegal/Legal Assistant II			27.53
30363 - Paralegal/Legal Assistant			33.67
III			
30364 - Paralegal/Legal Assistant IV			40.73
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)			28.51
Technician I			20.51
30492 - Unexploded Ordnance (UXO)			34.49
Technician II			34.49
			11 21
30493 - Unexploded Ordnance (UXO) Technician III			41.34
			00 [1
30494 - Unexploded (UXO) Safety			28.51
Escort			00 51
30495 - Unexploded (UXO) Sweep			28.51
Personnel			
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			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

*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 $29 \ \text{CFR} \ 4.6 \ \text{(b)} \ (2) \ \text{(iii)}$).

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

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

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4081

Daniel W. Simms Division of | Revision No.: 18

Wage Determinations | Date Of Last Revision: 12/27/2021 Director

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		15.38
Representative I		

01042 - Customer Service Representative II		16.97
01043 - Customer Service		18.86
Representative III		20.00
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		19.03
(Employment) I		
01262 - Personnel Assistant		21.29
(Employment) II		
01263 - Personnel Assistant		23.73
(Employment) III		
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		16.17
Operator/Receptionist		
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	16.53
Helper	10 10
05250 - Motor Vehicle Upholstery Worker	18.12
05280 - Motor Vehicle Wrecker	18.84
05260 - Motor Venicle Wrecker 05310 - Painter Automotive	19.58
	18.84
05340 - Radiator Repair Specialist 05370 - Tire Repairer	16.01
05400 - Transmission Repair	20.37
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
07210 Meat Cutter 07260 - Waiter/Waitress	14.18
09000 - Furniture Maintenance And	14.10
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	27.54
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	13.11
12010 - Ambulance Driver	22.97
12011 - Breath Alcohol Technician	24.28
12012 - Certified Occupational	29.47
Therapist Assistant	_ 3 • 1 •
12015 - Certified Physical Therapist	31.72
Assistant	~ = , . _
12020 - Dental Assistant	21.42
12025 - Dental Hygienist	39.76
12030 - EKG Technician	36.77

12035 - Electroneurodiagnostic	36.77
Technologist	00 07
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	23.84
Technician	
12160 - Medical Record Clerk	19.71
12190 - Medical Record Technician	22.49
12195 - Medical Transcriptionist	21.71
12210 - Nuclear Medicine	47.48
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	17.31
12280 - Phlebotomist	19.03
12305 - Radiologic Technologist	36.78
12311 - Registered Nurse I	29.56
12312 - Registered Nurse II	36.16
12312 - Registered Nurse II	36.16
Specialist	30.10
-	4E 7E
12314 - Registered Nurse III	45.75
12315 - Registered Nurse III	43.75
Anesthetist	FO 44
12316 - Registered Nurse IV	52.44
12317 - Scheduler (Drug and Alcohol	30.07
Testing)	00 01
12320 - Substance Abuse Treatment	23.01
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
	ee 1)	21.27
·	ee 1)	26.34
•	ee 1)	20.54
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14150 - Peripheral Equipment		14.66
Operator		01 05
14160 - Personal Computer Support		21.25
Technician		00 54
14170 - System Support Specialist		23.54
15000 - Instructional Occupations		04 86
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	27.59
Room)	
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	20.79
Processing)	
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	21 02
23010 - Aerospace Structural Welder	31.03 26.16
23019 - Aircraft Logs and Records Technician	∠0.10
23021 - Aircraft Mechanic I	29.91
23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II	31.03
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III	32.22
23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper	23.10
23050 - Aircraft Mechanic Heiper 23050 - Aircraft Painter	28.69
23060 - Aircraft Painter 23060 - Aircraft Servicer	26.16
52000 - WILCIAIC SELVICEL	Z0.10

23080 - Aircraft Worker 27.48 23091 - Aircraft Worker 27.48 23091 - Aircraft Life Support 27.48 Equipment (ALSE) Mechanic	23070 - Aircraft Survival Flight Equipment Technician	28.69
Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic IT 23110 - Appliance Mechanic IT 23110 - Appliance Mechanic 23125 - Cable Splicer 23130 - Carpenter Maintenance 27.69 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Mechanic 23380 - Ground Support Equipment Mechanic 23381 - Gousmith I 23381 - Gunsmith I 23392 - Gunsmith I 23393 - Gunsmith II 23393 - Gunsmith II 23392 - Gunsmith II 23393 - Gunsmith II 23392 - Gunsmith II 23391 - Heating Ventilation And Air Condidioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23811 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23817 - Heaty Equipment Mechanic		27.48
Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 27.59 23120 - Bicycle Repairer 23.44 23125 - Cable Splicer 23.49 23140 - Carpenter Maintenance 27.69 23140 - Carpenter Maintenance 23.69 23140 - Electrician Maintenance 23.8160 - Electrician Maintenance 23.82 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 24.34 23311 - Fuel Distribution System 28.71 Mechanic 23312 - Fuel Distribution System 23312 - Fuel Distribution System 23310 - General Maintenance Worker 23370 - General Maintenance Worker 23381 - Ground Support Equipment 29.91 Mechanic 23381 - Ground Support Equipment 29.91 Mechanic 23391 - Gunsmith I 23392 - Gunsmith II 23393 - Gunsmith II 23393 - Gunsmith III 23410 - Heating Ventilation And Air Conditioning Mechanic 23411 - Heating Ventilation And Air Condidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic		
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23125 - Cable Splicer 35.95	23110 - Appliance Mechanic	27.59
23125 - Cable Splicer 35.95	23120 - Bicycle Repairer	23.44
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 28.71 Mechanic 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 27.09 23392 - Gunsmith II 27.09 23393 - Gunsmith III 29.44 23410 - Heating Ventilation And Air 30.60 Conditioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 28.71		35.95
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Maintenance I 23182 - Electronics Technician 27.96	23140 - Carpet Layer	27.48
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Maintenance II 23183 - Electronics Technician 29.47 Maintenance III 23260 - Fabric Worker 233290 - Fire Alarm System Mechanic 23311 - Fire Extinguisher Repairer 24.34 23311 - Fuel Distribution System 28.71 Mechanic 23312 - Fuel Distribution System 24.27 Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment 29.91 Mechanic 23381 - Ground Support Equipment 26.16 Servicer 23382 - Ground Support Equipment 27.48 Worker 23391 - Gunsmith I 24.34 23392 - Gunsmith II 27.09 23393 - Gunsmith III 29.44 23410 - Heating Ventilation And Air Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 28.71	Maintenance I	
23183 - Electronics Technician 29.47	23182 - Electronics Technician	27.96
Maintenance III 23260 - Fabric Worker 25.80 23290 - Fire Alarm System Mechanic 28.71 23310 - Fire Extinguisher Repairer 24.34 23311 - Fuel Distribution System 28.71 Mechanic 23.72 23370 - General Maintenance Worker 21.39 23380 - Ground Support Equipment 29.91 Mechanic 23.381 - Ground Support Equipment 26.16 Servicer 23.382 - Ground Support Equipment 27.48 Worker 23.391 - Gunsmith I 24.34 23392 - Gunsmith III 27.09 23393 - Gunsmith III 29.44 23410 - Heating Ventilation And Air 30.60 Conditioning Mechanic 23411 - Heating Ventilation And Air 31.74 Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 28.71	Maintenance II	
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23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment 27.48 Worker 23391 - Gunsmith I 24.34 23392 - Gunsmith II 27.09 23393 - Gunsmith III 29.44 23410 - Heating Ventilation And Air- Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 28.71	23311 - Fuel Distribution System	28.71
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23411 - Heating Ventilation And Air 31.74 Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 28.71		
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Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 28.71	_	31.74
23430 - Heavy Equipment Mechanic 28.71	_	
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23460 - Instrument Mechanic 29.91		
23465 - Laboratory/Shelter Mechanic 28.20		
23470 - Laborer 15.77	= :	
23510 - Locksmith 28.69		

23530 - Machinery Maintenance Mechanic	26.10
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	20.70
23910 - Small Engine Mechanic	26.51
23931 - Telecommunications Mechanic	29.91
I	
23932 - Telecommunications Mechanic	31.03
II	01.00
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
20005			
30085 - Engineering Technician V 30086 - Engineering Technician VI			28.77 34.25

30090 - Environmental Technician	22.78
30095 - Evidence Control Specialist	19.18
30210 - Laboratory Technician	22.33
30221 - Latent Fingerprint	21.24
Technician I	21.21
30222 - Latent Fingerprint	23.46
Technician II	23.10
30240 - Mathematical Technician	23.06
30361 - Paralegal/Legal Assistant I	21.78
30362 - Paralegal/Legal Assistant II	26.99
30363 - Paralegal/Legal Assistant	33.02
III	00.02
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)	28.51
Technician I	20.51
30492 - Unexploded Ordnance (UXO)	34.49
Technician II	34.49
30493 - Unexploded Ordnance (UXO)	41.34
Technician III	11.51
30494 - Unexploded (UXO) Safety	28.51
Escort	20.31
30495 - Unexploded (UXO) Sweep	28.51
Personnel	20.51
30501 - Weather Forecaster I	25.54
30502 - Weather Forecaster II	31.07
30620 - Weather Observer Combined (see 2)	20.75
Upper Air Or	20.75
Surface Programs	
30621 - Weather Observer Senior (see 2)	22.78
31000 - Transportation/Mobile	22.10
Equipment Operation Occupations	
31010 - Airplane Pilot	34.49
31020 - Bus Aide	16.74
31030 - Bus Driver	
31030 - Bus Driver 31043 - Driver Courier	24.10 17.51
	15.41
31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver	20.03
31310 - Taxi Driver	19.37
31361 - Taxi Driver 31361 - Truckdriver Light	19.37
31361 - Truckdriver Light 31362 - Truckdriver Medium	
31362 - Truckdriver Medium 31363 - Truckdriver Heavy	19.83 25.31
31364 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer	
	25.31
99000 - Miscellaneous Occupations	1 (00
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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

under the EO is available at www.dol.gov/whd/govcontracts.

<code>HEALTH & WELFARE: \$4.60</code> 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 | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4083

Daniel W. Simms Division of |

Director

Revision No.: 18 Wage Determinations | 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		14.78
Representative I		
01042 - Customer Service		16.29
Representative II		
01043 - Customer Service		18.12
Representative III		
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		18.15
(Employment) I		
01262 - Personnel Assistant		20.30
(Employment) II		
01263 - Personnel Assistant		22.63
(Employment) III		
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		16.45
Operator/Receptionist		
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	20.77
05160 - Motor Equipment Metal Worker	19.16
05190 - Motor Vehicle Mechanic	20.77
05220 - Motor Vehicle Mechanic	16.73
Helper	10.75
05250 - Motor Vehicle Upholstery	18.33
Worker	10.55
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	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	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
11260 - Pruner 11270 - Tractor Operator	15.74 20.13
11270 - Tractor Operator	20.13
11270 - Tractor Operator 11330 - Trail Maintenance Worker	20.13
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner	20.13

12012 - Certified Occupational Therapist Assistant	29.63
12015 - Certified Physical Therapist	31.81
Assistant	31.01
12020 - Dental Assistant	23.21
12025 - Dental Hygienist	39.68
12025 - Dental Hygienist 12030 - EKG Technician	40.78
12030 - Ekg Technician 12035 - Electroneurodiagnostic	40.78
Technologist	10.70
12040 - Emergency Medical Technician	20.05
12071 - Licensed Practical Nurse I	22.70
12072 - Licensed Practical Nurse II	25.38
12072 - Licensed Fractical Nurse III	28.29
12100 - Medical Assistant	18.10
12130 - Medical Assistant 12130 - Medical Laboratory	30.81
Technician	30.01
12160 - Medical Record Clerk	20.57
12190 - Medical Record Clerk 12190 - Medical Record Technician	24.13
12195 - Medical Transcriptionist	21.46
12195 - Medicar Transcriptionist 12210 - Nuclear Medicine	49.59
Technologist	49.39
	13.09
12221 - Nursing Assistant I	14.71
12222 - Nursing Assistant II	16.05
12223 - Nursing Assistant III	
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	40.00
12314 - Registered Nurse III	40.02
12315 - Registered Nurse III	40.02
Anesthetist	4.0.4
12316 - Registered Nurse IV	47.94
12317 - Scheduler (Drug and Alcohol	31.44
Testing)	
12320 - Substance Abuse Treatment	25.72
Counselor	
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		22.00
14073 - Computer Programmer III	(see		
14074 - Computer Programmer IV	(see	•	
14101 - Computer Systems Analyst I	(see	•	
14102 - Computer Systems Analyst II	(see		
14103 - Computer Systems Analyst III	(see	·	
14150 - Peripheral Equipment	(500	- /	18.08
Operator			10.00
14160 - Personal Computer Support			25.50
Technician			23.30
14170 - System Support Specialist			27.74
15000 - Instructional Occupations			21.14
15010 - Aircrew Training Devices			32.55
Instructor (Non-Rated)			54.55
15020 - Aircrew Training Devices			39.40
Instructor (Rated)			JJ.4U
·			47.21
15030 - Air Crew Training Devices			4/.21
Instructor (Pilot)			22 55
15050 - Computer Based Training			32.55
Specialist / Instructor			00 00
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	47.21
Rotary Wing	
15088 - Non-Maintenance Test/Co-	47.21
Pilot	
15090 - Technical Instructor	28.80
15095 - Technical Instructor/Course	35.23
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	22.28
Room)	05 04
19040 - Tool And Die Maker	25.94
21000 - Materials Handling And Packing	
Occupations	10 00
21020 - Forklift Operator 21030 - Material Coordinator	19.90 25.56
21030 - Material Coordinator 21040 - Material Expediter	25.56
21040 - Material Expediter 21050 - Material Handling Laborer	15.49
21030 - Material Handring Laborer 21071 - Order Filler	14.67
21071 - Older Filler 21080 - Production Line Worker (Food	19.90
Processing)	13.30
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	32.02
Technician	

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 Servicer 23070 - Aircraft Survival Flight	34.87
Equipment Technician	34.07
23080 - Aircraft Worker	33.47
23091 - Aircrew Life Support	33.47
Equipment (ALSE) Mechanic	55.17
T	
23092 - Aircrew Life Support	36.29
Equipment (ALSE) Mechanic	30.23
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	30.12
23182 - Electronics Technician	31.37
Maintenance II	02.0
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
27007 - Baggage Inspector 27008 - Corrections Officer			35.68
27000 - Corrections Officer			32.37
_			16.58
27030 - Detection Dog Handler 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			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			27.02
30010 - Air Traffic Control	(200	2)	44.86
Specialist Center (HFO)	(500	۷)	44.00
30011 - Air Traffic Control	1000	21	30.93
	(see	۷)	30.93
Specialist Station (HFO)			34.06
30012 - Air Traffic Control			34.00
Specialist Terminal (HFO) (see 2)			10 00
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			28.88
Technician I			20.00
30222 - Latent Fingerprint			31.90
Technician II			31.90
30240 - Mathematical Technician			27.65
			22.72
30361 - Paralegal/Legal Assistant I			
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)			28.51
Technician I			20.01
30492 - Unexploded Ordnance (UXO)			34.49
Technician II			51.15
30493 - Unexploded Ordnance (UXO)			41.34
Technician III			11.51
30494 - Unexploded (UXO) Safety			28.51
Escort			20.51
30495 - Unexploded (UXO) Sweep			28.51
Personnel			20.51
30501 - Weather Forecaster I			28.88
30501 - Weather Forecaster I			35.14
	1000	21	
30620 - Weather Observer Combined	(see	2)	24.04
Upper Air Or			
Surface Programs	/	21	26.00
30621 - Weather Observer Senior	(see	۷)	26.08
31000 - Transportation/Mobile			
Equipment Operation Occupations			24 40
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
 	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
	12.77
99050 - Desk Clerk	13.95
	37.72
3	28.51
99251 - Laboratory Animal Caretaker	15.52
I	
99252 - Laboratory Animal Caretaker	16.30
II	
, <u>,</u>	32.51
	38.43
	18.00
, , , , , , , , , , , , , , , , , , ,	14.98
	21.34
	24.47
	19.55
	14.26
3	16.53
• •	29.43
99831 - Surveying Aide	21.07
2 3	28.08
	18.12
,	20.75
	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 hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4085

Daniel W. Simms Division of | Revision No.: 19

Director

Wage Determinations | 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		14.78
Representative I		
01042 - Customer Service		16.29
Representative II		

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		18.15
(Employment) I		10.10
01262 - Personnel Assistant		20.30
(Employment) II		20.50
01263 - Personnel Assistant		22.63
(Employment) III		22.05
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
01312 - Secretary III		21.99
01320 - Service Order Dispatcher		19.26
01410 - Supply Technician		31.21
01420 - Survey Worker		20.73
01420 - Survey Worker 01460 - Switchboard		16.45
Operator/Receptionist		10.40
01531 - Travel Clerk I		16.66
01531 - Havel Clerk I		17.68
01532 - Havel Clerk II 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		21.54
05000 - Automobile Body Repairer		23.98
Fiberglass		23.90
05010 - Automotive	Electrician	19.96
05010 - Automotive Glass Installer	Elecclician	19.16
05070 - Automotive Grass Installer		19.16
05110 - Mobile Equipment Servicer		17.57
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal		20.77
Mechanic		20.11
05160 - Motor Equipment Metal Worker		19.16
05100 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		20.77
05220 - Motor Vehicle Mechanic		16.73
Helper		10./3
TICTNCT		

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	20.77
Specialist	_ 0 • · ·
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	19.03
11000 - General Services And Support Occupations	
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles	13.09
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator	13.09 14.48
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener	13.09 14.48 21.14
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide	13.09 14.48 21.14 14.48
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor	13.09 14.48 21.14 14.48 14.48
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance	13.09 14.48 21.14 14.48 14.48
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman	13.09 14.48 21.14 14.48 14.48 17.17 14.58
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner	13.09 14.48 21.14 14.48 14.48 17.17 14.58 15.74
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman	13.09 14.48 21.14 14.48 14.48 17.17 14.58
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator	13.09 14.48 21.14 14.48 14.48 17.17 14.58 15.74 20.13
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker	13.09 14.48 21.14 14.48 14.48 17.17 14.58 15.74 20.13 17.17
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner	13.09 14.48 21.14 14.48 14.48 17.17 14.58 15.74 20.13 17.17
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations	13.09 14.48 21.14 14.48 14.48 17.17 14.58 15.74 20.13 17.17 15.80
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver	13.09 14.48 21.14 14.48 14.48 17.17 14.58 15.74 20.13 17.17 15.80
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant	13.09 14.48 21.14 14.48 14.48 17.17 14.58 15.74 20.13 17.17 15.80 20.05 25.38 29.63
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist	13.09 14.48 21.14 14.48 14.48 17.17 14.58 15.74 20.13 17.17 15.80 20.05 25.38
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant	13.09 14.48 21.14 14.48 14.48 17.17 14.58 15.74 20.13 17.17 15.80 20.05 25.38 29.63 31.81
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant	13.09 14.48 21.14 14.48 14.48 17.17 14.58 15.74 20.13 17.17 15.80 20.05 25.38 29.63 31.81 23.21
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist	13.09 14.48 21.14 14.48 14.48 17.17 14.58 15.74 20.13 17.17 15.80 20.05 25.38 29.63 31.81 23.21 39.68
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician	13.09 14.48 21.14 14.48 14.48 17.17 14.58 15.74 20.13 17.17 15.80 20.05 25.38 29.63 31.81 23.21 39.68 40.78
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist	13.09 14.48 21.14 14.48 14.48 17.17 14.58 15.74 20.13 17.17 15.80 20.05 25.38 29.63 31.81 23.21 39.68

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	30.81
Technician	
12160 - Medical Record Clerk	20.57
12190 - Medical Record Technician	24.13
12195 - Medical Transcriptionist	21.46
12210 - Nuclear Medicine	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	31.44
Testing)	
12320 - Substance Abuse Treatment	25.72
Counselor	
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	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	22.28
Room)	
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	19.90
Processing)	
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	30.41
Technician	
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 Equipment (ALSE) Mechanic	31.99
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	_ 1 , 13
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		01.10
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		13.40
28515 - Recreation Specialist		22.86
28630 - Sports Official		14.69
28690 - Swimming Pool Operator		19.38
29000 - Stevedoring/Longshoremen		19.30
Occupational Services		
29010 - Blocker And Bracer		28.63
29010 - Blocker And Bracer 29020 - Hatch Tender		28.63
29030 - Line Handler		28.63
29030 - Line Handler 29041 - Stevedore I		
		27.39
29042 - Stevedore II		29.82
30000 - Technical Occupations	(0)	4.4.06
30010 - Air Traffic Control	(see 2)	44.86
Specialist Center (HFO)	(0)	20 02
30011 - Air Traffic Control	(see 2)	30.93
Specialist Station (HFO)		24.06
30012 - Air Traffic Control		34.06
Specialist Terminal (HFO) (see 2)		20 20
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		

30221 - Latent Fingerprint Technician I	28.88
30222 - Latent Fingerprint	31.90
Technician II	01.50
30240 - Mathematical Technician	27.65
30361 - Paralegal/Legal Assistant I	22.72
30362 - Paralegal/Legal Assistant II	28.15
30363 - Paralegal/Legal Assistant	34.43
III	01.10
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)	28.51
Technician I	20.51
30492 - Unexploded Ordnance (UXO)	34.49
Technician II	34.49
	41.34
30493 - Unexploded Ordnance (UXO) Technician III	41.34
	28.51
30494 - Unexploded (UXO) Safety Escort	20.31
	20 51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	20 00
30501 - Weather Forecaster I 30502 - Weather Forecaster II	28.88
	35.14
30620 - Weather Observer Combined (see 2)	23.46
Upper Air Or	
Surface Programs	26.00
30621 - Weather Observer Senior (see 2)	26.08
31000 - Transportation/Mobile	
Equipment Operation Occupations	24 40
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 I	15.52
99252 - Laboratory Animal Caretaker II	16.30
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 Helper	17.59

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

- (1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;
- (2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;
- (3) The design documentation testing creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4087

Daniel W. Simms Division of | Revision No.: 19

Director

Wage Determinations | 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		14.78
Representative I		
01042 - Customer Service		16.29
Representative II		

01043 - Customer Service		18.12
Representative III		1 C CE
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		18.15
(Employment) I		
01262 - Personnel Assistant		20.30
(Employment) II		
01263 - Personnel Assistant		22.63
(Employment) III		
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		16.45
Operator/Receptionist		10.40
01531 - Travel Clerk I		16.66
01532 - Travel Clerk II		17.68
01532 - ITavel Clerk II 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		04 65
05005 - Automobile Body Repairer		24.65
Fiberglass		01 00
05010 - Automotive	Electrician	
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		17.94
Helper		

05250 - Motor Vehicle Upholstery	19.98
Worker	
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	22.95
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	13.41
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	10.00
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	00 41
12010 - Ambulance Driver	20.41
12011 - Breath Alcohol Technician	25.38
12012 - Certified Occupational	29.63
Therapist Assistant	21 01
12015 - Certified Physical Therapist Assistant	31.81
	22 21
12020 - Dental Assistant	23.21 41.58
12025 - Dental Hygienist	
12030 - EKG Technician	40.78
12035 - Electroneurodiagnostic	40.78
Technologist	

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	30.81
Technician	
12160 - Medical Record Clerk	20.57
12190 - Medical Record Technician	24.13
12195 - Medical Transcriptionist	21.46
12210 - Nuclear Medicine	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	31.44
Testing)	
12320 - Substance Abuse Treatment	25.72
Counselor	
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	34.75
13050 - Library Aide/Clerk	17.29
13054 - Library Information	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		
operator		
14160 - Personal Computer Support		27.32
-		27.32
14160 - Personal Computer Support Technician 14170 - System Support Specialist		27.32 28.19
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations		28.19
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices		
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated)		28.19
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices		28.19
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Rated)		28.19 35.72 43.22
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices		28.19
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot)		28.19 35.72 43.22 48.81
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training		28.19 35.72 43.22
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor		28.19 35.72 43.22 48.81 35.72
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist		28.19 35.72 43.22 48.81 35.72 32.16
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)		28.19 35.72 43.22 48.81 35.72 32.16 48.81
Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist		28.19 35.72 43.22 48.81 35.72 32.16 48.81 31.54
Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed		28.19 35.72 43.22 48.81 35.72 32.16 48.81
Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed Jet/Prop		28.19 35.72 43.22 48.81 35.72 32.16 48.81 31.54 47.21
Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed Jet/Prop 15086 - Maintenance Test Pilot		28.19 35.72 43.22 48.81 35.72 32.16 48.81 31.54
Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed Jet/Prop 15086 - Maintenance Test Pilot Rotary Wing		28.19 35.72 43.22 48.81 35.72 32.16 48.81 31.54 47.21 47.21
Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed Jet/Prop 15086 - Maintenance Test Pilot Rotary Wing 15088 - Non-Maintenance Test/Co-		28.19 35.72 43.22 48.81 35.72 32.16 48.81 31.54 47.21
Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15085 - Maintenance Test Pilot Fixed Jet/Prop 15086 - Maintenance Test Pilot Rotary Wing 15088 - Non-Maintenance Test/Co- Pilot		28.19 35.72 43.22 48.81 35.72 32.16 48.81 31.54 47.21 47.21
Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed Jet/Prop 15086 - Maintenance Test Pilot Rotary Wing 15088 - Non-Maintenance Test/Co- Pilot 15090 - Technical Instructor		28.19 35.72 43.22 48.81 35.72 32.16 48.81 31.54 47.21 47.21 47.21
Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15085 - Maintenance Test Pilot Fixed Jet/Prop 15086 - Maintenance Test Pilot Rotary Wing 15088 - Non-Maintenance Test/Co- Pilot 15090 - Technical Instructor		28.19 35.72 43.22 48.81 35.72 32.16 48.81 31.54 47.21 47.21
Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed Jet/Prop 15086 - Maintenance Test Pilot Rotary Wing 15088 - Non-Maintenance Test/Co- Pilot 15090 - Technical Instructor		28.19 35.72 43.22 48.81 35.72 32.16 48.81 31.54 47.21 47.21 47.21

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	22.72
Room)	
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	19.90
Processing)	
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	32.02
Technician	
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	34.87
Equipment Technician	2 2 . 0 /
23080 - Aircraft Worker	33.47
	55.17

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	33.47
I	
23092 - Aircrew Life Support	37.40
Equipment (ALSE) Mechanic	
II	
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	30.94
Maintenance I	
23182 - Electronics Technician	32.23
Maintenance II	
23183 - Electronics Technician	33.55
Maintenance III	
23260 - Fabric Worker	27.39
23290 - Fire Alarm System Mechanic	24.63
23310 - Fire Extinguisher Repairer	26.26
23311 - Fuel Distribution System	37.64
Mechanic	
23312 - Fuel Distribution System	29.83
Operator	
23370 - General Maintenance Worker	25.32
23380 - Ground Support Equipment	37.40
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	29.59
23465 - Laboratory/Shelter Mechanic	29.82
23470 - Laborer	15.49
23510 - Locksmith	26.38
23530 - Machinery Maintenance	25.30
Mechanic	
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

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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			23.02
30010 - Air Traffic Control	(see	2)	44.86
Specialist Center (HFO)	(500	۷ /	11.00
30011 - Air Traffic Control	(see	2)	30.93
Specialist Station (HFO)	(500	2 /	30.33
30012 - Air Traffic Control			34.06
Specialist Terminal (HFO) (see 2)			34.00
30021 - Archeological Technician I			21.07
30022 - Archeological Technician II			23.57
30022 - 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 21.07
30061 - Drafter/CAD Operator I			23.57
30062 - Drafter/CAD Operator II			
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	31.90
Technician II	01.50
30240 - Mathematical Technician	32.12
30361 - Paralegal/Legal Assistant I	22.72
30362 - Paralegal/Legal Assistant II	28.15
30363 - Paralegal/Legal Assistant	34.43
III	J 1 • 1 J
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)	28.51
Technician I	20.51
	34.49
30492 - Unexploded Ordnance (UXO) Technician II	34.49
	11 21
30493 - Unexploded Ordnance (UXO)	41.34
Technician III	00 51
30494 - Unexploded (UXO) Safety	28.51
Escort	00 51
30495 - Unexploded (UXO) Sweep	28.51
Personnel	00 04
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 I	17.67
99252 - Laboratory Animal Caretaker II	18.95
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

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

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

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

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

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

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

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

- (1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;
- (2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;
- (3) The design documentation testing creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4089

Daniel W. Simms Division of |

Director

Revision No.: 18 Wage Determinations | 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	14.78
Representative I	
01042 - Customer Service	16.29
Representative II	
01043 - Customer Service	18.12
Representative III	
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	18.15
(Employment) I	
01262 - Personnel Assistant	20.30
(Employment) II	
01263 - Personnel Assistant	22.63
(Employment) III	
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	16.45
Operator/Receptionist	
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	20.77
05160 - Motor Equipment Metal Worker	19.16
05190 - Motor Vehicle Mechanic	20.77
05220 - Motor Vehicle Mechanic	16.73
Helper	10.70
05250 - Motor Vehicle Upholstery	18.33
Worker	10.00
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	29.63
Therapist Assistant 12015 - Certified Physical Therapist	31.81
Assistant	51.01
12020 - Dental Assistant	23.21
12025 - Dental Hygienist	39.68
12030 - EKG Technician	40.78
12035 - Electroneurodiagnostic	40.78
Technologist	
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	30.81
Technician	
12160 - Medical Record Clerk	20.57
12190 - Medical Record Technician	24.13
12195 - Medical Transcriptionist	21.46
12210 - Nuclear Medicine	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	00 50
12314 - Registered Nurse III	39.53
12315 - Registered Nurse III	39.53
Anesthetist	47 20
12316 - Registered Nurse IV	47.38
12317 - Scheduler (Drug and Alcohol	31.44
Testing) 12320 - Substance Abuse Treatment	25.72
Counselor	23.12
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	23.84
13012 - Exhibits Specialist II	29.52
13012 - 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	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	22.28
Room)	05.01
19040 - Tool And Die Maker	25.94
21000 - Materials Handling And Packing	
Occupations	10 00
21020 - Forklift Operator	19.90 25.56
21030 - Material Coordinator	25.56
21040 - Material Expediter	15.49
21050 - Material Handling Laborer 21071 - Order Filler	14.67
21071 - Order Filler 21080 - Production Line Worker (Food	19.90
Processing)	13.30
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	30.41
Technician	

00004	26.00
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	00123
II	
23110 - Appliance Mechanic	21.48
23120 - Repriance Mechanic 23120 - Bicycle Repairer	23.45
	45.68
23125 - Cable Splicer	
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	00123
23381 - Ground Support Equipment	30.41
Servicer	30.11
23382 - Ground Support Equipment	31.99
Worker	J1 • JJ
23391 - Gunsmith I	26.26
23392 - Gunsmith II	28.63
23392 - Gunsmith III	
	31.04
23410 - Heating Ventilation And Air-	28.24
Conditioning	
Mechanic	00 01
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			51.15
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			13.40
28515 - Recreation Specialist			22.86
28630 - Sports Official			14.69
28690 - Swimming Pool Operator			19.38
29000 - Stevedoring/Longshoremen			13.30
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			23.02
30010 - Air Traffic Control	(800	2)	44.86
Specialist Center (HFO)	(500	۷)	11.00
30011 - Air Traffic Control	(see	21	30.93
Specialist Station (HFO)	(500	۷)	30.33
30012 - Air Traffic Control			34.06
Specialist Terminal (HFO) (see 2)			51.00
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
30062 - Drafter/CAD Operator III			23.46
20002 - Drarcer/Cun Oberacor III			23.40

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			28.88
Technician I			20.00
30222 - Latent Fingerprint			31.90
Technician II			31.50
30240 - Mathematical Technician			27.65
30361 - Paralegal/Legal Assistant I			22.72
			28.15
30362 - Paralegal/Legal Assistant II			
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)			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			28.88
30502 - Weather Forecaster II			35.14
30620 - Weather Observer Combined	(see	2)	23.46
Upper Air Or	(555	_ /	20.10
Surface Programs			
30621 - Weather Observer Senior	(see	2)	26.08
31000 - Transportation/Mobile	,500	_,	20.00
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
21730 - SHRECTE DRZ DITAGE			11.70

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
	12.77
99050 - Desk Clerk	13.95
	30.74
3	28.51
99251 - Laboratory Animal Caretaker	15.52
I	
99252 - Laboratory Animal Caretaker	16.30
II	
	32.51
	30.74
	18.00
, , , , , , , , , , , , , , , , , , ,	14.98
	20.87
	24.47
	19.55
	14.26
	16.53
• •	29.10
99831 - Surveying Aide	22.77
2 3	28.08
,	17.59
,	20.14
, <u> </u>	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 hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4091

Daniel W. Simms Division of | Revision No.: 18

Director

Wage Determinations | 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		15.11
Representative I		
01042 - Customer Service		16.98
Representative II		

01043 - Customer Service		18.54
Representative III 01051 - Data Entry Operator I		18.05
01051 - Data Entry Operator II		19.70
01060 - Dispatcher Motor Vehicle		21.37
01070 - Dispatcher Motor Vehicle 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		18.44
(Employment) I		10.44
01262 - Personnel Assistant		20.62
(Employment) II		20.02
01263 - Personnel Assistant		24.37
(Employment) III		24.57
01270 - Production Control Clerk		26.01
01290 - Rental Clerk		16.43
01300 - Scheduler Maintenance		19.42
01311 - Secretary I		19.42
01311 - Secretary I		21.73
01312 - Secretary II 01313 - Secretary III		24.22
01320 - Service Order Dispatcher		19.42
01410 - Supply Technician		29.92
01410 - Supply Technician 01420 - Survey Worker		18.92
01460 - Switchboard		15.22
Operator/Receptionist		13.22
01531 - Travel Clerk I		14.91
01531 - Havel Clerk I		16.26
01532 - Havel Clerk II 01533 - Travel Clerk III		17.68
01611 - Word Processor I		17.67
01612 - Word Processor II		19.85
01612 - Word Processor III		22.20
05000 - Automotive Service Occupations		22.20
05000 - Automotive Service Occupations 05005 - Automobile Body Repairer		25.70
Fiberglass		23.70
05010 - Automotive	Electrician	21.13
05010 - Automotive 05040 - Automotive Glass Installer	FIECCITCIAIL	20.86
05070 - Automotive Grass Installer		20.80
		18.56
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal		21.40
Mechanic		21.40
05160 - Motor Equipment Metal Worker		20.21
05190 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		21.40
05220 - Motor Vehicle Mechanic		17.69
Helper		11.09
nerber		

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	21.40
Specialist	21.10
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 16.21
11260 - Pruner	
11270 - Tractor Operator 11330 - Trail Maintenance Worker	20.47
11360 - Window Cleaner	18.03
12000 - Window Cleaner 12000 - Health Occupations	10.03
12010 - Ambulance Driver	22.36
12010 Amburance Driver 12011 - Breath Alcohol Technician	25.40
12012 - Certified Occupational	28.78
Therapist Assistant	20.70
12015 - Certified Physical Therapist	29.82
Assistant	
12020 - Dental Assistant	21.80
12025 - Dental Hygienist	40.98
12030 - EKG Technician	28.43
12035 - Electroneurodiagnostic	28.43
Technologist	

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	30.66
Technician	
12160 - Medical Record Clerk	19.18
12190 - Medical Record Technician	22.49
12195 - Medical Transcriptionist	20.15
12210 - Nuclear Medicine	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	31.47
Testing)	
12320 - Substance Abuse Treatment	24.25
Counselor	
13000 - Information And Arts	
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	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	23.16
Room)	
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	18.00
Processing)	
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	31.79
Technician	
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	34.48
Equipment Technician	
23080 - Aircraft Worker	33.06

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	33.06
I	
23092 - Aircrew Life Support	35.89
Equipment (ALSE) Mechanic	
II	
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	37.45
Maintenance I	
23182 - Electronics Technician	39.06
Maintenance II	
23183 - Electronics Technician	40.66
Maintenance III	
23260 - Fabric Worker	26.31
23290 - Fire Alarm System Mechanic	27.51
23310 - Fire Extinguisher Repairer	25.02
23311 - Fuel Distribution System	39.42
Mechanic	
23312 - Fuel Distribution System	33.22
Operator	
23370 - General Maintenance Worker	20.60
23380 - Ground Support Equipment	35.89
Mechanic	
23381 - Ground Support Equipment	31.79
Servicer	
23382 - Ground Support Equipment	33.06
Worker	
23391 - Gunsmith I	25.02
23392 - Gunsmith II	27.35
23393 - Gunsmith III	29.69
23410 - Heating Ventilation And Air-	30.45
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	31.55
Contidioning	
Mechanic (Research Facility)	
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	26.28
Mechanic	
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		0_00
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		14.55
28515 - Recreation Specialist		24.37
28630 - Sports Official		15.66
28690 - Swimming Pool Operator		21.12
29000 - Stevedoring/Longshoremen		21.12
Occupational Services		
29010 - Blocker And Bracer		31.15
29010 - Blocker And Bracer 29020 - Hatch Tender		31.15
29030 - Hatch Tender 29030 - Line Handler		31.15
29030 - Line Handler 29041 - Stevedore I		
		29.93
29042 - Stevedore II		32.49
30000 - Technical Occupations	()	4.4.00
30010 - Air Traffic Control	(see 2)	44.99
Specialist Center (HFO)	(0)	21 02
30011 - Air Traffic Control	(see 2)	31.03
Specialist Station (HFO)		24 17
30012 - Air Traffic Control		34.17
Specialist Terminal (HFO) (see 2)		10 70
30021 - Archeological Technician I		18.73
30021 - Archeological Technician I 30022 - Archeological Technician II		20.95
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III		20.95 25.95
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician		20.95 25.95 25.95
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician		20.95 25.95 25.95 31.76
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I		20.95 25.95 25.95 31.76 28.74
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II		20.95 25.95 25.95 31.76 28.74 31.75
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I		20.95 25.95 25.95 31.76 28.74 31.75 18.73
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II		20.95 25.95 25.95 31.76 28.74 31.75 18.73 20.95
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30063 - Drafter/CAD Operator III		20.95 25.95 25.95 31.76 28.74 31.75 18.73 20.95 23.36
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator IV		20.95 25.95 25.95 31.76 28.74 31.75 18.73 20.95 23.36 28.74
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I		20.95 25.95 25.95 31.76 28.74 31.75 18.73 20.95 23.36 28.74 17.82
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II		20.95 25.95 25.95 31.76 28.74 31.75 18.73 20.95 23.36 28.74 17.82 20.00
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician III		20.95 25.95 25.95 31.76 28.74 31.75 18.73 20.95 23.36 28.74 17.82 20.00 22.37
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III		20.95 25.95 25.95 31.76 28.74 31.75 18.73 20.95 23.36 28.74 17.82 20.00 22.37 27.71
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V		20.95 25.95 25.95 31.76 28.74 31.75 18.73 20.95 23.36 28.74 17.82 20.00 22.37 27.71 33.90
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI		20.95 25.95 25.95 31.76 28.74 31.75 18.73 20.95 23.36 28.74 17.82 20.00 22.37 27.71
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V		20.95 25.95 25.95 31.76 28.74 31.75 18.73 20.95 23.36 28.74 17.82 20.00 22.37 27.71 33.90
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI		20.95 25.95 25.95 31.76 28.74 31.75 18.73 20.95 23.36 28.74 17.82 20.00 22.37 27.71 33.90 41.01

30221 - Latent Fingerprint Technician I	28.74
30222 - Latent Fingerprint	31.75
Technician II	01.70
30240 - Mathematical Technician	28.55
30361 - Paralegal/Legal Assistant I	20.67
30362 - Paralegal/Legal Assistant II	25.60
30363 - Paralegal/Legal Assistant	31.32
III	01.02
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)	28.59
Technician I	20.00
30492 - Unexploded Ordnance (UXO)	34.59
Technician II	51.55
30493 - Unexploded Ordnance (UXO)	41.46
Technician III	41.40
30494 - Unexploded (UXO) Safety	28.59
Escort	20.55
30495 - Unexploded (UXO) Sweep	28.59
Personnel	20.59
30501 - Weather Forecaster I	28.74
30502 - Weather Forecaster II	34.96
30620 - Weather Observer Combined (see 2)	23.36
Upper Air Or	23.30
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.95
31000 - Transportation/Mobile	23.93
-	
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 - Parking and Lot Attendant 31290 - Shuttle Bus Driver	
31310 - Taxi Driver	17.88
	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	16 07
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
99252 - Laboratory Animal Caretaker II	19.92
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 Helper	20.95

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

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

*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)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4093

Division of | Revision No.: 18 Daniel W. Simms

Director

Wage Determinations | 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		15.11
Representative I		
01042 - Customer Service		16.98
Representative II		

01043 - Customer Service Representative III		18.54
01051 - Data Entry Operator I		18.05
01051 - Data Entry Operator II		19.70
01060 - Dispatcher Motor Vehicle		21.62
01070 - Dispatcher Motor Vehicle 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		18.40
(Employment) I		10.10
01262 - Personnel Assistant		20.62
(Employment) II		20.02
01263 - Personnel Assistant		22.98
(Employment) III		22.50
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		15.22
Operator/Receptionist		
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		19.81
Helper		

05250 - Motor Vehicle Upholstery	21.27
Worker	-
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	21.30
Specialist	
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	10 60
11030 - Cleaner Vehicles	13.63
11000 -1	
11060 - Elevator Operator	16.43
11090 - Gardener	16.43 21.68
11090 - Gardener 11122 - Housekeeping Aide	16.43 21.68 16.43
11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor	16.43 21.68 16.43 16.43
11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance	16.43 21.68 16.43 16.43
11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman	16.43 21.68 16.43 16.43 17.79 14.07
11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner	16.43 21.68 16.43 16.43 17.79 14.07
11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator	16.43 21.68 16.43 16.43 17.79 14.07 16.21 20.47
11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker	16.43 21.68 16.43 16.43 17.79 14.07 16.21 20.47 17.79
11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner	16.43 21.68 16.43 16.43 17.79 14.07 16.21 20.47
11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations	16.43 21.68 16.43 16.43 17.79 14.07 16.21 20.47 17.79 18.03
11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver	16.43 21.68 16.43 16.43 17.79 14.07 16.21 20.47 17.79 18.03
11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician	16.43 21.68 16.43 17.79 14.07 16.21 20.47 17.79 18.03
11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational	16.43 21.68 16.43 16.43 17.79 14.07 16.21 20.47 17.79 18.03
11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant	16.43 21.68 16.43 17.79 14.07 16.21 20.47 17.79 18.03
11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational	16.43 21.68 16.43 16.43 17.79 14.07 16.21 20.47 17.79 18.03 22.06 25.40 28.78
11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist	16.43 21.68 16.43 16.43 17.79 14.07 16.21 20.47 17.79 18.03 22.06 25.40 28.78
11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant	16.43 21.68 16.43 16.43 17.79 14.07 16.21 20.47 17.79 18.03 22.06 25.40 28.78
11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant	16.43 21.68 16.43 16.43 17.79 14.07 16.21 20.47 17.79 18.03 22.06 25.40 28.78 29.82 21.80
11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist	16.43 21.68 16.43 16.43 17.79 14.07 16.21 20.47 17.79 18.03 22.06 25.40 28.78 29.82 21.80 41.49

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	30.66
Technician	
12160 - Medical Record Clerk	19.11
12190 - Medical Record Technician	22.49
12195 - Medical Transcriptionist	20.15
12210 - Nuclear Medicine	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	31.47
Testing)	
12320 - Substance Abuse Treatment	24.25
Counselor	
13000 - Information And Arts	
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	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	

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	25.52
Room)	
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	18.46
Processing)	
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	31.79
Technician	
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	34.48
Equipment Technician	
23080 - Aircraft Worker	33.06

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	33.06
I	
23092 - Aircrew Life Support	35.89
Equipment (ALSE) Mechanic	
II	
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	37.45
Maintenance I	
23182 - Electronics Technician	39.06
Maintenance II	
23183 - Electronics Technician	40.66
Maintenance III	
23260 - Fabric Worker	26.31
23290 - Fire Alarm System Mechanic	27.51
23310 - Fire Extinguisher Repairer	25.02
23311 - Fuel Distribution System	39.42
Mechanic	
23312 - Fuel Distribution System	33.22
Operator	
23370 - General Maintenance Worker	20.60
23380 - Ground Support Equipment	35.89
Mechanic	
23381 - Ground Support Equipment	31.79
Servicer	
23382 - Ground Support Equipment	33.06
Worker	
23391 - Gunsmith I	25.02
23392 - Gunsmith II	27.35
23393 - Gunsmith III	29.69
23410 - Heating Ventilation And Air-	30.45
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	31.55
Contidioning	
Mechanic (Research Facility)	
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	26.28
Mechanic	20.20
23550 - Machinist Maintenance	23.28
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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		02.01
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		14.55
28515 - Recreation Specialist		24.37
28630 - Sports Official		15.66
28690 - Swimming Pool Operator		21.43
29000 - Stevedoring/Longshoremen		21.13
Occupational Services		
29010 - Blocker And Bracer		27.35
29020 - Hatch Tender		27.35
29030 - Line Handler		27.35
29041 - Stevedore I		26.31
29041 - Stevedore II		28.53
30000 - Technical Occupations		20.33
30010 - Air Traffic Control	(see 1)	44.99
Specialist Center (HFO)	(266 1)	44.99
30011 - Air Traffic Control	(see 1)	31.03
Specialist Station (HFO)	(366 1)	31.03
30012 - Air Traffic Control		34.17
Specialist Terminal (HFO) (see 1)		54.17
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
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30221 - Latent Fingerprint Technician I	28.74
30222 - Latent Fingerprint	31.75
Technician II	31.73
30240 - Mathematical Technician	29.33
	20.28
30361 - Paralegal/Legal Assistant I	
30362 - Paralegal/Legal Assistant II	25.11
30363 - Paralegal/Legal Assistant	30.72
III	07 17
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)	28.59
Technician I	
30492 - Unexploded Ordnance (UXO)	34.59
Technician II	
30493 - Unexploded Ordnance (UXO)	41.46
Technician III	
30494 - Unexploded (UXO) Safety	28.59
Escort	
30495 - Unexploded (UXO) Sweep	28.59
Personnel	
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	20.10
99020 - Cabin Safety Specialist	16.87
99030 - Cashier	13.29
99050 - Cashler 99050 - Desk Clerk	14.05
99095 - Embalmer	32.85
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99130 - Flight Follower	28.59
99251 - Laboratory Animal Caretaker I	18.80
99252 - Laboratory Animal Caretaker II	19.92
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 Helper	20.95

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

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

*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)).